

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

2nd March 2015

1. Positive Highlights

- 2015 Stonewall Workplace Equality Index- Top Employer
- LGBT History Month celebrations across Trust sites
- Successful LGBT History Month Conference- 'Coming Out-Being Out'
- Gypsy and Traveller Health DVD launched raising awareness of key health issues amongst Gypsy and Traveller Men
- Transcultural Cognitive Stimulation Therapy Project on schedule for completion
- New recruitment leaflet for volunteers developed by the Spiritual and Pastoral Care Service
- Second successful event held for the Diocese of Nottingham and Southwell on mental health awareness
- Health Partnerships take lead in providing multi-agency training for Special Educational Needs and Disabilities
- BSL Charter Action plan progressing well
- Deaf Awareness Week (4th-10th May)
- Continued work to raise awareness of and address issues in relation to progressive hearing loss
- Task and finish group established to ensure new CAMHS Model Access Point is fit for purpose and improves accessibility for young people
- Mental Health Services for Older People and the Health Partnerships Division purchased Rainbow pin badges for staff to wear on lanyards
- Trust employs c.50 young apprentices each year. 89% achieve a positive outcome of employment or progress onto further training
- Physical health checks throughout March in aid of International Women' Day (8th).

2. Exceptions to Note

- End of Life Care Strategy: actions in place to address lack of progress
- Written confirmation of disability access compliance of Health Partnership sites still awaited: paper scheduled for next meeting of the Quality and Risk Committee
- Disability Access Improvements in Local Services and Health Partnerships: limited progress due to funding restrictions
- Collection of patient demographic details within Local Services and Health Partnerships remains low. Now monitored quarterly by Workforce, Equality and Diversity Committee.

3. Any Other Observations

- None

Catherine Conchar
Head of Equality and Diversity

Date: 2 March 2015



Trustwide Equality and Diversity Priorities Report to Trustwide Equality and Diversity Committee- 2 March 2015

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

Bright Green	4	Blue	14	Amber	5	Orange	1	Red	0
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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 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 10 positioning within the Stonewall Workplace Equality Index (WEI)	<ul style="list-style-type: none"> Develop and agree a set of transformative goals in line with the requirements of Stonewall's Star Performers Scheme. 	<p>New action- progressing well. In January 2015 the Trust was ranked as Top Employer in the 2015 Stonewall WEI. A performance update is scheduled for presentation at the March meeting of the Workforce, Equality and Diversity Sub Committee of the Trust Board. As the Trust has secured a position in the Top 10 of the WEI 3 times in the last 5 years it has graduated from the Index and will now enter the Star Performers Programme, which is a select group of 9 high performing organisations. Key discussions are currently underway at a strategic level as to the Trust's future direction as a Star Performer.</p> <p>Accounts of the Trust's success in the 2015 WEI has featured widely in the press including newspapers, journals, social media and webpages.</p>	C Conchar, S Unitt December 2015	20%	02/03/15	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 local LGBT community organisations. 	<p>Action complete for 2014/15. A new programme of training for 2015/16, delivered in partnership with local LGBT community organisations, is currently being developed.</p> <p>The LGBT Forum's 2015/16 schedule of 'open seminars', which actively raises awareness of LGBT issues amongst LGBT and non-LGBT communities, is currently being planned. One of the planned sessions will focus on 'Being Gender</p>	S Unitt/ R Phillips March 2015	100%	09/06/14	1.1, 1.2, 1.5, 2.1- 2.4, 3.3, 3.4, 3.6, 4.1, 4.3

			Queer' and explore issues which include non-binary gender.				
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 	<p>Action complete for 2014/15. Greater numbers of non-LGBT/Straight Allies staff have participated in recent Forum facilitated events such as the LGBT History Month Conference, the raising of the rainbow flag above Trust HQ by the Chief Executive above and the film nights/celebration activities at the Duncan Macmillan House Involvement Centre and the secure hospitals.</p> <p>The aforementioned LGBT History Month Conference, delivered in partnership with Nottinghamshire County Council's LGBT Staff Network, has evaluated as very successful. Approximately 80 people attended the event, the theme of which was 'Coming Out- Being Out'. The aim of the event was to raise awareness/improve understanding of key issues, in particular the difficulties and benefits of coming out and being out (as LGBT) within society, the workplace and more pertinently to health and social care providers. One of the day's key features was listening to the 'coming out' and 'being out' stories from the two generational spectrums: LGBT young people from the Worksop LGBT Youth Group-Wow (Worksop Out on Wednesdays) and some Over 60 LGBT community members. The event was attended by many of the Trust and Council's partner organisations including Nottingham City Homes, Nottinghamshire Police,</p>	Sexual Orientation Steering Group On-going	100%	16/03/09	3.3, 3.4, 3.6, 4.1, 4.3

			<p>Eon, the CCGs, the University of Nottingham, Nottingham University Hospitals, Lincolnshire Community Health Services and Leicestershire Partnership NHS Trust.</p> <p>Work continues to progress in relation to partnering with the East Midlands 'blue light' services; the aim of which is to share good practice and host joint social events.</p> <p>In January 2015, the Health Partnerships Division launched its new Children's Directorate in the form of two 'Bringing it all Together' events. These events were used as an opportunity to raise awareness of the LGB agenda and promote the Straight Allies programme. Six new people signed up as Straight Allies at the events and a number of others have pledged since.</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> <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> 	<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>Engagement with the Trust's diverse communities continues across services. Following on from previous engagement activities aimed at older people, Mental Health Services for Older People has been liaising with Child and Adolescent Mental Health Services to deliver an information session to the Sudanese Community on childhood depression. The date of this is to be confirmed with the community.</p>	<p>S Crawford/ D Henry/ S Dudley/ J Aicha</p> <p>April 2010 onwards</p>	95%	16/03/09	<p>1.1- 1.5,</p> <p>2.1-2.4,</p> <p>3.1, 3.3,</p> <p>3.4, 3.6</p> <p>4.1-4.3</p>

	<p>- Over use of medication 'control'</p> <p>- Little understanding of cultural competence</p>		<p>The Trust hosted the launch of the Gypsy and Traveller Health DVD on the 29th January 2015. The DVD aims to raise awareness of 3 key health issues amongst Gypsy and Traveller men (depression, diabetes and heart disease) and encourage individuals to visit their GP if they have any concerns. The DVD was developed by the Trust in partnership with NHS Nottingham City CCG and NAVO and was produced by two members of the local Traveller community. Three Trust staff featured in the DVD, including the Trust's Specialist Practitioner Health Visitor for Gypsies & Travellers. The DVD launch and interviews with key contributors was featured as a news story on BBC Radio Nottingham.</p> <p>Children's Centres across the County work towards the Stephen Lawrence Equality, Diversity and Inclusion Standards. Newark and Sherwood Children's Centres have achieved the Bronze award.</p> <p>Child and Family Health Teams as a routine line of enquiry identify the TB status of children within our migrant population and facilitate access to relevant and appropriate health services.</p>				
R2	<p>Raise awareness and promote understanding of the specific health needs of BME communities, supporting service evaluation and improvement</p>	<ul style="list-style-type: none"> • Work with Mental Health Services for Older People to raise awareness of BME dementia within our diverse communities 	<p>The Diversity within Dementia Community of Interest (COI) has received confirmation that the new Chief Executive, Ruth Hawkins, will take on the role of their Executive Sponsor. As part of their awareness raising activities the group plan to</p>	<p>S Crawford/ L Corcoran/Race Equality Steering Group and J Aicha/ Age Equality Steering Group</p>	95%	19/03/12	1.1-1.5, 2.2, 2.3

			<p>take their information stand to the Irish Community Centre on the 24th March 2015 and Nottingham's Women's Centre on the 19th March 2015. Contact with other BME community groups continues to progress well. Over the next year the COI plans to put together leaflet(s) about dementia from community/cultural perspectives to raise awareness and promote understanding.</p> <p>The Transcultural Cognitive Stimulation Therapy (TC CST) project is on schedule for completion by the end of March 2015. A manual for staff has already been completed. Following on from the previous co-produced TC CST course with community members, there are plans to deliver a one day training event for Mental Health Services for Older People (MHSOP) staff members working with CST. A case study of the project has also been featured in the NHS Providers document 'Leading by example: The Race Equality Opportunity for NHS provider Boards, Dec 2014'.</p> <p>It is requested that a new timescale for completion of this action be set at March 2016 to allow the continuation of this valuable work.</p>	March 2015		
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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"> Continue to develop information for patients, service users, carers and staff on religion, belief and spirituality via the staff intranet and leaflets/information sheets 	Action progressing well. A new recruitment leaflet for volunteers has been developed and it is anticipated that this will be published by the Trust's Volunteering and Befriending Service by the end of April 2015.	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 	<p>A draft strategy document was completed, however in the light of significant staff changes and an increasing demand upon the service it is now necessary to review and amend. The Trust policy is currently being reviewed and a new strategy document will be published alongside the revised policy.</p> <p>A new full time Assistant chaplain post is being created within the Nottingham based team to help meet unprecedented demand, particularly at Highbury Hospital.</p> <p>It is requested that the timescale for completion of this action be increased to August 2015.</p>	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"> Continue to raise awareness and understanding of different religions/beliefs, particularly around the importance of faith/spirituality in patient recovery 	<p>Action continues to progress well. A programme of training on key aspects of religion, belief and spirituality continues to be delivered across Trust sites. This includes two more Introduction to Islam courses in April and June 2015.</p> <p>The Introductory course on Spirituality, Religion and Belief and</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

			<p>has been significantly revised to reflect the Service's responsibility to explain and affirm religious diversity within a healthcare setting.</p> <p>A successful meeting of the Spirituality Forum was held at Highbury Hospital on the 29th January 2015. Dr Sam Malins, a clinical psychologist with the Trust shared his research, clinical experiences and personal perspectives, enabling an exploration of the role of spirituality within psychology and psychological therapies. The event was open to and attended by staff, service users and carers.</p> <p>A new service to meet the Spiritual and Pastoral Care needs of patients and staff is being established in the Wells Road Centre. Good progress is being made at Arnold Lodge Hospital.</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"> • Develop opportunities to co-operate and collaborate between religion/belief and spirituality and the other equality and diversity strands 	<p>The Service is co-delivering an event in June 2015 with the Health Partnerships (HP) Division's Equality and Diversity Forum. The aim of the session is to promote the inclusion of those staff within the HP Division who may not normally, for various reasons, readily access learning opportunities provided in the south of the County. This event, held in the north of the county, will provide an introduction to spirituality, faith and religious and cultural diversity. An additional session is planned for later in the year.</p> <p>Following on from the success of the</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

			2014 conference for the Diocese of Nottingham and Southwell which focussed on religion/belief/spirituality and mental health a second very successful event was held on the 12 th of February 2015.				
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 	<p>No progress to report. The Head of Spiritual and Pastoral Care has recently joined the Health Partnerships Division's End of Life Care Strategy Group and will be contributing to the development of an integrated End of Life Care Strategy that includes spiritual and religious care.</p> <p>It is requested that the timescale for completion of this action be increased to September 2015.</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"> 1. Training and education 2. Employment practice and staff support – establish Trust Disabled Staff Forum 3. Ensure policies and procedures meet Disability Accessibility 	<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>Health Visitors across Mid Nottinghamshire have now completed training in Perinatal Mental Health delivered by Health Visitors who have undergone specialist Perinatal Mental Health training. Two of the Perinatal Mental Health Champions have been invited to become members of the Clinical Advisory Group for the East Midlands Perinatal Mental Health Clinical Network.</p> <p>Work within Mental Health Services for Older People (MHSOP) around the NHS toolkit on Progressive</p>	<p>D Wight/ D McQueen/ 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>requirements and best practice standards.</p> <p>4. Accessibility</p>		<p>Hearing Loss continues in partnership with the Specialist Dementia Audiology Department at Nottingham University Hospitals. In addition MHSOP has submitted a NICE bid to purchase equipment for those who access their services who have difficulty hearing and communicating.</p> <p>Work on the BSL Charter Action Plan continues to progress well. A programme of events to commemorate Deaf Awareness Week (4th -10th May 2015) is being developed, led by the Adult Mental Health Deaf Services Team.</p> <p>A new programme of training which includes Deaf Awareness and an Introduction to BSL is being planned for the 2015/16 year by the Learning and Development Department.</p> <p>With the introduction of the new reforms from the Children and Families Bill, the Health Partnerships Division has taken the lead in providing multi-agency training for Special Educational Needs and Disabilities. This training will provide an overview of the new Education, Health and Care (EHC) pathway and the implications for professionals.</p> <p>A great deal of progress has been made in relation to this objective and its accompanying action. As there is a need for this work to continue it is requested that the timescale be extended to March 2016.</p>				
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D2	Ensure that disabled staff, patients and visitors feel safe and supported	<ul style="list-style-type: none"> Continue to improve the Trust's Estates and Facilities to ensure that buildings and services are accessible to disabled people and meet their needs 	<p>Work ongoing:</p> <p>Forensic Services:-</p> <ul style="list-style-type: none"> Following a formal training session, entitled 'Building Access and Egress Compliance Standards for People with Disabilities' the Estates teams met with the Head of Equality and Diversity to consider the following elements relating to people with disabilities: building entry systems; new enabling technologies; procedures for the commissioning and specification of refurbishments or new builds; review of capital bid scoring systems (inclusion of disability scoring element); continuation of ongoing DDA audit type procedures; and maintenance responsibilities for hearing loops (fixed and mobile). This was a very productive meeting and it was agreed that attendees formally meet biannually. The new buildings for Wathwood Hospital's horticulture and kitchen areas have been delivered and are currently being fitted-out. The development includes disabled toilet facilities, access ramps and other elements to assist people with disabilities. Footpaths at Rampton Hospital have undergone local repairs and improvements to assist with access. <p>Local Services and Health Partnerships:-</p> <ul style="list-style-type: none"> Limited progress to report. A 	D Wight/ D McQueen/ J Clarke/S Winfield/ Disability Equality Steering Group March 2015	95%	10/06/13	1.1, 1.4, 2.1, 2.3, 2.4, 4.1-4.3
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			<p>number of bids have been submitted in relation to disability accessibility improvement works as part of next year's non recurrent reserves. The outcome of this will be known in mid-March 2015.</p> <ul style="list-style-type: none"> • A paper on Disability Access issues within the Health Partnerships Division is scheduled for discussion at the next meeting of the Quality and Risk Committee. <p>The abuse of parking spaces, reserved for disabled people, by individuals not displaying a blue badge continues to be a concern at some sites. A formal complaint by a patient/carer, which highlights a number of transgressions, has been received in relation to this and is currently being investigated.</p>				
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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"> • Identify services where age discrimination occurs and ensure that this is reflected and addressed in directorate IBPs: Adult Services inc. MHSOP 	Action ongoing. Work to ensure equitable access for older people to Crisis Resolution and Home Treatment (CRHT) is progressing well as part of Adult Mental Health Service developments. Enhanced crisis services are already in place and it is envisaged that these will be soon be fully inclusive of older people. Some geographical areas have already incorporated older people and other geographical areas	A Ward/ J Aicha/ General Managers December 2014	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2

			are in process. It is requested that the timescale for completion of this action be increased to September 2015 to allow the plans to be fully embedded.				
		<ul style="list-style-type: none"> Identify services where age discrimination occurs and ensure that this is reflected and addressed in directorate IBPs: Children and Young People's Services 	<p>Action Progressing Well:-</p> <p>Child and Adolescent Mental Health Services (CAHMS) ensure equity of service through implementation of a number of different measures. These include: Improved Access to Psychological Therapies (IAPT); the Choice and Partnership Approach (CAPA); You're Welcome Standards; Single Point of Access; Allocation; and management supervision. Any issues of inequity or inequality identified by young people, families and staff are highlighted and addressed appropriately.</p> <p>A focused task and finish group has been established to examine the new CAMHS Model Access Point to ensure that it is fit for purpose and that it improves accessibility for young people.</p> <p>The Child & Family Health Teams within the Health Partnerships Division are currently working towards accreditation for the 'You're Welcome Quality Standards' for young people friendly health services.</p> <p>Work on the Trustwide 'One Door, Many Pathways' Strategy continues to progress well. An Outline</p>	<p>A Wright/ R Towler/ S Dudley/ General Managers</p> <p>March 2015</p>	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2

			<p>Business Cases is scheduled for discussion at the March 2015 meeting of the Trust Board.</p> <p>Work is underway to enhance the transition between Child and Adolescent Mental Health Services (CAMHS) and Adult Mental Health Services to ensure young people get the continued support that they need.</p> <p>It is requested that the timescale for completion of this action be increased to September 2015 to allow the plans to be fully embedded.</p>				
A2	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 e.g. LGBT, BME 	<p>Action Complete. This work is embedded within divisional, directorate and service action plans.</p> <p>Mental Health Services for Older People (MHSOP) and the Health Partnerships Division have purchased Rainbow Pin Badges for staff to wear on their lanyards. These are currently being distributed. The aim is to help promote and demonstrate to patients and service users of all ages that they are able to be open or talk of their sexual orientation and personal situation with staff members should they choose to do so.</p> <p>Information translated into British Sign Language (BSL) around mental health and dementia continues to be shared with the Deaf Action Wellbeing Group regarding its suitability for inclusion in the new Trust website.</p>	J Aicha/ A Saha/ R Towler/ S Dudley September 2014	100%	11/03/13	1.1-1.5; 2.1- 2.4, 4.1, 4.2

			<p>MHSOP continues to address issues resulting from Progressive Hearing Loss which affects 70% of 70 year olds and 90% of 80 year olds. A further awareness raising session has been agreed with the Specialist Dementia Audiology Services at Nottingham University Hospitals for later this year. A NICE bid has also been put forward to purchase equipment for those who have difficulty hearing and communicating and to purchase hearing aid boxes for the ward to prevent hearing aids from becoming lost. These are actions identified within the Action on Hearing Loss Nursing Toolkit.</p> <p>The Trust's Working Age Dementia Day Services now provide appropriate Cognitive Stimulation Therapy for patients in both the north and south localities.</p> <p>CAMHS (Tier 3) utilise their established patient and parent/carer groups and encourage feedback from service users/families throughout and post treatment. Staff attendance on diversity training, beyond the Trust's mandatory requirements, is positively encouraged and services representatives are actively involved in the LGBT Forum and other diversity groups. Equality and diversity events and activities are advertised and promoted in waiting areas and clinic rooms.</p> <p>The Child and Family Health Teams across the Health Partnerships</p>				
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			<p>Division are utilising the Excellence in Safeguarding Tool which captures the experience and voice of children and young people to inform their plan of care /intervention.</p> <p>A Proposal has been developed, in the form of a business case, to implement a secure texting service (ChatHealth messaging software) This will enable young people to communicate via instant messaging with school nurses and help improve access to health services.</p> <p>An electronic resource is being developed to enable staff to provide information and resources for children and young people, particularly in supporting their emotional health and wellbeing.</p>				
A3	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, 	<p>Action on-going but not achievable within timescale. Those LGBT young people/carers who are known to the service are actively encouraged to be involved in service redesign, interview processes, resource allocation and environment decisions. The sexual orientation declaration rates of young people who access CAMHS Services is very low.</p> <p>The Head of Equality and Diversity continues to represent CAMHS and the wider Trust on the Nottinghamshire County Council Stonewall Education Champions Group and the Bassetlaw LGBT Forum.</p> <p>Invites for CAMHS staff to attend the</p>	A Wright/ R Towler March 2015	60%	11/03/14	1.1,-1.4, 2.1-2.4, 4.1

			<p>3 known LGB and T young people's groups in the City and County are awaited, based on the young people's needs. 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.</p> <p>It is requested that the timescale for completion of this action be extended to March 2016.</p>				
A4	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; to include encouraging and supporting apprenticeships. 	<p>The Trust employs approximately 50 young apprentices each year, with 89% achieving a positive outcome of employment or progressing onto further training. The apprentices are based at many locations within the Trust including Rampton Hospital, Wathwood Hospital, Arnold Lodge Hospital, Duncan Macmillan House, Hawthorn House and Bassetlaw Hospital. There will be an increase in the number of clinical apprentices over the next year commencing within the Health Partnerships Division.</p> <p>The Health Partnerships Division is currently piloting, in association with Nottingham University Hospitals, a rotational clinical apprenticeship.</p> <p>Trust workforce plans are on target for completion by the end of March 2015. These plans will provide improved intelligence as to the diversity of the workforce and will inform consequent actions/decisions.</p>	<p>General Managers/ C Teeney, Senior HR Leads/D Harrison</p> <p>March 2015</p>	60%	11/03/14	1.1, 3.1, 3.2-3.6, 4.1-4.3

			<p>HR Teams continue to work with services to plan current and future staffing requirements as part of the Trust's workforce strategy.</p> <p>It is requested that the timescale for completion of this action be extended to March 2016.</p>				
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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"> Continue to raise Awareness of Gender issues, including Domestic Violence and health issues, for both men and women through campaigns, events etc. 	<p>The Trust's 'Think Family' Domestic Violence Implementation Programme will be officially launched on the 15th May 2015. The occasion will be marked by the flying of the 'Think Family' flag above Trust Headquarters, highlighting the start of the one year programme.</p> <p>Consequently the Think Family sub group has been re-launched and its terms of reference updated to include all protected characteristics.</p> <p>The Think Family strategy has been ratified and is on the next stage of implementation and embedding. This includes the creation of a new training package, which was piloted within the Health Partnerships Division in February 2015. This will now be evaluated and a roll out programme developed and published.</p> <p>In December 2014 the Trust hosted a training session on Male Domestic Violence and Abuse, delivered in</p>	R Roosevelt/ 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>partnership with Equation. This training examined the particular issues faced by male survivors and highlighted particular issues around same sex domestic violence and abuse. The final session of the 2014/15 generic domestic violence and abuse training programme was held in February 2015. This will now be replaced by the aforementioned 'Think Family' training programme for 2015/16.</p> <p>Research is currently being planned by the Trust, in partnership with the University of Nottingham's School of Nursing. This study will explore the issues faced by older people who have experience of domestic violence and abuse.</p> <p>The Safeguarding Lead (Local Services Division) is being supported by the Trust to complete a research project on the impact of Domestic Violence and Abuse on BME people. Once complete the results will be shared with the Trust and will inform the Think Family Domestic Violence Strategy.</p> <p>In order to celebrate International Women's Day in March, physical healthcare staff across the Trust will be offering healthcare checks to staff and patients on key dates throughout the month. Although the sessions are aimed primarily at women they will also be open to men.</p> <p>It is requested that the timescale for</p>			
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			completion of this action be extended to April 2015, to include the Think Family Launch.				
G2	Create integrated service and employment strategy for Transgender people	<ul style="list-style-type: none"> Develop and circulate patient transgender guidelines 	No action to report. The Patient Transgender Guidelines have been updated and are awaiting distribution for formal consultation.	S Murjan/C Conchar March 2015	95%	08/06/09	1.1-1.4, 2.1-2.4, 4.1, 4.2

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 	<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 Health Partnerships Equality and Diversity Forum now meets on a quarterly basis. Forum membership is slowly expanding and members are in the process of establishing terms of reference.</p> <p>An equality and diversity event for staff within the division is currently being planned. This will look across all of the protected characteristics and focus on how they interconnect with the Trust's Core Values, highlighting how they can be incorporated into everyday practice.</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

Ge2	Recruit and retain a diverse workforce which is reflective of the communities we serve	<ul style="list-style-type: none"> In line with the Trust's Workforce Strategy ensure that values based recruitment is embedded across the organisation. 	<p>It has been identified that this action should not have an end date per se as the work is ongoing i.e. by its very nature it does not stop. It is suggested that the identification of key milestones dates is a more appropriate measure.</p> <p>There are a number of key milestones on target for completion by the end of March 2015. These include the continuing programme of refining and standardising processes to improve efficiencies.</p> <p>In January 2015 the Trust hosted an ImROC (Implementing Recovery through Organisational Change) event entitled 'Harnessing Recovery: Human Resources'. In addition to sharing good practice delegates from across the UK were able to learn from each other, particularly from those attendees with lived experience of mental health issues.</p>	C Teeney/L Walker March 2015	60%	09/06/14	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. 	<p>No action to report. The Trust continues to advertise via the NHS Jobs website to ensure that healthcare professionals from all of our diverse communities have access to all of our employment opportunities. Outcomes are still awaited from the November meeting of the LETC Wider Workforce Sub Group, who were exploring how NHS and Social Care careers/job opportunities can reach wider communities including school and college students.</p>	C Teeney, Senior HR Leads March 2015	75%	02/12/13	1.1, 3.1-3.6, 4.1