

**Trust-wide Strategic Equality and Diversity Action Plan
Report to Equality and Diversity Committee**

10th March 2014

1. Positive Highlights

- Trust ranked 2nd in the 2014 Stonewall Workplace Equality Index/ Top Health
- Stonewall Chief Executive presentation at ELC in January 2014
- Successful program of LGBT History Month Events in February
- Cross Cultural Capability training dates set
- Gypsy & Traveller demographic added to Involvement member data set
- Sustained engagement with BME communities, particularly around dementia and co-morbid depression
- Investment in Spiritual and Pastoral Care Service improves service offer
- Successful Conference on spirituality and mental health, in partnership with the Diocese
- Work on a Trust 'End of Life Care' Strategy now progressing
- Signing of the BSL Charter Ceremony- 7th May 2014
- Disabled staff involved in IT system consultation
- Minor amendments to the Carers' Strategy identified to ensure inclusion of the distinct needs of older carers
- Guidance booklets developed for staff on Historical Sexual Abuse
- FGM Conference to be held at Rampton Hospital on 31st March 2014
- The Equality Delivery System 2 (EDS2) has been embedded within the Strategic Equality and Diversity Action Plan

2. Exceptions to Note

- On-going DDA compliance issues, particularly within Local Services and Health Partnerships
- Collection and monitoring of patient demographic details within Local Services and Health Partnerships
- Progress of service strategy for proposed Transgender Patient Service (secure settings) unknown

3. Any Other Observations

- None.

Catherine Conchar
Head of Equality and Diversity

Date: 10 March 2014



AGE POSITIVE



Our Trust is
SMOKEFREE



Trustwide Equality and Diversity Priorities Report to Trustwide Equality and Diversity Committee- 10 March 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

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 1st 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"> Submit evidence and proforma for Stonewall Workplace Equality Index (WEI) 2015 	The Trust was ranked 2 nd in the 2014 Stonewall WEI and maintained its position as the Top NHS/Health Organisation in the Country. Evidence continues to be collected for submission as part of the 2015 Index.	C Conchar, R Phillips September 2014	50%	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"> LGBT Forum to support with the delivery of a further 6 LGB awareness sessions in partnership with Healthy Gay Nottingham (NUH) 	Action complete. A programme of LGB Awareness training has been delivered across Trust sites over the past year, including a number of bespoke sessions for clinical areas. A new programme has been developed for 2014/15, which will include a focus on Same Sex Domestic Violence, Bisexuality and the specific needs of LGB young people who access our services,	R Phillips/S Unitt March 2014	100%	09/09/13	1.1, 1.2, 1.5, 2.1- 2.4, 3.3, 3.4, 3.6, 4.1, 4.3
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"> a. Encourage non-LGBT staff to participate in the Forum with the aim of valuing and celebrating all aspects of diversity b. host the LGBT Forum at various sites across the Trust to provide staff people have an opportunity to meet members and ask questions 	Ben Summerskill, the Chief Executive of Stonewall, was a keynote speaker at Executive Leadership Council (ELC) in January 2014. This session gave ELC members the opportunity to reflect on how services have been traditionally delivered and to look towards ensuring that services are fully inclusive for all of our diverse communities. Over 160 staff members have now signed up to be Straight Allies, as part of the Trust's on-going commitment to LGB Equality. A number of events were held across Trust sites in celebration of LGBT History Month in February 2014. This included raising the	Sexual Orientation Steering Group On-going	95%	16/03/09	3.3, 3.4, 3.6, 4.1, 4.3

			<p>rainbow flag above key Trust sites, an exhibition of LGBT artwork and poetry in Café Art, LGBT History Month displays at Duncan Macmillan House, Birch House and Hawthorn House, LGB awareness training, a film night at the Involvement Centre and an LGBT History Month Conference. The Conference was held on the 27th February, supported by the Deputy Director of Local Services. The event was attended by a broad spectrum of Trust staff as well as partner organisations such as Eon, Nottingham City Clinical Commissioning Group, Nottinghamshire County Council, Age UK and Derbyshire County Council. The theme of the event was ‘celebrating diversity within diversity’ and included presentations on themes such as LGBT Mental Health, Same Sex Domestic Violence, LGBT History in Nottinghamshire, the Health and Social Care Needs of Older People and Being Gender Queer. Events were publicised on the social media sites Facebook and Twitter and successfully started trending on the latter.</p> <p>Members of the Trust’s LGBT Forum supported colleagues from the Depression Community of Interest in a flash mob dance in Nottingham City Centre to raise awareness of mental health.</p> <p>The LGBT Forum continues to meet across Trust sites to promote accessibility. A programme of</p>				
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			seminars which focus on LGBT specific issues has been developed for 2014/15. Topics include Legal Issues, Fostering & Adoption and Bisexuality.			
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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> <p><i>1. CDW legacy</i></p> <p><i>2. Leadership/Mentoring development</i></p> <p><i>Findings:</i></p> <ul style="list-style-type: none"> - <i>Poor understanding of care pathway</i> - <i>Prejudices experiences by service users</i> - <i>Over use of medication 'control'</i> - <i>Little understanding of cultural competence</i> 	<ul style="list-style-type: none"> • <i>Equality and Diversity work programmes within the Forensic Services, Local Services and Health Partnerships divisions to include findings from;</i> - <i>Equality Impact Assessment priorities</i> - <i>Investigation findings</i> - <i>Staff Survey findings</i> 	<p>Work continues within Trust services to ensure that they are culturally capable by meeting the specific needs of BME service users and carers. A specific programme of work is underway within Sure Start Children's Centres to this effect. A training programme entitled 'Cross Cultural Capability: from Competence to Confidence' is scheduled for delivery across the Trust in 2014/15. In addition to issues around race, the course will embrace the wider cultural perspective and examine additional characteristics such as disability, sexual orientation and gender.</p> <p>Training on the specific health needs of Gypsy and Traveller communities continues to be delivered across Trust sites and a new programme for 2014/15 has been developed. Due to demand the ethnicity option 'Gypsy or Traveller' has been added to the Involvement member data set.</p> <p>The Trust is part of a Gypsy and Travellers' Health Partnership Task and Finish Group made up of other Nottinghamshire NHS organisations and Gypsy and Traveller</p>	S Crawford/ D Henry/ S Dudley April 2010 onwards	95%	16/03/09	1.1- 1.5, 2.1-2.4, 3.1, 3.3, 3.4, 3.6 4.1-4.3

			representatives. It aims to identify ways to support and engage these 'seldom heard' communities within the health agenda. This work is specifically supported by the new Gypsy and Traveller Health Visitor within the Health Partnerships division.				
R2	Provide services which meet the needs of Asylum Seeker/ Refugee Communities	<ul style="list-style-type: none"> • Conduct research and provide an updated report on the health needs of asylum seekers and refugees, identifying the common barriers and restrictions to treatment and examples of good practice • Identify gaps in service provision and put in place appropriate interventions 	<p>A report was scheduled for presentation at the December 2013 meeting of the Equality and Diversity Committee. Unfortunately the report authors were unavailable to present the paper. It has been identified that as a result of the progress made, this action will now be transferred to the remit of the Local Services Equality and Diversity Forum where it will remain live within the Forum's action plan- with an extended deadline of December 2014. Accordingly issues will be escalated as appropriate.</p> <p>Training on the distinct health needs of Asylum Seekers and Refugees continues to be delivered in partnership with the Nottingham and Nottinghamshire Refugee Forum who are also represented on the Equality, Diversity and Inclusion Community of Interest.</p>	V Nair/S Masud/ S Crawford December 2013	100%	25/06/12	1.1 - 1.5, 2.1- 2.4 4.2
R3	Raise awareness and promote understanding of the specific health needs of BME communities, supporting service evaluation and improvement	<ul style="list-style-type: none"> • Work with Mental Health Services for Older People to raise awareness of BME dementia within our diverse communities 	Trust staff continue to facilitate awareness raising sessions with our diverse communities, including BME communities. Recent engagement includes: a session on 'anxiety' with the Chinese Welfare Association; a presentation with the Sudanese community to challenge the stigma often associated with mental health problems (further sessions planned);	S Crawford/ L Corcoran/Race Equality Steering Group and J Aicha/ Age Equality Steering Group April 2014	90%	19/03/12	1.1-1.5, 2.2, 2.3

			<p>a joint- session with Adult Mental Health colleagues on anxiety and depression with the Gypsy and Traveller Communities in Newark via the Health Ambassador Programme (additional sessions planned) and a talk on depression and dementia at the Islamic Centre, Links continue to be made/ strengthened with other BME communities to raise awareness of mental health issues, particularly around depression and dementia and additional sessions are planned throughout the year.</p> <p>Two very successful conferences were hosted by the Local Services Division in October 2013 and February 2014, looking at the NICE guidance on Dementia and Depression. These were well received by both internal colleagues and external partners. Other projects are now being considered following the success of this initiative.</p>			
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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"> Review and evaluate the effectiveness of the Multi-Faith Forum which advises, guides and support the Trust in matters of religion, belief and spirituality 	Action Complete. Investment in the Spiritual and Pastoral Care (SPC) Service by the Wells Road Centre and Arnold Lodge Hospital has enabled a great deal of work to be done using resources within the current team. Support has also been provided by Rampton Hospital Chaplaincy Team with one of the Hospital's chaplains seconded one day per week to work at the Wells	P Quilter March 2014	100%	20/06/11	1.1, 1.2, 3.3, 3.6, 4.1

			Road Centre. In addition a Roman Catholic Chaplain has been recruited and the working hours of the current Imam increased.				
		<ul style="list-style-type: none"> Continue to develop information for patients, service users, carers and staff on religion, belief and spirituality via the staff intranet and leaflets/ information sheets 	No specific action to report. The Spiritual and Pastoral Care Service and the Chaplaincy Service at Rampton Hospital continue to provide support, advice and guidance for staff, patients and carers on issues relating to religion, belief and spirituality.	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"> Develop a Strategy for the Provision of Spiritual and Pastoral Care 	The Strategy for the Provision of Spiritual and Pastoral Care is being developed and is scheduled for publication in October 2014/	P Quilter October 2014	30%	02/12/13	2.1, 2.3, 3.3, 3.5, 3.6, 4.1, 4.3
		<ul style="list-style-type: none"> Continue to raise awareness and understanding of different religions/belief, particularly around the importance of faith/spirituality in patient recovery 	<p>The SPC Service has commenced the delivery of a second Recovery College Course at Arnold Lodge Hospital, Wathwood Hospital and the Wells Road Centre on the topic Spirituality and Recovery.</p> <p>The Spirituality Forum continues to meet and gain momentum. The January meeting took the form of a presentation on Spirituality, Recovery and Psychiatry by Dr Hugh Middleton, followed by a wider group discussion.</p>	P Quilter On-going	95%	05/12/11	1.1, 1.2, 2.3, 3.1, 3.3, 3.4, 3.6, 4.1
RB2	Raise awareness of the mutuality between religion/belief and spirituality and the other equality and diversity strands	<ul style="list-style-type: none"> Develop opportunities to co-operate and collaborate between religion/belief and spirituality and the other equality and diversity strands 	A very successful Trust-led Conference on Spirituality and Mental Health was held in February 2014 aimed at Church of England clergy from across the diocese. The Conference explored mental health issues in terms of societal response e.g. stigma, and provided education on key aspects of mental health e.g. substance misuse, dementia and schizophrenia, in addition to learning	P Quilter March 2014	95%	22/03/10	1.1, 1.2, 1.3, 2.3, 3.1, 3.3, 3.4, 3.6, 4.1-4.3

			disabilities. The SPC service continues to support the work of the Trust's equality and diversity groups including the LGBT Forum, the Race Equality Steering Group and the Disability Equality Steering Group.				
RB3	Provision of an effective and supportive end of life care service.	<ul style="list-style-type: none"> Develop, agree and promote a Trust-wide strategy for Spirituality and End of Life Care 	The Health Partnership Division's End of Life Care Strategy has been updated in light of the findings identified in the Francis Report. It has now been circulated to key individuals within the Forensic, Local and Corporate Services divisions for comment. A meeting is being planned to enable divisional representatives to meet to discuss extending the Strategy from divisional to Trust-wide.	P Quilter/ S Dudley October 2014	50%	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	Disability programme of work to be developed, encompassing: <ol style="list-style-type: none"> 1. Training and education 2. Employment practice and staff support – establish Trust Disabled Staff Forum 3. Ensure policies and procedures meet DDA requirements 	<ul style="list-style-type: none"> Develop and progress the priority actions of the Disability Equality Steering Group in relation to 'hidden disabilities' i.e. the Deaf Community, people with Asperger's, Dyslexia etc. 	<p>Action progressing well. Disability awareness is embedded within the Trust induction programme and focussed training continues to be delivered across Trust sites. A programme of training for 2014/15 has been developed.</p> <p>The Mental Health Community of Interest (COI) has become well-established. Like the other COI's (excluding Equality and Diversity and Carers' which are classed as core COIs) it has however now come to the end of its tenure and must reapply for consideration in the next</p>	D Wight/ Disability Equality Steering Group March 2014	90%	10/06/13	1.1- 1.5, 2.1-2.4, 3.1, 3.3- 3.6, 4.1- 4.3

	<p>and best practice standards.</p> <p>4. Accessibility</p>		<p>round of bids. An outcome is expected in March 2014. The Trust's Facilities and Estates Teams continue to review accessibility issues based on the results of the DDA Audits and regulations in respect of new builds. The Trust's facilities as a whole however are not fully DDA compliant, which carries with it significant risks and accordingly this is identified as a key issue on the Trust risk register.</p> <p>Work within the Local Services Division identified for completion in the 2013/14 year continues in line with the program, Additional improvements have also been possible due to the utilisation of non-recurrent monies being made available, thus presenting a level of accessibility across the Division over and above the initial planned improvements. Further works have been allocated capital fund priority and non- recurrent revenue bids have been submitted for next financial year.</p> <p>Evidence of accessible premise audits for properties occupied by the Health Partnerships continue to be sought at contract meetings between the Trust and NHS Property Services. No evidence has been forthcoming and this situation has been escalated within the hierarchy of NHS Property Services. The Trust has been informed that ad hoc work to improve access to certain sites is being bid for, however the details</p>				
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			<p>have not been made available.</p> <p>Considerable progress has been made within the Forensic Division over the last quarter. The refurbishment of blocks C & D at Rampton Hospital is now underway and will improve patient accessibility.</p> <p>The low level counter adjacent to the main reception desk at Arnold Lodge has been assessed and meets the required standards. New signage to direct wheel chair users to the low level counter have been ordered and a new bell system is being installed. Furthermore Arnold Lodge's Phase 3 Development project is now in progress and will be compliant with the Building Regulations approved Document M. The older existing parts of the building will be adapted to DDA compliance where practical.</p> <p>DDA requirements for the horticulture area at Wathwood Hospital have been now been incorporated into the scheme and are progressing well. One of the patient showers within the Lodges has been re-designed to accommodate larger patients, and has been aligned with the DDA and infection control specifications.</p> <p>Refurbishment of the Trent Ward at the Wells Road Centre is now underway. The project involves all stake holders including patient, carer and staff groups, DDA aspects are being incorporated where practical.</p>			
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			<p>All relevant policies, procedures, strategies etc. are sent to members of the Disability Equality Steering Group for comment/ consultation. Over the last quarter the IT service consulted with the Group on the proposed electronic IT helpdesk fault reporting system and on revised, more accessible, staff IT forms.</p> <p>The Trust is proud of its work with Deaf and other hearing impaired service users and accordingly will sign up to the British Sign Language (BSL) Charter at a special ceremony at Nottinghamshire Deaf Society on 7th May 2014. This event is being organised in partnership with the Deaf Wellbeing Community of Interest and the British Deaf Association.</p>				
D2	Ensure that disabled staff, patients and visitors feel safe and supported	<ul style="list-style-type: none"> 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 	Work on-going. The Trust's Estates and Facilities Teams continue to ensure that disabled people are involved in discussions/consultations about proposed adaptations to premises as well as new builds. Key members of the Disability Equality Steering Group were recently consulted on the design specification for the new stair lift being installed near the conference rooms in Duncan Macmillan House.	D Wight/ J Clarke/S Winfield/ Disability Equality Steering Group March 2014	80%	10/06/13	1.1, 1.4, 2.1, 2.3, 2.4, 4.1-4.3

Equality Area: Age

Ref.	Equality Objectives	Actions	Progress	Lead/timescales	% complete	Date Added	EDS2 Outcome
A1	Develop a Trust protocol for developing age appropriate services	<ul style="list-style-type: none"> Agree a Trustwide working group Work with partnership 	Action on-going. Implementation of the protocol into the specific needs of patients with working age	Age Equality Steering Group/ S Howe May 2014	95%	21/12/09	1.1-1.5, 2.1-2.4, 4.1-4.3

		organisations to develop a Trust protocol, then publish and implement it	dementia continues. Revised timescale for completion May 2014.				
A2	Improve equity of access to services for Older People; e.g. IAPT, Alcohol, CRHT, Psychology	<ul style="list-style-type: none"> Identify services where age discrimination occurs and ensure that this is reflected and addressed in directorate IBPs 	Action on-going. The General Manager for Mental Health Services for Older People (MHSOP) is awaiting confirmation from the City and County commissioners that access to Crisis Resolution and Home Treatment (CRHT) Service now includes older people. Revised timescale July 2014.	General Managers/ A Wright/A Ward July 2014	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2
A3	Develop a Trust strategy for older carers	<ul style="list-style-type: none"> Agree a Trust wide working group Work with partnership organisations to develop a Trust strategy, publishing and implementing it Trust wide 	The Trust's Carers Strategy has now been reviewed by the identified lead within Mental Health Services for Older People. The review concluded that the Strategy did meet/consider the specific needs of older carers. The Lead, in conjunction with colleagues, has suggested a few minor amendments, which will be taken to a future meeting of the Carers Community of Interest and the Age Equality Steering Group for consideration.	T Wilde March 2014	80%	20/06/11	2.1-2.4, 4.1, 4.3
A4	Ensure the distinct age related needs of our patients, service users and carers are met	<ul style="list-style-type: none"> Engage with the diverse communities the Trust serves to determine their needs in terms of age related care 	The 'Dementia and Co-Morbid Depression' project is currently nearing completion. This NICE funded project brought together carers, third sector organisations and Trust staff to ensure that people with dementia and their carers who have depression have their symptoms recognised and treated early. Two conferences have been held to raise awareness of dementia and co-morbid depression and a leaflet has been launched. The Mental Health Services for Older People (MHSOP) service	J Aicha/ A Saha/W Bradford/S Dudley July 2014	90%	11/03/13	1.1-1.5; 2.1- 2.4, 4.1, 4.2

		<p>continues to promote The University of Nottingham's 'The Last Outing' research project' into the health and social care needs of older LGB&T people. Furthermore the needs of older LGB&T people were highlighted to Trust staff, to raise awareness and understanding, at the recent MHSOP Partnership Day and also within the LGBT Forum.</p> <p>The Diversity within Dementia Community of Interest has recently met with Peter Morley, (City Social Services Commissioner), who leads on the Nottingham City Dementia Action Plan. The purpose of his visit was to gain feedback regarding the services delivered and the needs of individuals with dementia (and their carers) from BME communities.</p> <p>Within the Child and Adolescent Mental Health Unit (CAMHS) at Thorneywood there are a number of initiatives in place to ensure that the age related needs of young service users and their carers are met. In addition to the provision of services which involve young people in the design and evaluation, CAMHS facilitate two carer groups: A bi-monthly group for parents/carers including grandparents and a monthly group for outpatient young people and their parents/carers. In addition CAMHS offer Family Therapy Clinics for young people and their families to help address distinct age related needs.</p>			
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A5	Ensure that LGBT young people are involved in service developments	<ul style="list-style-type: none"> 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, 	New objective and corresponding action. Initial contact with leaders of LGB & T youth groups in the City and County has begun.	A Wright March 2015	5%	10/03/14	1.1,-1.4, 2.1-2.4, 4.1
A6	Maintain a healthy and supported workforce where diversity is promoted, valued and respected	<ul style="list-style-type: none"> Develop strategies to help manage a healthy ageing workforce 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. 	New objective and corresponding action. HR Teams have already begun working with services to plot current and future staffing requirements as part of the Trust's current Workforce Strategy.	A Wright/ Age Equality Steering Group March 2015	25%	10/03/14	1.1, 3.1. 3.2-3.6, 4.1-4.3

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"> Continue to raise Awareness of Gender issues, including Domestic Violence and health issues, for both men and women through campaigns, events etc 	<p>A presentation on the Domestic Violence and Abuse (DVA) Strategy was delivered at the December meeting of the Senior HR Leads as part of a Trust-wide awareness raising /training campaign.</p> <p>Leaflets providing advice/guidance for men experiencing domestic violence and abuse (including same</p>	H Pritchett / C Conchar March 2014	95%	20/09/10	1.1-1.5, 2.1-2.4, 3.1- 3.6, 4.1-4.3

			<p>sex domestic violence) have been sourced and are being distributed at various Trust events.</p> <p>Two guidance booklets for staff have been developed to provide information/ advice on Historical Sexual Abuse (HSA). The first of these is on 'Disclosures of Historical Sexual Abuse for Staff' and the second is a Pathway for Clinical Professionals on HSA. These are now being distributed across clinical areas.</p> <p>A number of activities have been organised across the Trust to commemorate International Women's Day on the 8th of March. These include displays, physical health checks, the International Women's Day Flag flying above Duncan Macmillan House and the FGM seminar at Rampton Hospital (see G2).</p>				
G2	Create integrated service and employment strategy for Transgender people	<ul style="list-style-type: none"> Develop and circulate patient transgender guidelines 	<p>Patient transgender guidelines have been developed and circulated for clinical team comments prior to wider consultation.</p>	S Murjan/C Conchar March 2014	95%	08/06/09	1.1-1.4, 2.1-2.4, 4.1, 4.2
		<ul style="list-style-type: none"> Encourage discussion and debate on gender and transgender issues in order to raise awareness, create new learning and best practice 	<p>A full-day seminar on FGM (Female Genital Mutilation) is scheduled for the 31st March 2014 at Rampton Hospital to coincide with International Women's Day earlier in the month. This seminar, organised by the Social Care Team at Rampton, and supported by the Gender Equality Steering Group, is aimed at front line staff. Through presentations, discussion and debate the seminar aims to raise awareness of the health and social</p>	O McInerney/ C Conchar March 2014	95%	19/03/12	1.1-1.5, 2.1-2.4, 3.1-3.6, 4.1, 4.3

			<p>care issues around this practice.</p> <p>The demand for Trans Awareness training across Trust services continues. Accordingly a programme for 2014/15 has been developed.</p> <p>Odette McInerney (Rampton Hospital) and Sarah Murjan (Gender Clinic) continue to carry out joint assessments on patents from secure services that are referred to the Gender Clinic. The purpose of this is to help identify if there is a need for a bespoke Transgender service. The progress of the necessary service strategy is not known at this time.</p>				
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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"> 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 	Action on-going. Two bespoke Equality Impact Assessment refresher training courses have been delivered to HR and staff-side colleagues over the last quarter, in addition to a number of 1-2-1 sessions. Refresher sessions for other policy writers/contributors are currently being scheduled over the next 6-9 months.	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
		<ul style="list-style-type: none"> Ensure patient demographics are collected and monitored for all of the Equality and Diversity Strands in line with the Trust and Divisional Integrated Business Plans 	A considerable improvement has been identified within the Forensic Division over the last 6 months in respect of the collection and monitoring of patient demographics. All services, with one exception, have achieved over 80% collection rates across the protected characteristics. The service in question has achieved over 80%	Local, Forensic and Health Partnerships Services E & D Leads December 2014	75%	10/06/13	

			<p>completion for all characteristics except disability which currently stands at 70.59%.</p> <p>Additional work is being done via a poster campaign to address the gap in collecting essential patient demographics within the Local Services Division. This will be reviewed in December 2014. Please note new timescale.</p> <p>Concern still exists in relation to the inability of SystmOne, used by the Health Partnerships Division, to provide staff with information which can be reported on and monitored. The Division is currently working to address this problem, however it is not expected to be resolved in the near future.</p>				
Ge2	Demonstrate the Trust's commitment to eradicating all forms of bullying and harassment	<ul style="list-style-type: none"> Evaluate the effectiveness and promotion of the Bullying and Harassment Helpline via monitoring of helpline usage, employee relations cases etc. 	<p>The refreshed Trust Bullying and Harassment Support line has now been up and running for six months. Only a small number of calls have been received to date, therefore consideration will be given as to its added value and/or the need to promote it further.</p>	<p>L Eastham/S Humber Supported by Divisional E & D Forums, E&D Strand Steering Groups and the Forensic Services Anti-Bullying Project Lead</p> <p>March 2014</p>	80%	02/12/13	1.4, 2.1, 3.4, 3.6, 4.1- 4.3
Ge3	Recruit and retain a diverse workforce which is reflective of the communities we serve	<ul style="list-style-type: none"> Actively monitor staff progression by all strands of diversity including sexual orientation. Put appropriate actions into place to address under-representation and tackle barriers 	<p>The Workforce Equality Highlight Report presented to the Equality and Diversity Committee on a six monthly basis provides data and analysis on all aspects of the Trust's recruitment and retention practices, including promotions, across all of the identified protected characteristics.</p> <p>Actions to address under-</p>	<p>R Cotterill/ L Eastham /E & D Committee Ongoing</p>	95%	08/06/09	3.1, 3.3, 3.5, 4.1, 4.3

			representation are on-going and include bespoke and targeted development opportunities, such as Invest to Lead 5, the East Midlands Leadership Academy offer, the Stonewall Diversity Champions Programme, Leadership at the Point of Service etc.				
		<ul style="list-style-type: none"> • Conduct a demographic analysis to determine if the Trust's workforce is reflective of its localities and therefore the communities it serves. This information will be used to influence recruitment policy and workforce planning. 	Analysis has been conducted reviewing the Trust's demographic data against Nottingham, Nottinghamshire and the East Midlands demographics. Variances have been identified within the gender, ethnicity and age strands. Due to the fact that the 2011 Census did not collect data on sexual orientation this information is not available. Stonewall's estimation that 1 in 10 people identify as LGB is the generally accepted figure, although this is believed to be higher in urban areas- particularly London, Manchester, Nottingham, Liverpool and Birmingham. This data will now be used to influence recruitment policy and workforce planning.	R Cotterill/ L Eastham March 2014	80%	02/12/13	1.1, 3.1-3.6, 4.1, 4.2
		<ul style="list-style-type: none"> • Promote employment opportunities within the diverse communities we serve via the media and other promotional events/activities. 	The Stonewall Proud Employers site is being used to advertise key posts in addition to the NHS Jobs site. The various equality and diversity strand steering groups are being consulted on where best to advertise to encourage applications from under-represented groups.	L Eastham, Senior HR Leads September 2014	10%	02/12/13	1.1, 3.1-3.6, 4.1