

enabling and empowering people to reach their potential and live fulfilling lives

<b>Summary Report – Trust Board Meeting (Part 1)</b>	<b>Date: 2 May 2013</b>
<b>Report Title: Position Statement on Equality and Diversity</b>	
<b>Agenda Item: 18</b>	<b>Enclosures: N/A</b>
<b>Sponsor: Iain Tulley</b>	<b>Presenter: Iain Tulley</b>
<b>Report Author: Sally Fox, Interim Director of HR</b>	
<b>Report discussed previously at:</b>	<i>n/a</i>

<b>Purpose of the Report and Action required</b>		
To note the Trust's position in relation to the equality and diversity agenda, and the forward plan for 2013/14	Approval	
	Discussion	
	Information	X

<b>Executive Summary of Key Issues</b>
<p>The Board is asked to note and agree:</p> <ul style="list-style-type: none"> <li>• The deferral of the annual report on Equality and Diversity</li> <li>• The actions taken to refresh and strengthen the approach to Equality and Diversity in our Trust</li> <li>• The revised timetable for the production of the report on 12/13, and a forward looking diversity plan for 2013/14</li> <li>• The secondment to the Trust which will enhance its existing expertise and capacity in diversity and secure AWP's involvement in the Delivering Racial Equality in Mental Health initiative in Bristol</li> </ul>

## Position Statement on Equality and Diversity

Which Strategic Objective does this paper address	
A sustainable value for money business	
Excellent service user access and experience	Y
Excellent partnership working with other organisations	
Effective engagement and improvement in staff satisfaction	

Link to Fit for the Future Implementation Plan	
<i>Specify objective number</i>	n/a

Recommendations to other committees
n/a

Recommendation/Decision
The Board is recommended to <b>note</b> the report.

## Position Statement on Equality and Diversity

### 1. Equality and Diversity report for 2012/13

- 1.1. The Trust would normally produce a report summarising the progress made against its planned equality and diversity activities in 2012/13 for the March/April Board.
- 1.2. A brief review coupled with a number of changes within the Trust as well as a reviewed commitment to this agenda means that producing such a report at this stage would be unhelpful
- 1.3. It is proposed that a report will come to the June Board.

### 2. Equality and diversity plan for 2013/14

- 2.1. The Trust has agreed with Bristol City Council that Marvin Rees, Senior Programme Manager, will join the Trust on secondment from 1 May 2013, and will work alongside Kelly Higson, the Trust's Equality and Diversity lead. Marvin will report to Iain Tulley, Chief Executive.
- 2.2. This is an important development for AWP, and links the Trust with the 'Delivering Racial Equality' in Mental Health initiative, which was formerly led by Bristol Public Health, and is now part of Bristol City Council's remit. The Trust will fund 0.5 of the post, and there will be a memorandum of agreement, specifying the purpose, expectations and outcomes expected of the secondment between the two organisations.
- 2.3. The project will be Bristol facing in the first instance, but will determine a series of actions to support the delivery of race equality across the Trust.
- 2.4. The overall diversity plan will be developed after the secondment begins and it is anticipated that it will be presented to the Board at its June meeting.

Sally Fox  
Interim HR Director

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