

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

9<sup>th</sup> June 2014

### 1. Positive Highlights

- Stonewall 2014 WEI -Best Employer Award for the East Midlands- 3 April 2014
- Successful programme of events to commemorate International Day Against Homophobia and Transphobia (IDAHO)- 17<sup>th</sup> May 2014
- Well evaluated Cross Cultural Capability Training session held in April 2014
- Ongoing engagement with BME communities, particularly around dementia and co-morbid depression
- Information booklet for staff on the Trust's Spiritual and Pastoral Care Provision revised and republished
- Professor of Eastern Faiths to present at the Spirituality and Faiths Forum in June
- Inspirational Trust BSL Charter Event on the 7<sup>th</sup> May 2014
- Trust well-represented at Deaf Community Listening Event on 21<sup>st</sup> May 2014. Feedback will help inform future actions
- Disability Discrimination Act compliance progressing well within the Forensic Division
- Local Services to host a regional 'Building Access and Egress Compliance Standards for People with Disabilities' workshop
- Trust developing a Trust-wide Integrated Children's Strategy entitled 'One Door, Many Pathways'
- Domestic Violence and Abuse Training for HR and Staff-side scheduled for September 2014
- The second cohort of the Trust's Board Apprentice Scheme has now commenced. An evaluation of the experiences of the first cohort is underway
- The Trust to be represented at the Launch of the Citizens Inquiry into Hate Crime, in June 2014. Stakeholders encouraged to complete on-line hate crime survey.

### 2. Exceptions to Note

- On-going DDA compliance issues within Local Services and Health Partnerships
- Collection and monitoring of patient demographic details within Local Services and Health Partnerships
- Work on the service strategy for proposed Transgender Patient Service (secure settings) has slowed down pending re-establishment of the steering group.

### 3. Any Other Observations

- None

**Catherine Conchar**  
Head of Equality and Diversity

Date: 9 June 2014



**AGE POSITIVE**



Our Trust is  
**SMOKEFREE**



## Trustwide Equality and Diversity Priorities Report to Trustwide Equality and Diversity Committee- 9 June 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>4</b>	<b>Blue</b>	<b>19</b>	<b>Amber</b>	<b>3</b>	<b>Orange</b>	<b>7</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>Evidence to support the 2015 WEI submission continues to be collected and analysed. The submission deadline for the 2015 WEI is early September 2014. Key areas of focus over the last year, derived from benchmarking feedback, have included: the specific health and social care needs of older LGBT people; the often neglected area of Bisexuality and the resulting impact on patients, staff and carers; the Trust's role as a national leader for LGBT Equality in the NHS and beyond; and the ongoing development of the Trust's Straight Ally Programme.</p> <p>The Chair of the LGBT Forum and the Head of Equality and Diversity have booked to attend a seminar in June which will launch the new format Stonewall WEI and provide guidance on completion requirements. Both staff members also attended the 2014 Stonewall WEI Conference in April 2014 as part of their on-going development and to the benefit of the organisation.</p> <p>The Trust was presented with the Stonewall 2014 WEI- Best Employer Award for the East Midlands at a ceremony in Birmingham in April.</p> <p>The Stonewall 2014 Development Programme has been advertised to</p>	C Conchar, S Unitt September 2014	65%	02/12/13	1.1, 3.1- 3.6, 4.1- 4.3

			all Trust staff via the Intranet and by e-mail and is being actively supported by the Executive Leadership Council.				
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>	The LGBT training action from the 2013/14 financial year is complete, however due to the importance of this area a new reporting date for March 2015 has been set. The delivery of the 2014/15 programme has commenced and includes a focus on: Same Sex Domestic Abuse; Bisexuality; and the specific needs of both younger and older LGBT people within our diverse communities.	S Unitt/ R Phillips March 2015	30%	09/06/14	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"> <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. This is advertised via posters on staff notice boards, e-mails to members of the LGBT Forum and non-member Straight Allies and via staff and Involvement meetings.</p> <p>In addition to drop in-sessions and market stalls at various Trust sites, themed seminars have been delivered on key issues such as Fostering and Adoption, the Health Needs of Older LGBT People, and Financial and Legal Tips, all of which have proved to be very successful. An additional seminar is scheduled for August 2014 exploring Bisexuality and how the distinct needs of Bisexual people can and should be addressed within the healthcare arena.</p>	Sexual Orientation Steering Group On-going	95%	16/03/09	3.3, 3.4, 3.6, 4.1, 4.3

			<p>As part of the LGBT Forum’s awareness raising campaign focusing on the impact of homophobia, biphobia and transphobia on patients, carers, staff and the wider community a number of events were held within the Trust to commemorate International Day Against Homophobia and Transphobia (17<sup>th</sup> May). These included: the Rainbow Flag being raised at a number of Trust sites including Rampton Hospital, Wathwood Hospital, Arnold Lodge Hospital and Duncan Macmillan House (DMH); a film night at the DMH Involvement Centre with a pre-film talk on homophobia, biphobia and transphobia; displays on hate crime, homophobia, biphobia and transphobia at Birch House and Hawthorne House, Wathwood Hospital, Rampton Hospital, DMH Reception and DMH Involvement Centre; a Pudding Day in Café Art at DMH; a coffee morning at Wathwood Hospital and a solidarity walk from the Wells Road Centre to the City Centre. Monies collected via the walk and its surrounding publicity will be donated to Mind (Sherwood) whom the Trust have been working with to raise awareness of LGBT mental health in the community.</p> <p>Rainbow ribbon badges have been sourced due to staff demand. This enables individuals to attach the symbol to their Trust lanyard as a demonstration of their commitment to LGBT and wider equality.</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"> <li>- <i>Poor understanding of care pathway</i></li> <li>- <i>Prejudices experiences by service users</i></li> <li>- <i>Over use of medication 'control'</i></li> <li>- <i>Little understanding of cultural competence</i></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>A very successful training session on Cross Cultural Capability: from Competence to Confidence was delivered at Trust HQ in April 2014. A further 2 sessions is scheduled for delivery during the financial year. In addition to cultural aspects of race and ethnicity, this course examines the wider cultural perspective and includes characteristics such as sexual orientation, gender and disability.</p> <p>The training programmes on the specific health needs of Gypsy, Roma and Traveller Communities and Asylum Seeker and Refugee Communities continues to be delivered across the organisation. As with the Cross Cultural Capability training both courses examine the wider aspects of culture including gender, disability, sexual orientation, social inclusion etc.</p> <p>The Gypsy and Traveller Health Partnership Task and Finish Group, hosted by the Trust, continue to meet regularly. Group membership includes representatives from a number of NHS organisations in Nottingham City and Nottinghamshire County, the Gypsy and Traveller community and the Voluntary and Community Sector. The Group aims to work together to developing new partnership initiatives to help improve outcomes</p>	<p>S Crawford/ D Henry/ S Dudley</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>for this 'seldom heard' community who experience substantial health inequalities. The Trust's Specialist Practitioner – Health Visiting for the Traveller population within the Newark &amp; Sherwood locality is working alongside the Peer Mentors to improve access to health care and prejudices experienced by service users.</p> <p>Work to raise awareness of mental health issues within BME communities continues. In the last quarter Mental Health Services for Older People (MHSOP) and Adult Mental Health Services have visited the Newark Traveller community to deliver a further session on anxiety. Additional sessions on anxiety have also been delivered at the Chinese Welfare Association and the Gedling Asian Elders Group. Two sessions on dementia, one female only and one male only have also been delivered at the Sikh Gudwara on Nottingham Road, Sherwood Rise. Other scoping work continues in relation to Muslim, older LGBT and Sudanese communities.</p> <p>The Anti-Psychotic medication audit, the result of a national campaign into highlighted inequalities within UK healthcare establishments in relation to the treatment of BME patients, is completed every two years at Rampton Hospital as an assurance measure. No health inequalities in this respect have been identified to date.</p>				
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			<p>The 'Backyard' Group which helps BME patients and individuals from religion/belief minority groups to socially interact as part of their recovery journey continues to meet at Rampton Hospital each month.</p> <p>The development of the new Forensic Division Equality and Diversity Interactive E-Learning module is complete and is now awaiting implementation by IT Services.</p> <p>Attendance at ELC will be monitored by ethnicity from September 2014. The aim of this practice is to identify any gaps and inform future development programs.</p> <p>Services in the Health Partnerships Division continue to use inclusive images within those establishments occupied by their staff to promote inclusive practice. This includes the use of BME and male inclusive images with Children's Centres. Presentations to partner agencies/commissioners include inclusive images when marketing their services.</p> <p>Trust Staff provide information and advice on Domestic Abuse for all Equality and Diversity strands through routine enquiry and give out the Domestic Violence and Abuse information cards.</p>				
R2	Raise awareness and promote understanding of the specific health	<ul style="list-style-type: none"> <li>• Work with Mental Health Services for Older People to raise</li> </ul>	The Trust will be represented at the Launch of the Citizens Inquiry into Hate Crime, in June 2014. This	S Crawford/ L Corcoran/Race Equality Steering	95%	19/03/12	1.1-1.5, 2.2, 2.3

	needs of BME communities, supporting service evaluation and improvement	awareness of BME dementia within our diverse communities	<p>follows the Trust's encouragement of stakeholders to complete the on-line survey into experiences of hate crime.</p> <p>The Diversity in Dementia Community of Interest hosted a stand at the Trust's British Sign Language (BSL) Charter Event in May 2014, to raise awareness of dementia within the Deaf Community of Interest (CoI). The CoI has recently received confirmation that it was successful in its application to continue to receive Trust support for the next 2 years.</p> <p>Mental Health Services for Older People has secured NICE funds to deliver a 1 year Transcultural Therapy for People with Dementia Project. This will help strengthen the work of the Diversity in Dementia COI.</p>	<p>Group and J Aicha/ Age Equality Steering Group</p> <p>March 2015</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"> <li>Review and evaluate the effectiveness of the Multi-Faith Forum which advises, guides and support the Trust in matters of religion, belief and spirituality</li> </ul>	Although this action was completed in March 2014, it is noteworthy that a number of regular meetings of the Spirituality and Faiths Forum have been scheduled for 2014.	P Quilter March 2014	100%	20/06/11	1.1, 1.2, 3.3, 3.6, 4.1

	<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>	<p>The Information booklet for staff on the Trust's Spiritual and Pastoral Care (SPC) Provision has now been revised and republished. This booklet clearly commits to the Trust's Equality and Diversity policies and its anti-stigma campaign. A specific positive stance is demonstrated in relation to LGBT equality.</p> <p>Support from the Rampton Chaplaincy Service to cover increased demand will continue until July 2014. As a result of this and a number of other issues a review is in place looking at the staffing provision within SPC across the Trust.</p> <p>The SPC Service is continuing to engage with staff, patients and carers via Highbury Live Project events. This includes well-being groups and bespoke activities and opportunities for patients, carers and staff.</p>	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>	<p>Action on-going. The draft strategy is currently being revised in light of the aforementioned staffing review. Progress is still on target within the specified timescale.</p>	P Quilter October 2014	40%	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/belief, particularly around the importance of faith/spirituality in patient recovery</li> </ul>	<p>The SPC is continuing to deliver a series of courses for patients and staff and Wathwood Hospital, the Wells Road Centre and Arnold Lodge Hospital. A new programme is being developed to continue this valuable work which evaluates very well.</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

			A professor from the University of Nottingham, who specialises in Eastern Faiths, is scheduled to present at the next meeting of the Spirituality and Faiths Forum in June.				
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>Building on the success of previous work a date has been set in February 2015 for a new conference supported by the Church of England. The aim of this event is to re-examine issues of mental health in relation to religion, belief and spirituality within the Church of England. A scoping exercise is being conducted to determine if this provision can be rolled out to other Christian denominations and other faiths/belief systems</p> <p>The SPC Service continues to support the work of the Trust's Equality and Diversity groups, including the LGBT Forum and the Race Equality and Disability Equality Steering Groups. This includes involvement of these groups in SPC development activities, such as the revised SPC Provision information booklet for staff.</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
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>	The Head of SPC is actively supporting a project on End of Life Care in Newark on behalf of the Trust. This will help inform the Trust's future End of Life Care Strategy. The Head of SPC is also meeting with one of the Clinical Directors in the Health Partnerships Division to look at the provision of SPC within the Division.	P Quilter/ S Dudley October 2014	60%	25/06/12	1.1-1.4, 2.1- 2.4, 3.6, 4.1

			The End of Life Care Strategy developed within the Health Partnerships Division has been forwarded to the Head of SPC and key individuals with Local Services and Forensic Services for comment with a view to extending it to form a Trust-wide Spirituality and End of Life Care Strategy.			
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### 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 and staff support – establish Trust Disabled Staff Forum</li> <li>3. Ensure policies and procedures meet DDA requirements and best practice standards.</li> <li>4. Accessibility</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 Asperger’s, Dyslexia etc.</li> </ul>	<p>Action continues to progress well, minus a few key accessibility issues in regards to the Trust Estate.</p> <p>Disability Awareness Training is embedded within the Trust Induction Programme and the 2014/15 Programme continues to be delivered across Trust sites.</p> <p>The Disability Equality Steering Group continues to meet on a quarterly basis and in addition to developing new initiatives and ways in which to promote and enhance disability equality is actively involved in supporting service development and improvement. All relevant policies, procedures, strategies etc. and their corresponding Equality Impact Assessments are also sent to the Group for comment/consultation.</p> <p>The Mental Health and Employment Community of Interest was successful in its application to gain</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>Trust support for the next 2 years and will be extending its work to champion employment opportunities for people with mental health issues, in line with the Trust's Recovery Strategy.</p> <p>An informative, inspiring and empowering event took place on the 7<sup>th</sup> May 2014 at Nottinghamshire Deaf Society. The aim of the event was for Deaf community members, carers, Trust staff and partnership organisations to celebrate Deaf Wellbeing and witness the Trust's commitment to the British Deaf Association's (BDA) British Sign Language (BSL) Charter. The event, attended by over 100 people, is a key feature in the June edition of the Positive Newsletter. In addition to speeches from the Chair of the BDA and the Trust's Chief Executive attendees were treated to a personal journey of Deaf Well-Being as well as 2 signed poems by the revered Deaf Poet Dorothy Miles. An action plan to demonstrate the Trust's commitment to the Charter is currently being developed.</p> <p>Representatives from Intellectual and Developmental Disabilities, Involvement, Mental Health Services for Older People and Equality and Diversity attended a Deaf Community Listening Event at Nottinghamshire Deaf Society on the 21<sup>st</sup> of May 2014. Feedback from this event will help inform the aforementioned BSL Charter Action Plan.</p>				
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D2	Ensure that disabled staff, patients and visitors feel safe and supported	<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 on-going. The Trust's Estates and Facilities Team continue to ensure that disabled people are involved in discussions/consultations about proposed adaptations to premises as well as new builds.</p> <p>Specific progress within the Trust's operation divisions to improve Disability Discrimination Act (DDA) Accessibility includes:</p> <p><b>Local Services</b></p> <ul style="list-style-type: none"> <li>In excess of £100,000 pounds has been spent on improving access issue to Trust sites. Core sites that benefitted were Duncan MacMillan House (DMH) and Oxford Corner. A further £40,000 has already been earmarked to fund improvements this financial year.</li> <li>A Stair Lift Riser had been purchased to provide wheelchair access to Conference Rooms 1 and 2 in DMH. An imminent works start date is awaited.</li> <li>Local Services Estates and Facilities (E&amp;F) are hosting a "Building Access and Egress Compliance Standards for People with Disabilities" workshop for E&amp;F colleagues across the region later in the year.</li> </ul> <p><b>Health Partnerships</b></p> <ul style="list-style-type: none"> <li>Information provision from both NHS Property Services teams remains poor although some useful information has been received relating to various premises used by Trust staff in</li> </ul>	D Wight/ J Clarke/S Winfield/ Disability Equality Steering Group March 2015	80%	10/06/13	1.1, 1.4, 2.1, 2.3, 2.4, 4.1-4.3
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			<p>Bassetlaw. Estates and Facilities teams continue to push for information regarding surveys and any planned work in contract meetings.</p> <ul style="list-style-type: none"> <li>• Work is progressing with Nottinghamshire County Council in relation to Sure Start Children's Centres in relation to compliance status for these sites.</li> </ul> <p><b>Forensic Services</b></p> <ul style="list-style-type: none"> <li>• The refurbishment of blocks C &amp; D at Rampton Hospital has been delayed but on completion will improve patient accessibility.</li> <li>• The main reception desk at Arnold Lodge has new signage to direct wheelchair users to the low level counter and new bell system that has been installed.</li> <li>• Arnold Lodge's Phase 3 Development project is progressing well and will be compliant with DDA on completion</li> <li>• The horticulture area at Wathwood Hospital is under development and DDA elements have been incorporated into the planning phase of the scheme.</li> <li>• Refurbishment of the Trent Ward at the Wells Road Centre is on target. The project continues to involve all stake holders including patient, carer and staff groups. DDA aspects are being incorporated into the design.</li> <li>• The new fence for the Lower Wells Road horticultural development is currently being erected. The development of this</li> </ul>				
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			<p>area for patient vocational activities will include provision for disabled persons.</p> <ul style="list-style-type: none"> <li>• The access ramp design for Westminster House has been reviewed and as a consequence improved ramp access will be constructed, Funding has been secured for the 2014/15 financial year.</li> <li>• The Forensic Services Estates Team will be attending the “Building Access and Egress Compliance Standards for People with Disabilities” workshop being hosted by Local Services.</li> </ul>				
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### 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"> <li>• Agree a Trustwide working group</li> <li>• Work with partnership organisations to develop a Trust protocol, then publish and implement it</li> </ul>	Action complete. The protocol has now been distributed and implemented.	Age Equality Steering Group/ S Howe May 2014	100%	21/12/09	1.1-1.5, 2.1-2.4, 4.1-4.3
A2	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</li> </ul>	<p>Action on-going. The General Manager for Mental Health Services for Older People (MHSOP) is awaiting completion of the Adult Mental Health (AMH) crisis redesign in the south of the County and the concordat work to give access to Crisis Resolution and Home Treatment (CRHT) to include older people. Timescale continues at July 2014</p> <p>Led by the Child and Adolescent</p>	General Managers/ A Wright/A Ward/W Bradford  July 2014	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2

			Mental Health Service (CAMHS) – the Trust is currently developing a Trust-wide Integrated Children’s Strategy entitled ‘One Door, Many Pathways’. This is work will be further developed and completed during the summer months.				
A3	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>	<p>Action progressing. The issues identified in relation to the specific needs of older carers have been discussed at the Age Equality Steering Group and are scheduled for discussion at the Carers Community of interest in July.</p> <p>The Carer’s Strategy was promoted at the recent MHSOP Partnership Day to raise awareness of the Strategy itself and to help ensure that older carers are appropriately informed and their needs met. MHSOP are further promoting the Strategy and its aims via the newly developed staff e-learning module. This module helps staff to understand when it is and is not appropriate to share information with carers.</p>	T Wilde/C Conchar September 2014	85%	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"> <li>• Engage with the diverse communities the Trust serves to determine their needs in terms of age related care</li> </ul>	An audit into the effectiveness of IPADs within MHSOP is planned for June 2014. The aim of the audit is to determine the value of IPADs as a communication method for patients with specific communication needs. It is important to note that IPADs are being used for informal not formal communications and do not replace the well-established role and remit of interpreters.	J Aicha/ A Saha/W Bradford/S Dudley July 2014	95%	11/03/13	1.1-1.5; 2.1- 2.4, 4.1, 4.2

			<p>Four members of staff from MHSOP will attend the June launch of the Last Outing Project Research Report. This University of Nottingham-led research looks at the specific health and social care needs of older LGBT people and has been supported by the Trust.</p> <p>MHSOP/ the Diversity in Dementia Community of Interest hosted a stand at the British Sign Language Charter (BSL) event at Nottinghamshire Deaf Society on the 7<sup>th</sup> May 2014 to raise awareness of mental health issues for older people.</p> <p>The leaflet developed by MHSOP to raise awareness of dementia and co-morbid depression has now been disseminated to GP practices and key Trust services.</p> <p>MHSOP are working in partnership with the Audiology Department at Queens Medical Centre to deliver staff training on progressive hearing loss. The first training session is scheduled for June 2014.</p> <p>Trust staff delivered a workshop on Dementia and Co-morbid Depression at the Trust's NICE Conference in March 2014.</p> <p>All Trust divisions promote the Service User and Carer Experience (SUCE) feedback forms and the Patient Opinion website to ensure service users of all ages and from diverse communities are able to</p>				
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			<p>feedback their experience. This forms part of the Involvement Action Plan for each locality/service. This is strengthened in Child and Adolescent Mental Health Services (CAMHS) via feedback from the City/County pathway reviews and via commissioners and stakeholder groups. Feedback from the newly formed Community of interest for Young People will also reinforce this.</p> <p>The Health Partnerships and Local Services Divisions are working together to develop a new model for the delivery of Child and Adolescent Mental Health Services (CAMHS). This will include Children and Young People's IAPT (Improved Access to Psychological Therapies) to ensure that mental health services are accessible to young people, fit for purpose and timely. As part of this a Self-Referral Pathway is being developed.</p>				
A5	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>	<p>No specific groups for LGBT young people currently exists within CAMHS, however a number of links have been made with LGBT young people's groups in the City and County, namely OutBurst, Worksop Out on Wednesdays (WoW) and Trans4me. Established links are already in place with young people from NGY (Base 51) - a Nottingham based youth centre. These will be strengthened further by the Young People's Community of Interest and the carers' focus groups, where all young people, including carers, are supported to engage.</p>	A Wright/Wayne Bradford March 2015	15%	11/03/14	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"> <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>	<p>HR Teams continue to work with services to plan current and future staffing requirements as part of the Trust's workforce strategy. Workforce plans are being progressed within services to develop new staff to replace those who choose to retire. Plans are in place to link with the University of Nottingham to develop modules which support this work.</p> <p>Stronger links have been developed between Trust services and the Staff Counselling Service to support those staff in need of support. Furthermore the importance of regular clinical and managerial supervision is championed throughout the organisation as a medium through which the general health of all staff should be monitored, This is reinforced via the appraisal system which is performance managed across the organisation and is target driven.</p>	A Wright/ W Bradford/Age Equality Steering Group March 2015	30%	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>	The Trust wide Domestic Violence and Abuse Strategy Action Plan is currently being formalised, which will help move forward the sexual violence agenda. The launch of the Domestic Violence and Abuse Strategy, originally scheduled for May 2014 will now be held in August 2014.	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>A Domestic Violence and Abuse event took place recently in the reception at Rampton Hospital. Dates have been planned for similar events throughout the year</p> <p>Unfortunately the bid for a Sexual Violence Community of Interest was unsuccessful. Group members are still committed to progressing this agenda via other means.</p> <p>Physical health check sessions are being planned across Trust sites throughout November 2014 in aid of International Men's Day (19<sup>th</sup>). A display on Domestic Violence and Abuse will feature in Duncan Macmillan House reception area during the month,</p> <p>The Trust is planning to host a training session on Male Domestic Violence and Abuse in September/October 2014 in partnership with Equation.</p> <p>Training for HR staff and staff-side representatives on Domestic Violence and Abuse has been scheduled for 15<sup>th</sup> September 2014.</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>	The Patient Transgender Guidelines are being updated to reflect the content of discussions with clinical ward staff and legislative changes. Once this is complete they will be sent out for wider consultation prior to implementation.	S Murjan/C Conchar October 2014	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>The seminar on FGM (Female Genital Mutilation) to be held in March 2014 at Rampton Hospital was cancelled due to low numbers; a new date is being planned for later in the year.</p> <p>Training on Trans Awareness continues to be delivered across the Trust due to on-going demand.</p> <p>Odette McInerney (Rampton Hospital) and Sarah Murjan (Gender Clinic) continue to carry out joint assessments on individuals from secure services who are referred to the Gender Clinic. Dr McInerney has been tasked with developing a business plan scoping out any identified need for a bespoke Transgender Services for the detained population, however work has slowed down pending re-establishment of the steering group</p>	O McInerney/ C Conchar March 2015	95%	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. All Policies and their corresponding Equality Impact Assessments (EIAs) continue to be sent to each Equality and Diversity Strand Chair and Divisional Equality and Diversity Lead for dissemination as appropriate to their respective groups for comment.</p> <p>EIA's and policies are screened to ensure that they highlight the impact of the policy on the specific Equality</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

		<p>&amp; Diversity strands/protected characteristics. These are monitored by the divisions and inform each division's action plans.</p> <p>Equality Impact Assessment refresher training continues to be delivered across the Trust. A session was delivered in May 2014 for Team Leaders and Heads of Department in Bassetlaw Health Partnerships.</p>			
	<ul style="list-style-type: none"> <li>• 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</li> </ul>	<p>Action ongoing. A poster has been developed with the Local Services Division to encourage and support staff to improve demographic monitoring within their services.</p> <p>Mental Health Services for Older People (MHSOP) have been pushing to increase the monitoring of patient sexual orientation and disability demographics over the last quarter. Accordingly the Equality and Diversity lead within the service has taken the issue to the Clinical Effectiveness Group as a key discussion item. This has now been highlighted as an area of action on the Group's plan.</p> <p>Work is on-going with Information analysts and SystmOne champions in the Health Partnerships Division to ensure that all patient demographic information is collected and reported.</p> <p>Patient demographic data is constantly monitored and championed within the Forensic Division and scrutinised by both the Clinical Governance Group and the</p>	<p>Local, Forensic and Health Partnerships Services E &amp; D Leads</p> <p>December 2014</p>	75%	10/06/13

			Forensic Division Equality and Diversity Forum.				
Ge2	Demonstrate the Trust's commitment to eradicating all forms of bullying and harassment	<ul style="list-style-type: none"> <li>Evaluate the effectiveness and promotion of the Bullying and Harassment Helpline via monitoring of helpline usage, employee relations cases etc.</li> </ul>	Action on-going, The Bullying and Harassment Support Line has received only 5 calls to date. Following discussions with Human Resources staff and members of the various Equality and Diversity Strand Steering Groups it was concluded that additional marketing of the service was required. The existing posters are to be updated and re-distributed across the organisation and the service advertisement on the Trust intranet home page is to be moved back to the top of the page.	L Eastham/S Humber Supported by Divisional E & D Forums, E&D Strand Steering Groups and the Forensic Services Anti-Bullying Project Lead  September 2014	85%	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"> <li>Actively monitor staff progression by all strands of diversity including sexual orientation. Put appropriate actions into place to address under-representation and tackle barriers.</li> </ul>	Action complete. The Workforce Equality Highlight Report presented to the Workforce, Equality and Diversity Committee on a six monthly basis provides data and analysis on all aspects of the Trust's employment processes. This includes recruitment and retention practices and promotions, across all of the identified protected characteristics. This Report enables managers, with the support of Human Resources colleagues and the Equality and Diversity strand steering groups, to put appropriate actions in place to address under-representation and tackle barriers to employment.  The second cohort of the Trust's Board Apprentice Scheme, a development opportunity for under-represented groups i.e. BME, LGBT, Disabled etc. has now commenced.	R Cotterill/ L Eastham /E & D Committee Ongoing	100%	08/06/09	3.1, 3.3, 3.5, 4.1, 4.3

			An evaluation of the experiences of the first cohort is underway.				
		<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 on-going. The Trust's staff demographic information is being incorporated within divisional workforce plans to support the Trust's ambition to develop a workforce that is reflective of the communities we serve.	R Cotterill/ L Eastham March 2015	70%	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>	New action. Work is currently being developed within the Local Services Division in relation to values based recruitment.	J Cyrnik March 2015	30%	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>	Action on-going. Discussions have taken place with the various Equality and Diversity Strand Steering Groups to ascertain the most appropriate community media to advertise key Trust roles. In addition to the existing medium of NHS Jobs, the Trust will continue to utilise the Stonewall Proud Employers Website and seek to use community based media such as Queer Bulletin, the Voluntary and Community Sector E-Bulletin and the BME community press.	L Eastham, Senior HR Leads  September 2014	20%	02/12/13	1.1, 3.1-3.6, 4.1