






## Trust Board (Public) – 1 December 2022

<b>Agenda item:</b>	5.2							
<b>Presented by:</b>	Ogechi Emeadi, Director of people							
<b>Prepared by:</b>	Nathaniel Williams, People information manager, Padraig Brady, Head of strategic people partnering							
<b>Date prepared:</b>	November 2022							
<b>Subject:</b>	Equality & Inclusion Annual Report 2021- 2022							
<b>Purpose:</b>	<b>Approval</b>		<b>Decision</b>		<b>Information</b>		<b>Assurance</b>	x
<b>Key issues:</b> please don't expand this cell; additional information should be included in the main body of the report	<p>This report provides assurance to the Board on the Trust's progress in relation to Equality &amp; Inclusion under the Equality Act 2010</p> <p>The report also summarise the Trust's compliance with the following Mandatory framework:</p> <ul style="list-style-type: none"><li>• Workforce Race Equality Standards</li><li>• Workforce Disability Equality Standards</li></ul>							
<b>Recommendation:</b>	<p>The Board is asked to:</p> <ul style="list-style-type: none"><li>• Note and approve the contents of this report</li><li>• Endorse further progress on the Trust's Equality, Inclusion Action Plan;</li><li>• Consider how best we can continue to demonstrate support and leadership for improving E&amp;I related events</li></ul>							
<b>Trust strategic objectives:</b> please indicate which of the five Ps is relevant to the subject of the report	 <b>Patients</b> x	 <b>People</b> x	 <b>Performance</b> x	 <b>Places</b> x	 <b>Pounds</b> x			
<b>Previously considered by:</b>	People Committee.28.11.22.							
<b>Risk / links with the BAF:</b>	Robust performance in relation to equality, diversity and inclusion helps mitigate against risks of service/policy gaps that put protected groups at a disadvantage.							
<b>Legislation, regulatory, equality, diversity and dignity implications:</b>	Compliance with the Equality Act 2010 Public Sector Equality Duty CQC Well Led Framework EDS3							
<b>Appendices:</b>	Appendix 1 Workforce and Recruitment data Appendix 2 Patient Demographics for the report period Appendix 3 Employee Relations Cases							

## 1.0 Purpose

To provide assurance to the board on the compliance of our statutory obligations under the Equality Act 2010 protecting the equality, diversity and inclusion of staff and patients. Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act requires public sector bodies to publish relevant information to demonstrate their compliance with the PSED

## 2.0 TRUST CONTEXT

Our strategic objectives are focused around our patients, people, places, performance and pounds, as follows:

- **Our Patients** – we will continue to improve the quality of care we provide our patients, improving our CQC rating and exiting special measures
- **Our People** – we will support our people to deliver high quality care within a culture that improves, engagement, recruitment and retention and improvements in our staff survey results
- **Our Places** – we will maintain the safety of and improve the quality and look of our places and work with our partners to develop a business case for a new build, aligned with the development of a West Essex and East Hertfordshire Accountable Care Partnership
- **Our Performance** – we will meet and achieve our performance targets, covering national and local operational, quality and workforce indicators
- **Our Pounds** – we will manage our pounds effectively to achieve our agreed financial targets and control totals

Underpinning these objectives is the following Trust values that have been adopted to develop a “behaviour charter” providing a standard for our own and others behaviour, highlighting the importance of valuing differences.

**Patient at heart**

**Everyday excellence**

**Creative collaboration**



### 3.0 SUMMARY OF PROGRESS AGAINST THE EQUALITY AND INCLUSION ACTIONS

Since the last reporting period the following positive progress has been made:

- ED&I champions on all interview panel at band 8a and above
- Inclusive recruitment training rolled out across the trust. 155 recruiting managers trained to date. From January 2023 at least 1 interview panel member must have attended this training
- Appointment of a dedicated EDI lead role in January 2022.
- Collaborative working with an external specialist EDI organisation to assist in positively developing the trust's staff networks
- Recognition of the establishment of a formal Staff forum – Disability and Wellness Network (DAWN)
- Re-establishment of the Trust LGBT+ staff network
- Rebranding of the staff network to be called REACH (the Race Equality & Cultural Heritage); appointment of a new staff network chair and re-appointment of vice Chair

### 4.0 Workforce race equality standard (WRES) and workforce disability equality standard (WDES)

The WRES and WDES forms part of the Trust's statutory duties under the broader equality and inclusion landscape – the Equality Act 2010. Reviewing the data helps the Trust to adopt a 'learning organisation' approach and produce action plans to build a culture of continuous improvement. These actions will assist in helping to bring about a workplace that is free from discrimination.

This year's action plans for WRES and WDES will identify areas for improvement but also areas where we feel we are performing well, and ensure we continue to evidence this.

- 4.1.1 WRES is self-assessed against 9 indicators, four of which relate specifically to workforce data, four are based on data from the national NHS staff Survey questions (not required for this reporting period) and the final indicator considers BME representation on the Trust board. The report is based on the reporting period April 2021 – March 2022.
- 4.1.2 WDES is assessed against 10 evidence-based metrics three of which relate specifically to workforce data, six are based on data from the national NHS staff Survey questions (Not required this reporting period) and the final one considers disabled and non-disabled representation on the Trust board. The report is based on the reporting period April 2021– March 2022.

Key findings include:

- The percentage of BME Staff employed within the Trust has increased from 33% to 37% compared to last year. The number of BME staff at VSM remain at two headcount from last year
- The likelihood of BME staff entering the formal disciplinary process is 0.60 times more likely than White staff (compared to 1.15 in 2021). Any score less than 1 is seen as a positive indicator.
- BME representation at board level has increased over the last 3 years from 12% to 18% and 21% in 2022
- 2.25% of our total workforce have identified as disabled, an increase on the previous reporting period
- There has been an increase of staff identifying as disabled in the Bands 8a through to VSM compared to the previous year



In conjunction with the EDI Steering group, the current data relating to WRES and WDES has been reviewed and the following action plans for 2022/2023 have been agreed by the group:

### 3.2.1 WDES Action Plan

Reference	Actions	Responsibility	Timescale
<b>1</b>	ED&I representation on all interview panels. (currently in place for 8a and above)	People Team/ Division	By June 2023
<b>2</b>	Promote positive action to address representation at the board membership when board vacancies arise	Recruitment Team	Review in June 2023
<b>3</b>	To work with an external partner in developing the DAWN staff network to increase their membership, participation and visibility within the Trust, as part of an overall EDI staff engagement strategy	Trust Board and relevant stakeholder representation	Review in March 2023
<b>4</b>	Develop and implement an action plan to evidence that the Trust meets the requirements to increase it's Disability Confident accreditation from Level 1 to Level 2	EDI Steering Group / Trust Board	March 2023
<b>5</b>	Annual agenda to deliver awareness events that are positively promoting disability in the workplace.	EDI Steering Group	Review quarterly
<b>6</b>	Increase the trust offer to support work placements/ experience for people with learning disabilities	Recruitment/ L&OD	By March 2023
<b>7</b>	A rolling campaign during the year to educate and encourage staff to provide declaration information	People Team/Division	Review quarterly

### 3.2.2 WRES Action Plan

Reference	Actions	Lead	Timescale
<b>1</b>	To work with an external partner in developing the REACH staff network to increase their membership, participation and visibility within the Trust, as part of an overall EDI staff engagement strategy	REACH Staff Network	<b>Review March 2023</b>
<b>2</b>	Review the process for accessing CPD funded courses to ensure it is accessible to all staff; ensuring the process for distribution and allocation of funded CPD courses is managed consistently and by a diverse decision-making panel	L&OD Team/ EDI Steering Group	<b>March 2023</b>

3	Annual agenda to deliver awareness events that are promoting REACH staff network objectives, in addition to Black History month	EDI Steering Group	Review quarterly
4	To review the recruitment data relating to shortlisting and appointments to review the impact of introducing of EDI champions and inclusive recruitment training	EDI Steering Group	Review quarterly

## 5.0 OUR COMMITMENT TO PARTNERSHIP WORKING

### 5.1 EDISG (Equality, diversity and inclusion steering group)

The equality, diversity and inclusion steering group meets on a monthly basis. The purpose of the steering group is to ensure compliance with equality legislation, to promote awareness of EDI issues and to supporting the integration of diversity initiatives into the workforce. The steering group regularly reports progress to the workforce committee, as a sub-committee of the board, to ensure visibility and scrutiny of all interventions.

The trust intranet has a dedicated page for equality and inclusion and this is in the process of being updated with photos of our champions and equality and monitoring information as part of the development of the trust's new extranet.

### 5.2 Partnerships and networking

The Trust actively participates in the ICS-wide EDI and BAME chairs network. Strong relationships have been developed with the other participants in the ICS and PAHT is working collaboratively on a number of diversity initiatives including recruitment, coaching and leadership development, unconscious bias training and anti-racism awareness.

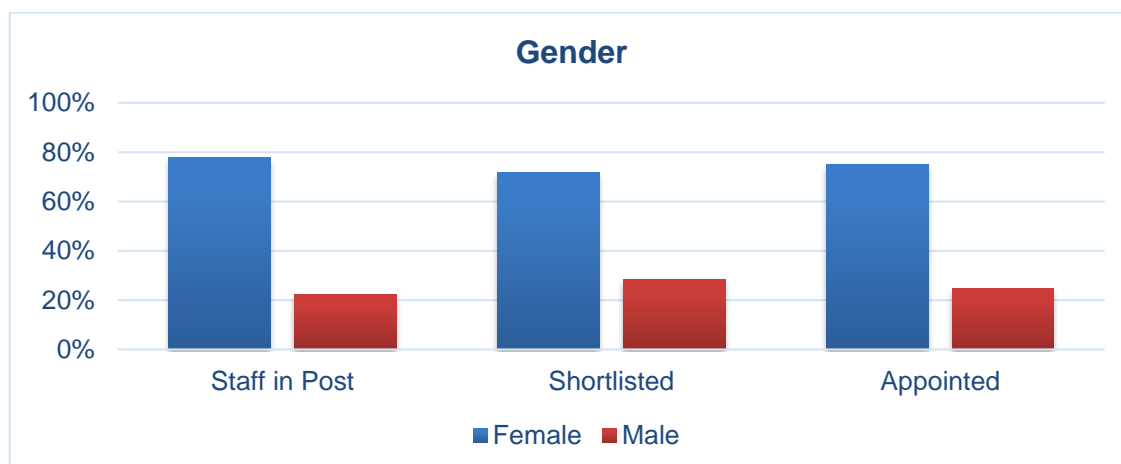
### 5.3 Freedom to Speak Up Lead Guardians (FTSUG)

FTSUGs (who are also members of EDISG) have a role in monitoring bullying and harassment within the trust and developing strategies and interventions to address any issues identified. The trust continues to strengthen it's commitment to this important work and has 7 FTSU guardians including a FTSU lead.

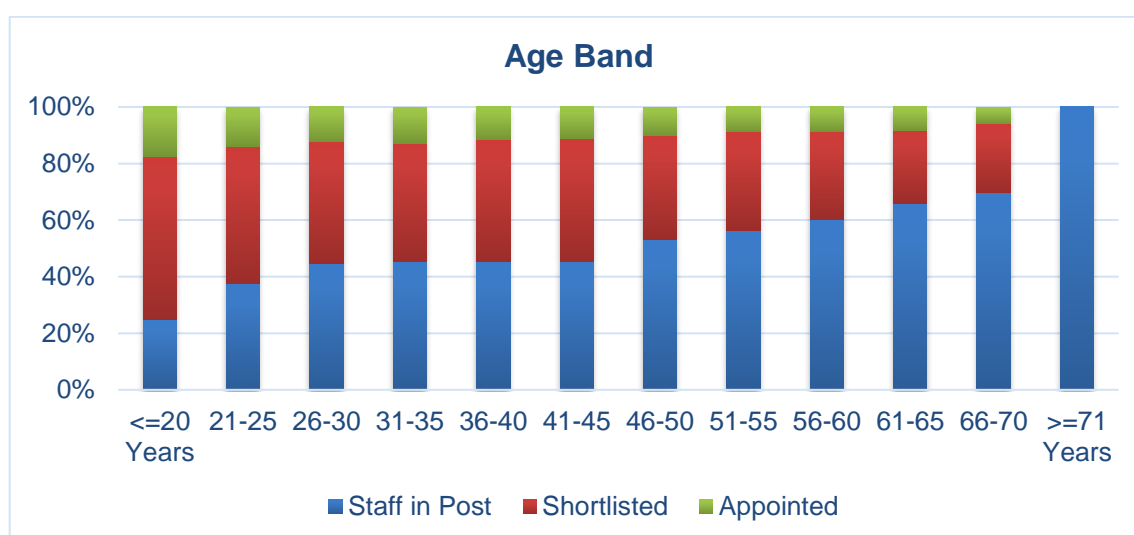
Data in this report is as at March 2022

## Appendix 1 Workforce and Recruitment data

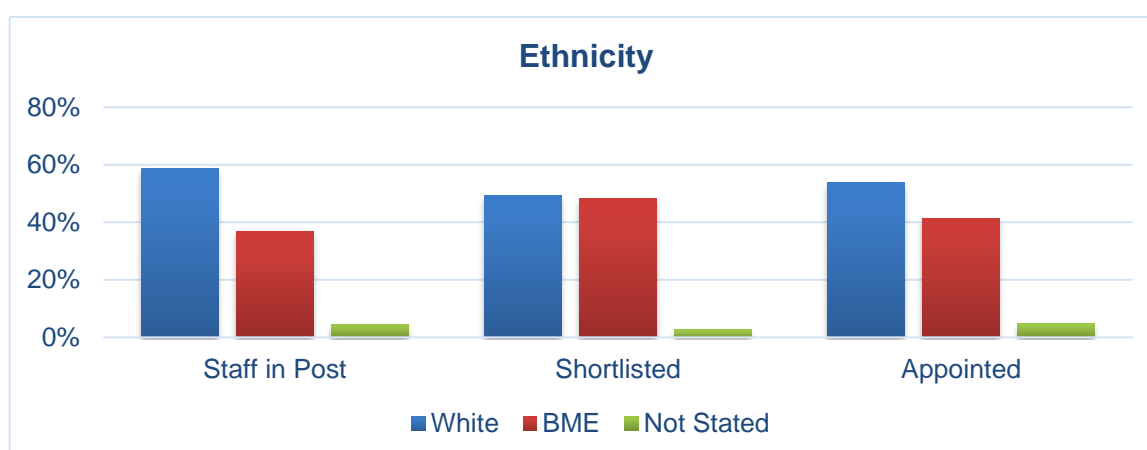
### Gender



### Age Band



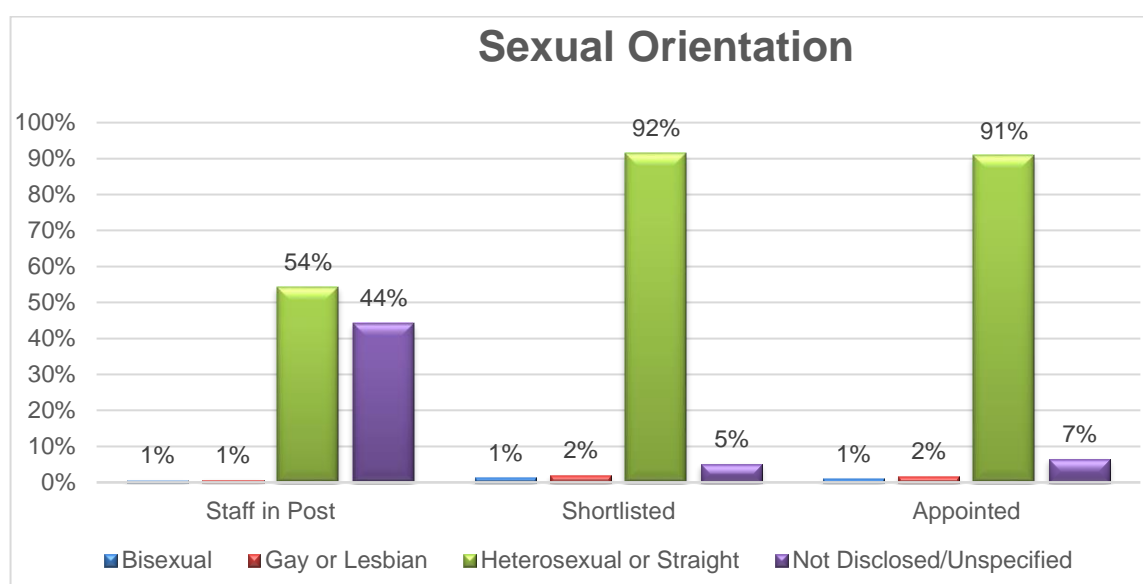
### Ethnicity



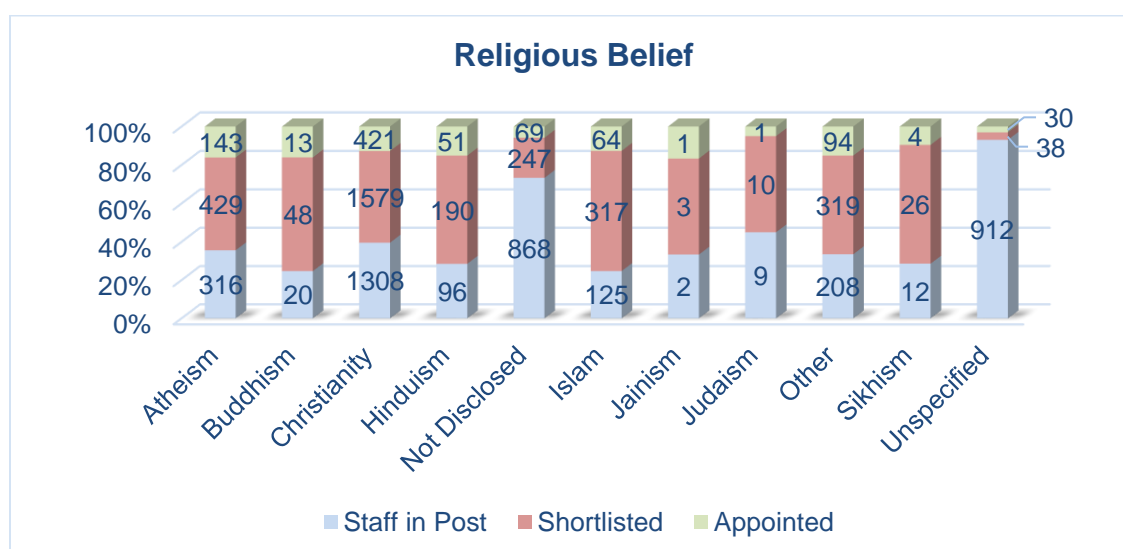
## Disability



## Sexual Orientation

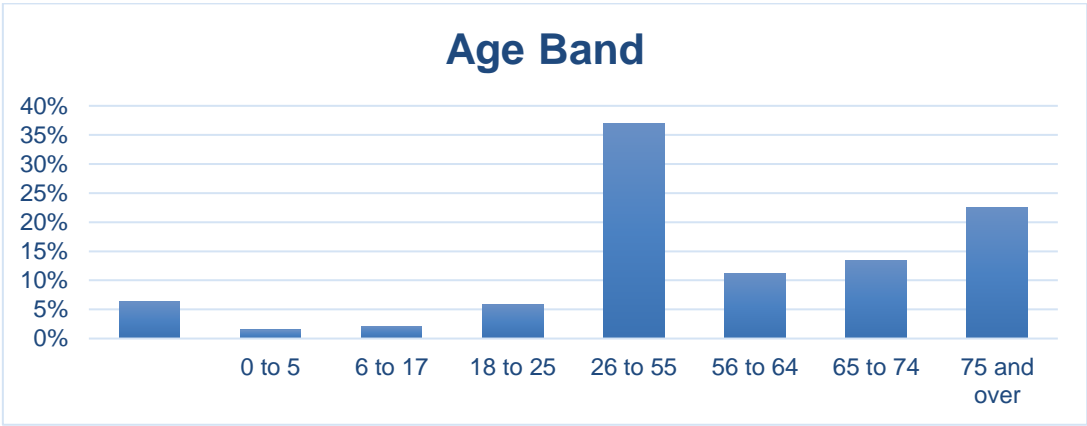


## Religious Belief

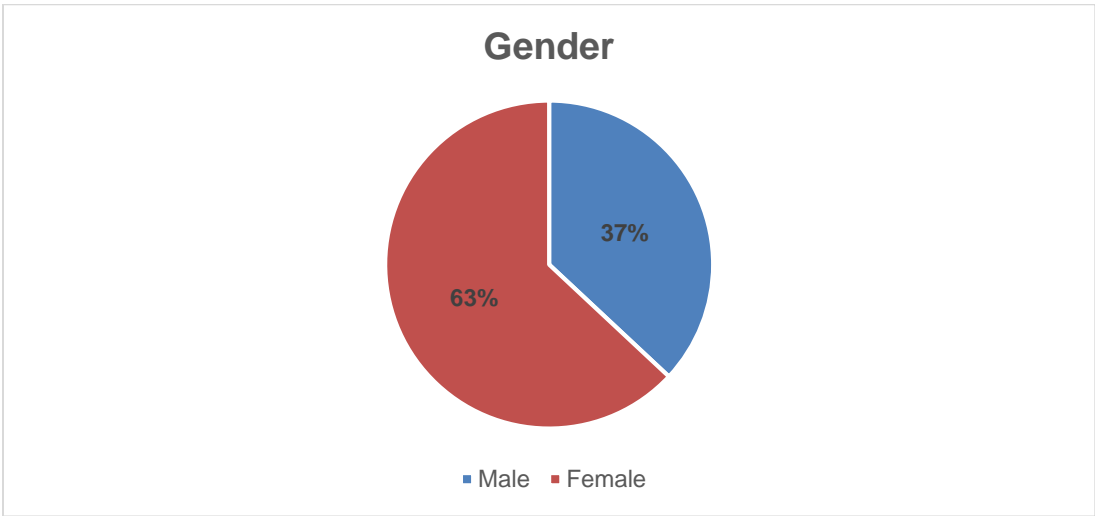


Appendix 2 Inpatient Demographics for the report period

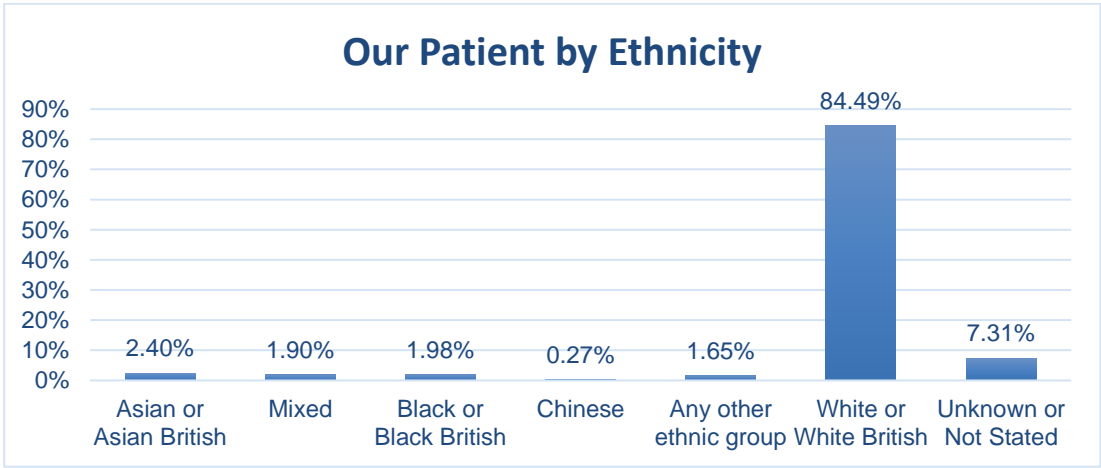
Our Patient by Age



Our Patient by Gender



Our Patient by Ethnicity





## Appendix 3 Employee Relations Cases

### ER Cases 1<sup>st</sup> April 2021 – 31<sup>st</sup> March 2022

The following data analyses the total number of staffs entering a formal employee relations process from April 2021 to March 2022 broken down by ethnicity, gender, disability and age group. More staff entered a conduct process in the year followed by grievance than any other case type.

#### All ER case type

Case Type	Closed	Live	Grand Total	% of Total Cases
Conduct	27	2	29	40.28%
ET	3	3	6	8.33%
Grievance	17	1	18	25.0%
Performance	9	1	10	13.89%
Probation	9		9	12.50%
<b>Grand Total</b>	<b>65</b>	<b>7</b>	<b>72</b>	<b>100%</b>

#### All ER case type by Ethnicity

Ethnicity	Closed	Live	Grand Total	% of Trust Employees	% of Total Cases
White	43	5	48	58.48%	66.66%
BME	19	2	21	36.95%	29.17%
Not Stated	3		3	4.47%	4.17%
<b>Grand Total</b>	<b>65</b>	<b>7</b>	<b>72</b>	<b>100%</b>	<b>100%</b>

#### All ER case type by Disability

Disability	Closed	Live	Grand Total	% of Trust Employees	% of Total Cases
Disabled	4	2	6	1.65%	8.34%
Not Declared	30	3	33	45.29%	45.83%
Not Disabled	31	2	33	53.06%	45.83%
<b>Grand Total</b>	<b>65</b>	<b>7</b>	<b>72</b>	<b>100%</b>	<b>100%</b>

*NB: Support is provided to all staff entering into a formal ER process, including staff identifying with a disability. Measures such as OH support, health assessments, reasonable adjustments are explored with staff. The overall % of staff identifying as disabled will be impacted by any staff who have "Not Declared" but would be identified as having a disability.*

#### All ER case type by Gender

Gender	Closed	Live	Grand Total	% of Trust Employees	% of Total Cases
Female	43	4	47	77.68%	65.28%
Male	22	3	25	22.32%	34.72%
<b>Grand Total</b>	<b>65</b>	<b>7</b>	<b>72</b>	<b>100%</b>	<b>100%</b>

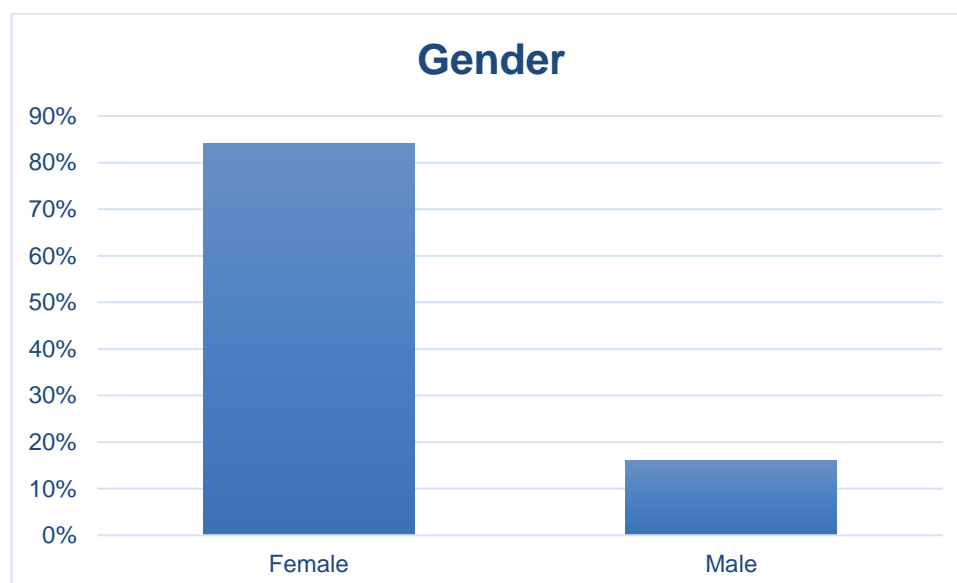
## All ER case type by Age Range

Age Range	Closed	Live	Grand Total	% of Trust Employees	% of Total Cases
<=20 Years	2		2	0.52%	2.78%
21-25	6		6	5.88%	8.33%
26-30	6		6	14.89%	8.33%
31-35	12	1	13	16.65%	18.06%
36-40	6	3	9	12.21%	12.50%
41-45	6		6	10.61%	8.33%
46-50	9		9	11.23%	12.50%
51-55	7	1	8	10.86%	11.11%
56-60	3	1	4	9.73%	5.56%
61-65	5	1	6	5.52%	8.33%
66-70	2		2	1.57%	2.78%
>=71 Years	1		1	0.34%	1.39%
<b>Grand Total</b>	<b>65</b>	<b>7</b>	<b>72</b>	<b>100%</b>	<b>100%</b>

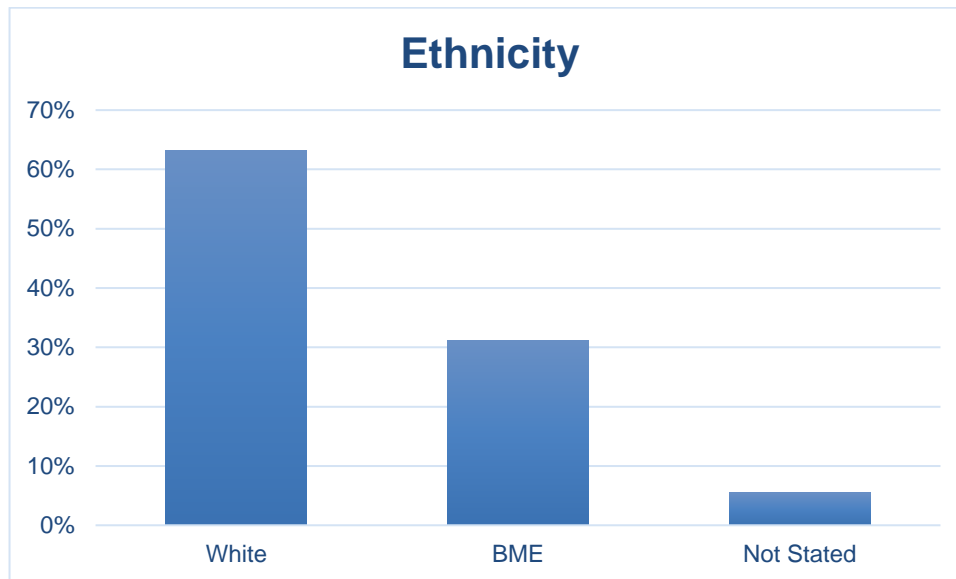
## Appendix 4 Non-Mandatory Training & CPD

The analysis shows a snapshot of staff that has undertaken Non-Mandatory Training and CPD in 2021/22

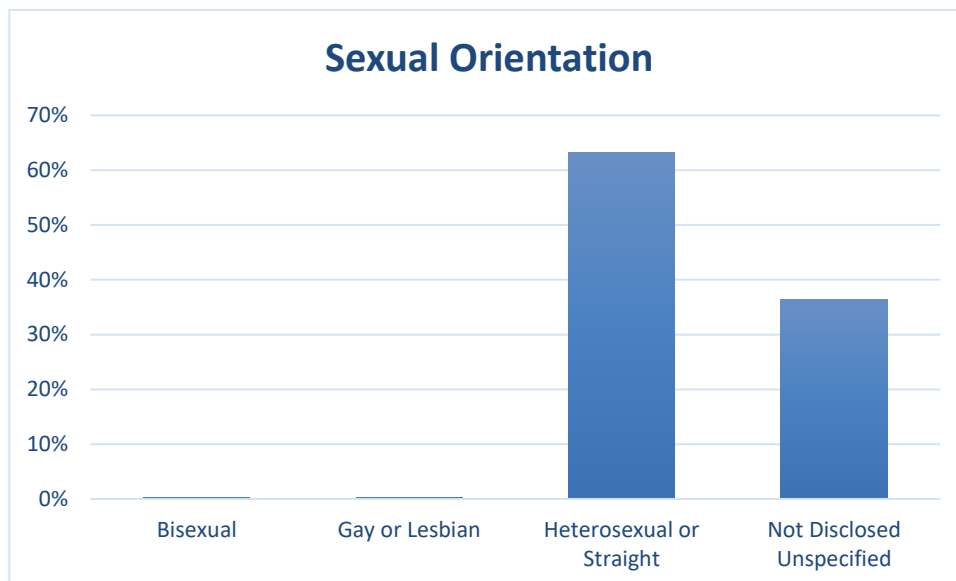
### Non-Mandatory Training & CPD by Gender



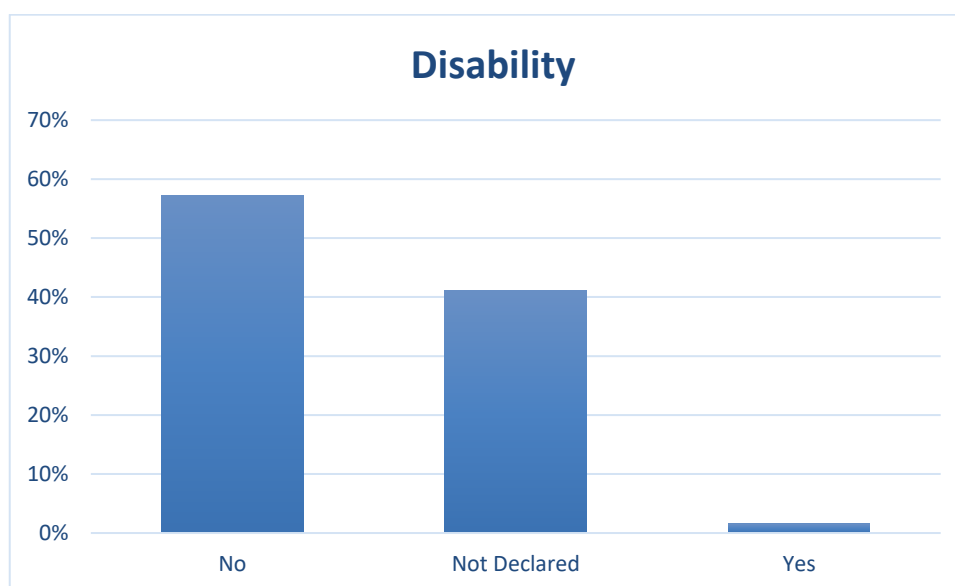
## Non-Mandatory Training & CPD by Ethnicity



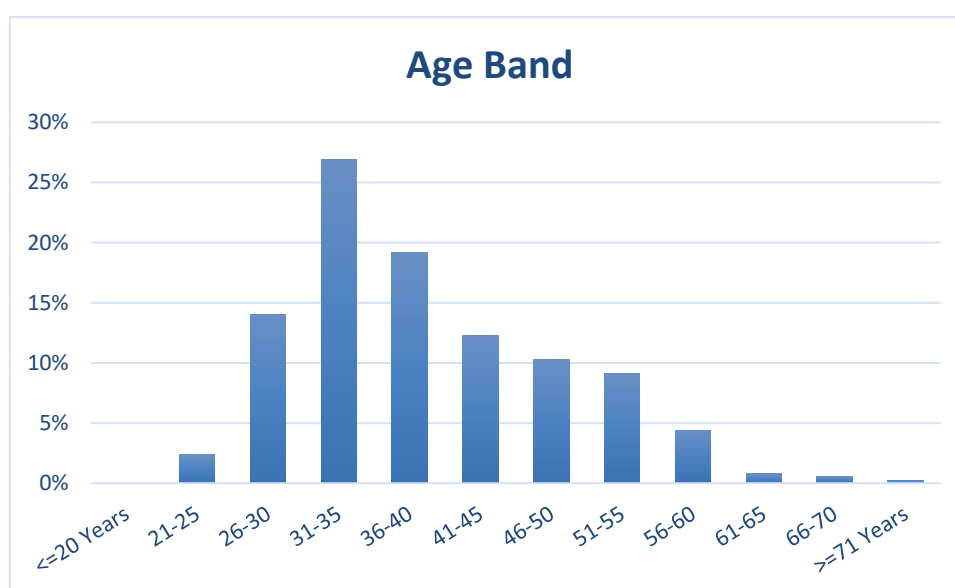
## Non-Mandatory Training & CPD by Sexual Orientation



## Non-Mandatory Training & CPD by Disability



## Non-Mandatory training & CPD by Age Band



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Date: 24 November 2022