

**'You matter, we care'**

Trust Board	Date: 30 July 2014
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Title:	Equality and Diversity Priorities 2014/15
Item:	BD/14/115

Executive Director lead and presenter	Jointly led by the Director of Organisational Development/Director of Corporate Affairs and Company Secretary Presented by the Director of Corporate Affairs and Company Secretary
Report author(s)	Director of Corporate Affairs and Company Secretary

History:	<i>Executive Team 15<sup>th</sup> and 22<sup>nd</sup> July</i>
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This report is for:	
Decision	X
Discussion	
To Note	

The following impacts have been identified and assessed in relation to this report:	
Equality	None
Quality	None
Privacy	None

**Executive Summary of key issues**

The Trust Equality and Diversity Annual Report was presented to Board in May. Both the Annual Report and workforce data are published on the Trust website in accordance with our Public Sector Equality Duty.

Further work has now taken place to develop an action plan for the Trust's equality and diversity priorities for 2014/15. This action has been developed with feedback from the Employee Strategy and Engagement Committee and Trust Non Executive Director Peaches Golding.

Other immediate actions are summarised in this report.

The Board is asked to note the report and approve the targets for 2014/15.

**This report addresses these Strategic Priorities:**

We will deliver the best care	X
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We will support and develop our staff	X
We will continually improve what we do	X
We will use our resources wisely	
We will be future focussed	

## 1. Introduction

AWP includes diversity as a core value and has made explicit statements about behavioural standards in relation to this value. Our ambition in this area (demonstrated through the Board seminar 'Diversity as a Strategic Asset') has yet to be realised. The annual report and workforce information describes limited progress during 2013/14.

An organisation committed to diversity does not limit itself to ensuring equality of access, treatment and outcome and the absence of discrimination but instead embraces the mind set that diversity is a strategic asset that attracts the best staff and offers the best care that meets the needs of individuals.

Valuing diversity underpins our purpose of providing the highest quality mental health care that promotes recovery and hope and to becoming the best mental health employer in England.

Annual objectives have been developed for discussion and approval at Board at its meeting in July 2014. Other immediate actions are outlined below.

## 2. Immediate actions

### 2.1 Governance Review

**The Corporate Affairs Team** is leading the implementation of the Equality Delivery System 2 (EDS2) tool. The purpose of EDS2 is to help local NHS organisations, in discussion with local partners including local people, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS2, NHS organisations can also be helped to deliver on the Public Sector Equality Duty (PSED).

Evidence is being gathered against the 4 goals and 18 outcomes of EDS2. This evidence will be assessed by an independent expert group representing the 9 protected characteristics. This assessment is scheduled for September 2014 and will serve to determine priorities going forward.

The Corporate Affairs Team will embed diversity within policies and procedures, ensuring that equality impact assessments are completed and assessed. Further, the Governance Team will identify gaps in the data we currently hold with respect to the diversity of our workforce and service users, making recommendations about the intelligent triangulation of data to improve our equality performance.

### 2.2 Staff Development

**The Learning and Development Team** is currently reviewing the training portfolio with the aim of ensuring alignment with Trust purpose, priorities and values. Learning and Development will reinforce our organisational commitment to diversity through:

- Revised supervision and appraisal training (that reinforces the values-linked behaviours framework)
- Review equality and diversity training to ensure the redesign takes into consideration the expectations of the Trust ambitions for equality and diversity.
- The Induction process and Corporate Induction Day will be revisited to ensure the importance of Equality and Diversity is embedded within the expectations of new employees.

- Inclusion in Management training for ward managers and team leaders which promotes not only individual responsibility to managing in an inclusive manner but also the individual and managerial responsibility to challenge inappropriate behaviours.
- Employability: introducing work placements to encourage young people to consider AWP as an Equality Employer and introduce apprenticeships on a larger scale which supports a wide sector of the public to access careers.
- The introduction of the Bursary Panel will include an Equality and Diversity form which will allow the Bursary Panel to identify the demographic of our staff groups receiving further learning and development support.
- Access to learning and development takes into consideration any requested specific individual needs.

## 2.3 Leadership

The Organisational Development Strategy, Enabling Excellence, includes a significant focus on developing leaders. The leadership training programme will include 360 degree appraisals, coaching, mentoring and team development. Diversity will be consciously embedded in new programmes.

In addition, we will be map the representativeness of the Board and Senior Management Team with respect to the 9 protected characteristics. We will use this information to inform succession planning and talent management ensuring AWP promote a positive and proactive approach to career development which aims to demonstrate a senior management team which reflects the AWP demographic profile.

## 2.4 Benchmarking

We are members of the Diamond Cluster Partnership, a partnership of statutory and social enterprise agencies which aims to tackle discrimination and promote equality in health care across Bristol, North Somerset and South Gloucestershire. This is an important resource and source of learning from best practice.

Participation in the Diamond Cluster Partnership will support us to understand the data we need improve our understanding of the diverse needs of our workforce and service users and how to use this data intelligently to plan services that meet the needs of individuals.

## 3. Next Steps

The Annual Objectives have been identified and aligned with the key strategic priorities for the Trust. In addition, the target align with the key strategic objectives set out within the Trust's Annual Equality and Diversity report, and enable the Trust to meet its statutory duties. Finally, each objective identifies a competitive advantage for the Trust. This follows in the Board's aspiration to ensure diversity is recognised as a competitive benefit to the Trust.

The Board is invited to consider and approve the objectives, delegating authority to the Employee Strategy and Engagement Committee to make any small refinements it feels relevant. Progress against the targets will be reported as outlined in the table attached.

## 4. Recommendation

*4.1 The Board is invited to resolve to APPROVE the Annual Equality and Diversity Objectives and to note the other immediate actions in place.*