

## Trust-wide Strategic Equality and Diversity Action Plan Report to Workforce, Equality and Diversity Committee

1<sup>st</sup> December 2014

### 1. Positive Highlights

- Trust actively supports national and local hate crime campaigns, including Stonewall's 'No Bystanders', Safer Nottinghamshire and Nottingham Citizens
- Number of Straight Allies signed up exceeds 250
- Bespoke training for CAMHS staff on needs of LGBT children and young people
- Black History Month celebrated across Trust throughout October 2014
- Trust actively engages in BME regional advisory group, which aims to provide appropriate support for staff and address identified issues
- Participated in Awaaz's 20<sup>th</sup> year anniversary celebration event
- Draft strategy for the Spiritual and Pastoral Care Services now complete
- 'Walking the Labyrinth' sessions held at Highbury Hospital to help individual's personal and spiritual growth
- BSL Charter action plan developed. Now consulting with Deaf community
- 'Building Access and Egress Compliance Standards for People with Disabilities' seminar held at Trust HQ for internal and external Facilities/Estates staff
- Enhanced crisis services to be in place by end of December 2014. Service to be inclusive of older people.
- Development of the new model for Community CAMHS progressing well
- International Men's Day (19<sup>th</sup> November) celebrated across the organisation, including awareness raising display on male survivors of Domestic Violence and Abuse (DVA)
- Trust DVA and Safe Guarding training raises awareness around gender issues and acknowledges that abuse in all forms affects everyone.

### 2. Exceptions to Note

- Written confirmation of disability access compliance of Health Partnership sites still awaited. No works programmed by NHS Property Services to improve disability access to buildings this financial year
- Collection of patient demographic details within Local Services and Health Partnerships remains low. Actions in place within divisions. to address this. Progress to be monitored quarterly by Workforce, Equality and Diversity Committee.

### 3. Any Other Observations

- None.

Catherine Conchar  
Head of Equality and Diversity

Date: 1 December 2014



AGE POSITIVE



Our Trust is  
SMOKEFREE



## Trustwide Equality and Diversity Priorities Report to Trustwide Equality and Diversity Committee- 1 December 2014

### Performance Management Key

%	Colour Code
100%	Bright Green
75% to 99%	Blue
50% to 74%	Amber
1% to 49%	Orange
0%	Red

### Equality Delivery System (EDS2) Outcomes

Numbers	Outcome
1.1-1.5	Better Health Outcomes for All
2.1-2.4	Improved patient access and experience
3.1-3.6	A representative and supported workforce
4.1-4.3	Inclusive leadership at all levels

<b>Bright Green</b>	<b>6</b>	<b>Blue</b>	<b>18</b>	<b>Amber</b>	<b>2</b>	<b>Orange</b>	<b>3</b>	<b>Red</b>	<b>0</b>
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**Please note: This Strategic Action Plan is a dynamic document whereby objectives / actions are continually added in order to meet identified needs or gaps. Similarly where objectives / actions have been completed they are removed from the plan, except in rare circumstances where an outcome is awaited or an on-going action required. With effect from the 1<sup>st</sup> January 2012 a new column was added to the Plan that enables easy identification of the EDS outcome(s) to which the specified action relates. This has now been updated to incorporate EDS2 outcomes.**

## Equality Area: Sexual Orientation (including Marriage and Civil Partnership)

Ref.	Equality Objectives	Actions	Progress	Lead/ timescales	% complete	Date Added	EDS2 Outcome
SO1	Secure accreditation as a Stonewall Diversity Champion and Top 20 positioning within the Stonewall Workplace Equality Index (WEI)	<ul style="list-style-type: none"> <li>Submit evidence and proforma for Stonewall Workplace Equality Index (WEI) 2015</li> </ul>	<p>Action Complete. The Stonewall 2015 WEI evidence and proforma was successfully submitted by the prescribed deadline of 5 September 2014. The outcome of the submission will be announced in January 2015, from which an action plan for improvement will be developed.</p> <p>This action will be amended in the March 2015 edition of this action plan to reflect the Stonewall 2016 WEI with a deadline of September 2015.</p>	C Conchar, S Unitt September 2014	100%	02/12/13	1.1, 3.1- 3.6, 4.1- 4.3
SO2	Deliver appropriate LGB focussed Equality and Diversity training for staff at all levels from induction to mandatory and specialist level	<ul style="list-style-type: none"> <li>LGBT Forum to support with the delivery of a further 6 LGB awareness sessions in partnership with local LGBT community organisations.</li> </ul>	<p>Action progressing well. In addition to the existing training programme, bespoke training was provided in November to Child and Adolescent Mental Health Services (CAMHS) staff and an additional session for other staff working with children and young people has been scheduled to take place in Mansfield in early 2015. An additional session entitled 'Talking Bi' will be held in January 2015 as part of the LGBT Forum's seminar series and will be exploring bvisibility/biinvisibility, amongst other things.</p> <p>Training continues within Mental Health Services for Older People (MHSOP) on raising awareness about the distinct needs of Older LGBT people. MHSOP and the wider Trust continue to provide support to the University of Nottingham's 'Last</p>	S Unitt/ R Phillips March 2015	85%	09/06/14	1.1, 1.2, 1.5, 2.1- 2.4, 3.3, 3.4, 3.6, 4.1, 4.3

			<p>Outing' Project. Negotiations are currently underway in respect of a delivery programme for 2015/16.</p> <p>Learning continues to be shared with Nottinghamshire Police, Bassetlaw Voluntary and Public Sector Agencies, Nottinghamshire County Council and Nottingham City Council via active participation in scrutiny and advice groups.</p>				
SO3	Promote a greater understanding of sexual orientation within the Trust and the impact of homophobic bullying and attitudes	<ul style="list-style-type: none"> <li>• a. Encourage non-LGBT staff to participate in the Forum with the aim of valuing and celebrating all aspects of diversity</li> <li>• b. host the LGBT Forum at various sites across the Trust to provide staff people have an opportunity to meet members and ask questions</li> </ul>	<p>A substantial programme of activities continues to be delivered to ensure that the LGBT Forum is both accessible and relevant to all Trust Staff and Involvement Volunteers. The September meeting of the LGBT Forum was held at Wathwood Hospital and was attended by both staff and patients. At this meeting and additional 5 people signed up as Straight Allies. The aforementioned seminar 'Talking Bi' also aims to encourage non-LGBT staff to attend the Forum.</p> <p>The LGBT Forum membership has extended further to include representatives from partner organisations to share good practice and learn from each other. Trust staff recently participated in an 'Engage' social event with Nottinghamshire's blue light services and aims to strengthen this partnership work further over the next 12 months.</p> <p>A bespoke session on valuing diversity, the impact of hate crimes such as racism, homophobia, biphobia etc. and legislative change was delivered to the Forensic Social</p>	Sexual Orientation Steering Group On-going	95%	16/03/09	3.3, 3.4, 3.6, 4.1, 4.3

			<p>Work Team in October. Seven new Straight Allies signed up following the meeting, The total number of Trust 'Straight Allies' has now exceeded 250.</p> <p>As part of anti-bullying week (17<sup>th</sup>-21<sup>st</sup> November) huge numbers of staff, patients and visitors have signed up to Stonewall's 'No Bystanders' campaign. Photographs of many of these individuals pledging to stand up to bullying and harassment are proudly featured on the Trust's Facebook and Twitter pages.</p> <p>Reverse mentoring between LGBT staff and managers continues to progress well across key Trust sites.</p> <p>A programme of events to celebrate LGBT History Month in February 2015 is currently being developed.</p>				
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### Equality Area: Race

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
R1	<p><i>Develop and implement a 'stretching' Strategy to ensure continued delivery of the DRE vision, including:</i></p> <ol style="list-style-type: none"> <li>1. CDW legacy</li> <li>2. Leadership/Mentoring development</li> </ol> <p><i>Findings:</i></p> <ul style="list-style-type: none"> <li>- Poor understanding of care pathway</li> <li>- Prejudices experiences by service users</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Equality and Diversity work programmes within the Forensic Services, Local Services and Health Partnerships divisions to include findings from;</i></li> <li>- <i>Equality Impact Assessment priorities</i></li> <li>- <i>Investigation findings</i></li> <li>- <i>Staff Survey findings</i></li> </ul>	<p>Two senior Trust staff are active members of the Chief Nursing Officer's (CNO) BME Advisory Group. The Group mostly meets in London and is often London-centric in its approach. The Group's most recent report was on the NHS's 'Snowy White Peaks', which amongst other things focussed on the disproportionate number of BAME (Black, Asian and Minority Ethnic) staff made redundant in London as part of the most recent</p>	<p>S Crawford/ D Henry/ S Dudley/ J Aicha April 2010 onwards</p>	95%	16/03/09	1.1- 1.5, 2.1-2.4, 3.1, 3.3, 3.4, 3.6 4.1-4.3

<p>- Over use of medication 'control'</p> <p>- Little understanding of cultural competence</p>			<p>major NHS reorganisation. Discussions at the 2013 CNO BME Conference, held at the University of Nottingham, between NHS England and East Midlands colleagues resulted in the establishment of a regional group, which held its inaugural meeting on 3 November 2014 in Nottingham. Attended by nurses, lecturers and HR representatives the event enabled those present to discuss the issues from an East Midlands perspective and help identify ways to address them.</p> <p>A number of activities took place across the Trust for Black History Month in October. In addition to flying the Black History Month flag above Trust HQ, a banner was displayed throughout the month in Duncan Macmillan House reception; posters were exhibited across Trust sites to raise awareness of key health conditions within BME communities; a talk and film night were held at the Nottingham Involvement Centre; and members of the Race Equality Steering Group and supporters utilised e-mail footers to celebrate the lives and contributions of Black and Asian people.</p> <p>As part of their ongoing commitment to equality and inclusion all Children's Centres now have a Race Equality Action Plan in place and work towards the 'Stephen Lawrence' Equality, Diversity and Inclusion Standards. Accordingly Children's Centres undertake an</p>				
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			<p>annual environmental audit to demonstrate provision of an inclusive learning environment for everyone using the Centre. In addition to identifying gaps which are being addressed via the action plan a number of areas of good practice have been highlighted as follows: literature provided for staff includes a section about celebrating race equality and community cohesion; all displays/ photographs used within Children's Centres are planned to promote inclusive practice and promote race equality and community cohesion: Children's Centres encourage recruitment of staff and volunteers from community groups/BME groups through inclusive HR Recruitment policies; and all Children's Centres display Hate Crime reporting posters and are a central safe point for reporting incidents.</p> <p>The Trust is actively working with partnership organisations such as Nottinghamshire Police and the County and City Councils on recording, reporting and eliminating hate crime. This feeds into and includes the work of Nottingham Citizens, the Safer Nottinghamshire Board and the Stonewall No Bystanders campaign. The Nottingham Citizens group have now produced their final survey report into people's experiences of hate crime in the City and County and the Trust, through its senior representative, will be requested to give its response to that in the very</p>				
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			<p>near future.</p> <p>The Trust contributed to the consultation document on the Race Equality Standard, whose main focus is on ensuring appropriate representation of BME staff at higher managerial levels including Board. The outcome of this consultation is awaited.</p> <p>Staff from Mental Health Services for Older People and Adult Mental Health worked in partnership to deliver a successful health awareness event in late August 2014, attended by Gypsy, Roma and Traveller families in Ollerton. Feedback indicated that the event was successful in helping promote awareness and reducing the stigma often associated with anxiety and depression within this community.</p> <p>The Trust, as part of the Nottinghamshire Gypsy and Traveller Health Partnership Forum, has helped produce a DVD on Gypsy and Traveller men's health. This DVD, developed largely by Gypsy and Traveller men in conjunction with NHS staff, features staff from both MHSOP and Health Partnerships. It aims to raise awareness and understanding of diabetes, heart disease and depression- 3 of the main illnesses prevalent within this community. The DVD will be launched and distributed early in the new year.</p> <p>Community engagement continues to progress well within Mental Health Services for Older People. Over the</p>			
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			last quarter this has included an information session with the Sudanese Community aimed at raising awareness and reducing stigma around depression; an information stand at the Awaaz 20 year celebrations; and a signposting/advice session at Nottinghamshire Deaf Society.				
R2	Raise awareness and promote understanding of the specific health needs of BME communities, supporting service evaluation and improvement	<ul style="list-style-type: none"> <li>• Work with Mental Health Services for Older People to raise awareness of BME dementia within our diverse communities</li> </ul>	<p>The Diversity within Dementia Community of Interest, led by staff from MHSOP, continues to raise awareness of Dementia within our diverse communities. The Group has taken its 'Information Stand' to a number of venues across the County over the last quarter with the aim of helping to raise awareness and reduce stigma about dementia whilst informing on the preventative aspects to vascular dementia. This includes: three County Carers Roadshows, the AWAAZ 20 year celebration event, an Older Person's event at Nottingham City Council House; an Older Person's Event at Stapleford Health Centre; and an event organised by the new charity, Marigold (Dementia in the South Asian Community). In addition to providing information on dementia staff members also provide information and guidance on healthy eating, smoking cessation, high blood pressure, diabetes etc.</p> <p>The first cohort of Trust staff and BME community workers have now successfully completed the five day Transcultural Cognitive Stimulation Therapy training course, based on the project funded by NICE. All of</p>	<p>S Crawford/ L Corcoran/Race Equality Steering Group and J Aicha/ Age Equality Steering Group</p> <p>March 2015</p>	95%	19/03/12	1.1-1.5, 2.2, 2.3

			those who successfully completed the course were presented with a certificate by the Trust Race Equality Champion/ Associate Director of Nursing, Quality and Patient Experience (Local Services) on the 14 <sup>th</sup> of November.			
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### Equality Area: Religion, Belief and Spirituality

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
RB1	Establish liaison groups to advise, guide and support in meeting the religious/faith needs of service users, carers and staff	<ul style="list-style-type: none"> <li>Continue to develop information for patients, service users, carers and staff on religion, belief and spirituality via the staff intranet and leaflets/information sheets</li> </ul>	Action ongoing and progressing well. No new initiatives are currently planned; however the Spirituality Forum for staff, patients and carers continues to be well supported. A new programme for 2015-16 is being prepared.	P Quilter On-going	95%	08/06/09	2.1, 2.3, 3.3, 3.5, 3.6, 4.1, 4.3
		<ul style="list-style-type: none"> <li>Develop a Strategy for the Provision of Spiritual and Pastoral Care</li> </ul>	The draft strategy document is now complete and is scheduled for discussion at a future team meeting. The final version will form the basis of an attractive, illustrated information document to be produced for general distribution in 2015.	P Quilter October 2014	85%	02/12/13	2.1, 2.3, 3.3, 3.5, 3.6, 4.1, 4.3
		<ul style="list-style-type: none"> <li>Continue to raise awareness and understanding of different religions/beliefs, particularly around the importance of faith/spirituality in patient recovery</li> </ul>	Action progressing well. Raising awareness and understanding of different religions/beliefs and the importance of faith/spirituality in patient recovery is now an established and routine component of the Spiritual and Pastoral Care Service. Accordingly a seminar entitled 'Narrative, Recovery and Spirituality,' featuring Dr Theo Stickley from the University of Nottingham was held at Highbury	P Quilter On-going	95%	05/12/11	1.1, 1.2, 2.3, 3.1, 3.3, 3.4, 3.6, 4.1

			<p>Hospital in October as part of mental health awareness week.</p> <p>The Spiritual and Pastoral Care Service continues to make a significant contribution to the training programme and support infrastructure of the Recovery College at the Duncan Macmillan House site, Wathwood Hospital, Arnold Lodge Hospital and the Wells Road Centre.</p> <p>A new stage one Introduction to Spirituality, Religion and Belief course was launched in October 2014 and a stage two programme is being prepared for delivery by March 2015.</p> <p>'Walking the Labyrinth' drop in sessions for staff, service users and carers were held in Highbury Hospital Conference Hall on the 24<sup>th</sup> and 25<sup>th</sup> of September. These sessions gave participants the chance to reflect on their life's journey, think about the process of change and identify how they could engage in ways that could help themselves nurture and grow.</p>				
RB2	Raise awareness of the mutuality between religion/belief and spirituality and the other equality and diversity strands	<ul style="list-style-type: none"> <li>• Develop opportunities to co-operate and collaborate between religion/belief and spirituality and the other equality and diversity strands</li> </ul>	<p>A seminar for healthcare professionals entitled 'Tools for Staff Wellbeing and Resilience' was held in the Multi-Faith Room at Highbury Hospital on the 16<sup>th</sup> of September. This session aimed to provide staff with the opportunity to recognise and address their own wellbeing, raise morale and restore a sense of purpose, positivity and hope in their work- in light of the increasing pressures the modern healthcare</p>	P Quilter March 2015	95%	22/03/10	1.1, 1.2, 1.3, 2.3, 3.1, 3.3, 3.4, 3.6, 4.1-4.3

			<p>work environment brings.</p> <p>Following on from the success of the 2014 conference for the Diocese of Nottingham and Southwell which focussed on religion/belief/spirituality and mental health a second conference is now being planned for the 12<sup>th</sup> of February 2015.</p> <p>The Spiritual and Pastoral Care Service is involved in a Health Partnerships Equality and Diversity Conference, being planned for the spring of 2015.</p>				
RB3	Provision of an effective and supportive end of life care service.	<ul style="list-style-type: none"> <li>Develop, agree and promote a Trust-wide strategy for Spirituality and End of Life Care</li> </ul>	<p>Following discussions within the Health Partnerships Equality and Diversity Forum there has been significant transformation within the End of Life Care Agenda. These developments will inform the Trust-wide strategy going forward. A meeting to integrate the updated Health Partnerships' Strategy, NICE guidance and the results of the Self-Assessment tool within the developing Trust-wide strategy has been planned. A new deadline of March 2015 has been set.</p>	P Quilter/ S Dudley October 2014	70%	25/06/12	1.1-1.4, 2.1- 2.4, 3.6, 4.1

### Equality Area: Disability

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
D1	<p>Disability programme of work to be developed, encompassing:</p> <ol style="list-style-type: none"> <li>1. Training and education</li> <li>2. Employment practice</li> </ol>	<ul style="list-style-type: none"> <li>Develop and progress the priority actions of the Disability Equality Steering Group in relation to 'hidden disabilities' i.e. the Deaf Community, people with</li> </ul>	<p>A draft action plan has been developed to ensure that the Trust meets the requirements of the BSL Charter. This is currently awaiting consultation with members of the Deaf Well-Being Action Group. A preliminary meeting is being held with the Group on the 27<sup>th</sup> November</p>	<p>D Wight/ Disability Equality Steering Group</p> <p>March 2015</p>	95%	10/06/13	1.1- 1.5, 2.1-2.4, 3.1, 3.3- 3.6, 4.1- 4.3

	<p>and staff support – establish Trust Disabled Staff Forum</p> <p>3. Ensure policies and procedures meet DDA requirements and best practice standards.</p> <p>4. Accessibility</p>	<p>Asperger's, Dyslexia etc.</p>	<p>2014.</p> <p>The Disability Equality Steering Group is looking to develop road show 'drop in' sessions to provide staff and managers with a forum where they can ask questions on disabilities and associated reasonable adjustments.</p> <p>Disability awareness training continues to be available to all Trust staff and Involvement Volunteers. Disability awareness is a key feature at Trust Induction, which is mandatory for all staff. A new programme of training which includes Deaf Awareness and Introduction to BSL is being planned for the 2015/16 year by the Learning and Development Department.</p> <p>The Trust continues to improve its disability access compliance. The Forensic Services and Local Services Divisions have action plans in place to address outstanding areas, however no works have been programmed for the current financial year by NHS Property Services, the company who own the buildings used by the Health Partnerships Division.</p>				
D2	<p>Ensure that disabled staff, patients and visitors feel safe and supported</p>	<ul style="list-style-type: none"> <li>Continue to work with key services such as Estates and Facilities to ensure that buildings and services are accessible to disabled people and meet their needs</li> </ul>	<p>Work ongoing:</p> <p>Local Services:-</p> <ul style="list-style-type: none"> <li>A training session on 'Building Access and Egress Compliance Standards for People with Disabilities', hosted by the Local Services Division, took place on Monday 29<sup>th</sup> September 2014. It was well attended by Trust</li> </ul>	<p>D Wight/ J Clarke/S Winfield/ Disability Equality Steering Group March 2015</p>	90%	10/06/13	1.1, 1.4, 2.1, 2.3, 2.4, 4.1-4.3

			<p>Estates and Facilities staff, as well as colleague organisations.</p> <ul style="list-style-type: none"> <li>• The platform lift on the first floor of Duncan Macmillan House providing access to the conference rooms is now operational.</li> <li>• Planning work is being undertaken to improve the viability of improved access into the ground floor areas of Broad Street. This will include further discussions with the planning authority and specialist consultation with suppliers regarding platform lifts from the Heathcoat Street side of the building.</li> </ul> <p>Health Partnerships</p> <ul style="list-style-type: none"> <li>• No progress to report. Discussions are scheduled with NHS Property Services. It is however noted that no works have been programed by them for this financial year.</li> </ul> <p>Forensic Services:-</p> <ul style="list-style-type: none"> <li>• The Lower Wells Road Horticulture area is being developed with patient input and due consideration for all abilities, Considerations include a perimeter path for access to all areas and raised beds for planting. Patient involvement is a key element of the sites development and is progressing well.</li> <li>• Members of the Forensic Division's Estates team attended the 'Building Access and Egress Compliance</li> </ul>				
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			<p>Standards for People with Disabilities' training workshop in September.</p> <ul style="list-style-type: none"><li>• The refurbishment of C &amp; D Blocks at Rampton Hospital is now underway. The soft strip is complete and the main project is now in progress. The refurbishment design incorporates building access and egress compliance standards for people with disabilities' within the confines of the existing structure.</li><li>• The horticulture area at Wathwood Hospital is under construction with planning approval received. The development includes accessible toilet facilities, access ramps and other elements to assist people with disabilities.</li><li>• Refurbishment of the Trent Ward at the Wells Road Centre involves all stakeholders including patient, carer and staff groups. The facility is now open and operational.</li></ul>			
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## Equality Area: Age

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
A1	Improve equity of access to services for Older People; e.g. IAPT, Alcohol, CRHT, Psychology	<ul style="list-style-type: none"> <li>Identify services where age discrimination occurs and ensure that this is reflected and addressed in directorate IBPs: <b>Adult Services inc. MHSOP</b></li> </ul>	Work continues to progress on this area via Adult Mental Health Service developments. Enhanced crisis services will be in place by the end of December 2014 which will be inclusive of older people.	General Managers/A Ward/J Aicha  December 2014	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2
		<ul style="list-style-type: none"> <li>Identify services where age discrimination occurs and ensure that this is reflected and addressed in directorate IBPs: <b>Children and Young People's Services</b></li> </ul>	The progress report on the Trust-wide Children's Strategy 'One Door, Many Pathways' was presented to Trust Board on the 26 <sup>th</sup> September 2014. The Board endorsed current work plans being undertaken. The development of a new model for the Community Child and Adolescent Mental Health Services is progressing well, underpinned by Improved Access to Psychological Therapies for children and young people. There have been a number of participation/focus groups undertaken with young people to inform the model going forward. The timescale for completion has been extended from September 2014 to March 2015.	General Managers/ A Wright/W Bradford/S Dudley  March 2015	80%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2
A2	Develop a Trust strategy for older carers	<ul style="list-style-type: none"> <li>Agree a Trust wide working group</li> <li>Work with partnership organisations to develop a Trust strategy, publishing and implementing it Trust wide</li> </ul>	Action complete. It has been agreed by the Carer's Community of Interest (the authors) that the necessary updates will be included in the next publication of the Carer's Strategy.	T Wilde/C Conchar September 2014	100%	20/06/11	2.1-2.4, 4.1, 4.3

A3	Ensure the distinct age related needs of our patients, service users and carers are met	<ul style="list-style-type: none"> <li>Engage with the diverse communities the Trust serves to determine their needs in terms of age related care e.g. LGBT, BME</li> </ul>	<p>Work has commenced on developing an electronic resource for staff, enabling them to better provide information and resources for those patients and carers that they are supporting. This work will initially focus on children and young people, particularly those being supported with issues around emotional health and well-being.</p> <p>Health Partnerships Services have displayed a number of posters on 'Later Life Matters' within their bases, promoting free events relating to choices and support for Older People within Nottinghamshire.</p> <p>Mental Health Services for Older People (MHSOP) continues to disseminate information to staff around the distinct needs of older LGB&amp;T people, including the availability of staff training both within and out-with the Trust. The Service, as part of the wider Trust, continues to support and disseminate the findings of the University of Nottingham's 'Last Outing Project', whose focus is older LGB&amp;T communities. Following the development of a poster to explain the importance of sexual orientation monitoring within healthcare services, the declaration rates are monitored at the MHSOP Equality and Diversity Forum. This issue continues to be raised at meetings within the directorate and is a key aspect of its equality and diversity improvement action plan.</p>	J Aicha/ A Saha/W Bradford/S Dudley September 2014	95%	11/03/13	1.1-1.5; 2.1- 2.4, 4.1, 4.2
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			<p>MHSOP have also consulted with the Deaf Wellbeing Group to discuss how information about dementia and services can best be presented to Nottinghamshire's Deaf Communities. Information currently available in BSL produced by NHS Choices has also been shared with the group. There was also a MHSOP representative at the Deaf Community feedback event in October where information about dementia was displayed and consulted on.</p> <p>MHSOP is currently liaising with Nottingham University Hospitals' Audiology Service to ascertain whether it is possible to deliver additional training sessions on 'Progressive Hearing Loss' and the 'Care of Hearing Aids'.</p>				
A4	Ensure that LGBT young people are involved in service developments	<ul style="list-style-type: none"> <li>Develop appropriate systems and processes to ensure that LGBT young people are involved in service developments. This includes engaging with LGBT youth groups in the City and County,</li> </ul>	Action on-going. Offers from Child and Adolescent Mental Health Services (CAMHS) staff to attend the 3 known LGB and T young people's groups in the City and County have been made known to each group's leader. In addition to welcoming the opportunity to consult on CAMHS service developments, staff have offered to provide advice and guidance on key issues such as self-harm, diet and exercise, the gender care pathway, mental health, substance misuse etc.	A Wright/Wayne Bradford March 2015	40%	11/03/14	1.1,-1.4, 2.1-2.4, 4.1

A5	Maintain a healthy and supported workforce where diversity is promoted, valued and respected	<ul style="list-style-type: none"> <li>• Develop strategies to help manage a healthy ageing workforce</li> <li>• Services to work with HR leads to plot current and future staffing requirements, which will inform the future workforce and develop strategies to assist with achieving a balanced ratio of varied age according to the environment.</li> </ul>	Action on-going. HR Teams continue to work with services to plan current and future staffing requirements as part of the Trust's workforce strategy.	A Wright/ W Bradford/Age Equality Steering Group/L Eastham, Senior HR Leads March 2015	40%	11/03/14	1.1, 3.1, 3.2-3.6, 4.1-4.3
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### Equality Area: Gender (including Gender Reassignment/Gender Identity and Pregnancy and Maternity)

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
G1	Advanced progress in delivering Gender Equality	<ul style="list-style-type: none"> <li>• Continue to raise Awareness of Gender issues, including Domestic Violence and health issues, for both men and women through campaigns, events etc.</li> </ul>	<p>All Trust Domestic Violence/Abuse (DVA) and Safe Guarding training includes awareness raising around gender issues and acknowledges that abuse in all forms affects everyone. This includes same sex DVA and men as victims/survivors of DVA. Furthermore DVA roadshows are now taking place across the Trust to raise awareness within localities and across services.</p> <p>The Trusts 'Think Family' Strategy has now been ratified and a 'Think Family' sub group has been established to implement the Strategy Trust-wide. The group encompasses all strands of abuse, including DVA and there is DVA lead within the group. The Group will also support the ongoing implementation</p>	R Garton/ C Conchar March 2015	95%	20/09/10	1.1-1.5, 2.1-2.4, 3.1- 3.6, 4.1-4.3

			<p>of the DVA strategy with continued focus on gender equality. The group's membership is currently being refreshed to ensure that it is representative of and considers the needs of the population served.</p> <p>In celebration of International Men's Day (IMD) on the 19<sup>th</sup> of November, the IMD flag was flown across Trust Headquarters and supported by a display highlighting men as victims/ survivors of Domestic Violence and Abuse in Duncan Macmillan House reception, Similar display were also exhibited across Trust sites and a number of services held physical healthcare check sessions, aimed at men but also welcoming women. In addition the Trust is hosting a training course on supporting Male Survivors of DVA at Duncan Macmillan House on the 2<sup>nd</sup> of December 2014 to give staff the opportunity to develop their learning and skills.</p>				
G2	Create integrated service and employment strategy for Transgender people	<ul style="list-style-type: none"> <li>Develop and circulate patient transgender guidelines</li> </ul>	<p>Action progressing well. The Patient Transgender Guidelines have now been update and will soon be sent out for formal consultation.</p> <p>Deadline extended from October 2014 with a new implementation date of March 2015.</p> <p>The Nottingham Gender Clinic is currently in the process of moving from the Mandala Centre to Oxford Corner,</p>	S Murjan/C Conchar March 2015	95%	08/06/09	1.1-1.4, 2.1-2.4, 4.1, 4.2

		<ul style="list-style-type: none"> <li>Encourage discussion and debate on gender and transgender issues in order to raise awareness, create new learning and best practice</li> </ul>	<p>Action complete. Joint assessments of patients believed to have gender dysphoria continue to be undertaken by key staff from Rampton Hospital and the Nottingham Gender Clinic. Following consultation with the Executive Director-Forensic Services a paper is being prepared which identifies the resources required to continue to provide this service to the Forensic population. It is anticipated that this will be taken to the Department of Health by the Head of the Nottingham Gender Clinic.</p> <p>Further progress on this action will be monitored by the Forensic Services Equality and Diversity Forum via the divisional action plan.</p>	O McInerney/ C Conchar March 2015	100%	19/03/12	1.1-1.5, 2.1-2.4, 3.1-3.6, 4.1, 4.3
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#### Equality Area: All Strands/General

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS Outcome
Ge1	Inclusive policies and practices which meet the diverse needs of staff and service users	<ul style="list-style-type: none"> <li>Continue to ensure that all Trust policies consider the needs of all strands of Equality and Diversity and that they are clearly identified and not simply inferred</li> </ul>	<p>Action on-going and progressing well. The Local Services and Forensic Services Equality and Diversity Forums continue to meet quarterly to monitor and update their respective action plans and take an active role in ensuring that both Trustwide and divisional policies are inclusive.</p> <p>The first meeting of the Health Partnerships Equality &amp; Diversity Forum has taken place with a review and update of the Divisional Equality and Diversity Action Plan. A re-launch of the role of the Equality and Diversity Champions within the</p>	Local, Forensic and Health Partnerships Services E & D Forums Ongoing	95%	08/06/09	1.1-1.5, 2.1-2.4, 3.1-3.6, 4.1-4.3

			Division has been planned. The Division also has Involvement Leads across all localities promoting involvement, experience, outcomes, feedback and inclusive practice.				
		<ul style="list-style-type: none"> <li>Ensure patient demographics are collected and monitored for all of the Equality and Diversity Strands, in particular sexual orientation and disability, in line with the Trust and Divisional Integrated Business Plans</li> </ul>	Action complete. It was agreed at the Workforce, Equality and Diversity Committee (September 2014 meeting) that patient demographics for the Trust's 3 operational divisions would now be monitored quarterly by that Committee.	Local, Forensic and Health Partnerships Services E & D Leads  December 2014	100%	10/06/13	
Ge2	Recruit and retain a diverse workforce which is reflective of the communities we serve	<ul style="list-style-type: none"> <li>Following the review of the Trust's staff demographics ensure that this information is used to influence recruitment policy and workforce planning. This will assist the Trust in its ambition to develop a workforce which is reflective of its localities and therefore the communities it serves.</li> </ul>	Action complete. This action is now embedded within HR and management practices. Demographic data is readily available to all divisions with corresponding HR support/advice.	R Cotterill/ L Eastham March 2015	100%	10/03/14	1.1, 3.1-3.6, 4.1, 4.2
		<ul style="list-style-type: none"> <li>In line with the Trust's Workforce Strategy ensure that values based recruitment is embedded across the organisation.</li> </ul>	A progress report on this issue is scheduled for presentation at the December 2014 meeting of the Workforce, Equality and Diversity Committee. A change of leader for this action is to be made in light of the fact that Clare Teeney and Liz Walker have been responsible for the progress in this area to date	C Teeney/L Walker(?) March 2015	50%	09/06/14	1.1, 3.1-3.6, 4.1, 4.2

		<ul style="list-style-type: none"> <li>Promote employment opportunities within the diverse communities we serve via the media and other promotional events/activities.</li> </ul>	<p>The Trust continues to advertise via the NHS Jobs website to ensure that healthcare professionals have access to all of our employment opportunities. Action is being taken via the LETC Wider Workforce Sub Group as to how NHS and Social Care careers/job opportunities can reach wider communities including school and college students. The meeting to take this forward will be held in Nottinghamshire on the 20<sup>th</sup> November 2014.</p> <p>Deadline extended from September 2014 to March 2015.</p>	<p>L Eastham, Senior HR Leads</p> <p>March 2015</p>	75%	02/12/13	1.1, 3.1-3.6, 4.1
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