

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

8th September 2014

1. Positive Highlights

- Stonewall WEI 2015 evidence successfully submitted- 5 September 2014
- British Sign Language taster sessions provided at AGM- 25 July 2014
- Trust Domestic Violence Strategy launched- 12 August 2014
- Successful stand at Nottinghamshire Pride- 26 July 2014
- Gypsy, Roma, Traveller History Month commemorated across the Trust throughout June 2014
- Number of Straight Allies signed up exceeds 200
- Stair riser installed at Trust HQ to improve accessibility
- NHS LGB Equality Master Class hosted by Trust on the 4th July 2014. Key speakers included representatives from NHS Employers and the Greater East Midlands Commissioning Support Unit
- Posters developed and distributed to encourage reporting of hate incidents
- Successful partnership training session delivered on progressive hearing loss and its impact on mental health on the 10th July 2014
- Patient pride events held at Rampton Hospital
- Series of short taster courses highlighting what healthcare workers need to know about spirituality, religion and belief developed for launch in Autumn 2014
- Trustwide Integrated Children's Strategy developed for presentation at September Trust Board
- Training provided for prison healthcare staff on the specific health needs of LGBT prisoners.

2. Exceptions to Note

- Written confirmation of DDA compliance of Health Partnership sites still awaited
- Collection of patient demographic details within Local Services and Health Partnerships remains low. Actions in place include team briefs and posters to address this
- Service Strategy for proposed Transgender Patient Service (secure settings) awaits steering group reformation.

3. Any Other Observations

- None

Catherine Conchar
Head of Equality and Diversity

Date: 8 September 2014



AGE POSITIVE



Our Trust is
SMOKEFREE



Trustwide Equality and Diversity Priorities Report to Trustwide Equality and Diversity Committee- 8 September 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

Bright Green	2	Blue	20	Amber	4	Orange	4	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 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 	<p>Action Complete. Stonewall 2015 WEI evidence and proforma successfully submitted by prescribed deadline of 5 September 2014.</p> <p>A very successful stall was hosted by the Trust at Nottinghamshire Pride on Saturday 26th July in Nottingham City Centre. On occasion there were people 3 or 4 deep waiting in line to answer the Trust's Health Survey (physical health, mental health and substance use). Over 170 surveys were completed on the day and a number of new Trust members signed up. Staff from IAPT, Adult Mental Health, Mental Health Services for Older People, the Gender Clinic, and the LGBT Forum were supported by Involvement Volunteers and partnership organisations such as Awaaz, who were conducting a survey on BME LGBT mental health. Pictures of the march and the stall were tweeted on the Trust's Twitter site and accompanied an article in the August edition of Positive. The Trust's Health Shop also had a very busy stall outside their building on Broad Street and proudly flew their banner in the march. Stuart Unitt (LGBT Forum Chair) was interviewed for an article which proudly featured in Saturday's evening edition of the Nottingham Evening Post.</p>	C Conchar, S Unitt September 2014	100%	02/12/13	1.1, 3.1- 3.6, 4.1- 4.3

			<p>The Trust hosted an LGB Equality in the NHS Master Class on Friday 4th July at Duncan Macmillan House. The session, which was attended by NHS organisations from across the UK, evaluated extremely well and gave the Trust the opportunity to demonstrate its leadership in this area within the NHS and learn from the successes of others. Key speakers, in addition to Trust staff, included the Assistant Director of Organisational Development for NHS Employers and the Equality and Diversity Lead/ Interim Deputy Head of Corporate Services for the Greater East Midlands Commissioning Support Unit.</p>				
SO2	<p>Deliver appropriate LGB focussed Equality and Diversity training for staff at all levels from induction to mandatory and specialist level</p>	<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 ongoing and progressing well. In addition to the delivery of the planned LGB training programme, sessions focusing on a number of specific LGB issues have been provided over the last quarter. These include: Same Sex Domestic Violence, Bisexuality, Young LGB people's mental health and LGB Offender Health. Bespoke sessions have been provided in both Child and Adolescent Mental Health Services and Adult Mental health Services on the distinct needs of LGB Young People; Older LGB Health needs in Mental Health Services for Older People; and LGB Mental Health for prison healthcare staff. Additional sessions have been planned throughout the remainder of the financial year. A Trust developed presentation on LGB Mental Health by Age Diversity has been shared</p>	<p>S Unitt/ R Phillips March 2015</p>	<p>70%</p>	<p>09/06/14</p>	<p>1.1, 1.2, 1.5, 2.1-2.4, 3.3, 3.4, 3.6, 4.1, 4.3</p>

			<p>with members of Nottingham City Council's LGBT Consultative and Scrutiny Forum and is now available on the Trust website for others to access.</p> <p>Trust staff at Clayfields Young People's Support Unit provide advice and training for Unit staff on the specific needs of young LGB people. This is reinforced by the Trust's support for all of Nottinghamshire's schools via active membership of Nottinghamshire County Council's Children and Young people's Stonewall Group.</p>				
SO3	Promote a greater understanding of sexual orientation within the Trust and the impact of homophobic bullying and attitudes	<ul style="list-style-type: none"> • 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>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>Over the last quarter the LGBT Forum has been held at Rampton Hospital and Birch House. Key discussion themes have included Nottinghamshire Pride, bisexuality, same sex parenting etc. A very successful LGBT Forum market stall followed the June Forum at Rampton Hospital, with a large number of staff visiting the staff and learning more about LGBT equality and the work of the Forum. The next LGBT Forum is at Wathwood Hospital in September.</p> <p>Patient pride events were held at</p>	Sexual Orientation Steering Group On-going	95%	16/03/09	3.3, 3.4, 3.6, 4.1, 4.3

			<p>Rampton Hospital on the 28th of August, whereby members of the LGBT Forum visited all 3 LGB patient groups (facilitated by the Lesbian and Gay foundation) and joined in the celebrations and activities.</p> <p>A number of articles have been published in the Positive newsletter over the last quarter. These include articles on the important of workplace equality for LGB people, what being a straight ally means and a Q&A session with a member of the LGBT Forum.</p> <p>As part of the Trust's Straight Ally recruitment drive, attendees at the Trust AGM were encouraged to sign up on the day. A number of photographs were taken of individuals with a sign saying either why they are a straight ally or why they need a straight ally. Some of these, including that of the CEO, have been posted on the Trust's Twitter and Facebook pages. Attendees were also able to learn key words and phrases in BSL including the song 'I can sing a rainbow'. A Straight Ally recruitment stand and display depicting other straight allies was also held in Rampton Hospital's staff restaurant in August, staffed by one of the Trust Governors who is one of our most active straight allies. Over 220 staff members have now signed up as straight allies. Straight Allies were also on hand to help out at the AGM, Nottinghamshire Pride and Rampton Patient Pride events.</p>				
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			<p>One to one mentoring of LGB staff by LGBT Forum members continues to progress well and is well received. In addition reverse mentoring of Straight Allies by members of the LGBT Forum continues and has also proven invaluable.</p> <p>Rainbow ribbon badges have been distributed to staff that have signed up as Straight Allies as well as clinical staff teams. These badges are designed to be worn on staff lanyards to reflect their commitment to Equality and Diversity, in particular LGBT 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"> - <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>Posters have been developed and disseminated across the Local Services Division to remind staff that discrimination and abuse on the grounds of race, sexual orientation, disability etc. should not be tolerated and should be reported. The posters have been shared with the Forensic and Health Partnerships divisions in order to promote good practice.</p> <p>The Gypsy, Roma, Traveller History Month Flag was flown above Trust Head Quarters in June to raise awareness of the specific needs of these communities and to commemorate the month. In addition Information displays were set up In Birch House and Hawthorne House. Mental Health Services for Older People, Adult Mental Health</p>	S Crawford/ D Henry/ S Dudley/ J Aicha 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

			<p>Services are working with the Health partnerships Division to promote awareness, reduce stigma and provide information of mental health issues within the Gypsy and Traveller communities. Representatives from both services are set to attend a Gypsy and Traveller Health Event run by Gypsy Life in the Autumn,</p> <p>The Specialist Practitioner – Health Visiting within Newark & Sherwood locality is working alongside the Gypsy and Traveller Peer Mentors, funded by the County Clinical Commissioning Group, to improve access to health care within the Traveller Communities and help remove the prejudices often experienced by service users and carers from these groups. Two 'Health Event' sessions were held on Tolney Lane site on the 2/7/14 and the 20/08/14. The first event was attended by approximately 60 people of various ages, including teenagers and children. The focus was on immunisations, smoking cessation - signing up to New Leaf, GP registration, weight management and promoting health screening. The second event was equally well attended with two male members of the community attending and seeking health advice.</p> <p>Good staff development practices are in place across the Local Services Division: all unregistered staff are required to attend the Band 2-4 program as part of attaining their care certificate; all staff are strongly</p>				
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			<p>encouraged to participate in internal development opportunities and to apply to attend courses within the East Midlands Leadership Academy prospectus 2014-2015; all appropriate staff have been urged to apply for Invest to Lead 6</p> <p>A project has commenced across Forensic Services and Local Services looking at the 'No Force Firsts' issues, with the aim of reducing all restrictive practices in the organisation.</p>				
R2	Raise awareness and promote understanding of the specific health needs of BME communities, supporting service evaluation and improvement	<ul style="list-style-type: none"> • Work with Mental Health Services for Older People to raise awareness of BME dementia within our diverse communities 	<p>Over the last quarter the Diversity within Dementia Community of Interest (COI) has taken its promotional stand out to a number of community engagement events. These include multiple days at the Nottingham City Carers Roadshow and the Rushcliffe Asian Association Health Event. COI members have also taken leaflets out to a number of other local community events. The stand promotes awareness of dementia to all of our diverse communities and in addition raises awareness of diabetes and high blood pressure which are particularly prevalent in our BME Communities and are a key risk factor for Vascular Dementia.</p> <p>The Equality and Diversity Lead in Mental Health Services for Older People continues to make contact with BME community venues to offer information sessions about dementia and other mental health issues.</p> <p>A member of the COI was funded by</p>	<p>S Crawford/ L Corcoran/Race Equality Steering Group and J Aicha/ Age Equality Steering Group</p> <p>March 2015</p>	95%	19/03/12	1.1-1.5, 2.2, 2.3

			<p>the Trust to attend a training session in July on how make short films on IPADs. It is hoped that this will enable short films to be made, which give our diverse communities a voice and relevant information.</p> <p>The Transcultural Cognitive Stimulation Therapy Project commenced its training programme for BME community members and Trust staff in August.</p> <p>Work is ongoing within the Local Services Division to support people from diverse communities around physical and mental health issues, particularly the Sudanese and Gypsy/ Traveller communities.</p> <p>The Health Partnerships Division, via its race equality champion continues to develop and strengthen links with the Family Life Centre which provides support for Black elders and their families.</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"> Continue to develop information for patients, service users, carers and staff on religion, belief and spirituality via the staff intranet and leaflets/information sheets 	<p>Action on-going. The Information booklet for staff on the Trust's Spiritual and Pastoral Care (SPC) Provision has now been revised and disseminated across the organisation.</p> <p>The SPC staffing provision review across the Trust is on-going.</p> <p>The SPC Service continues to</p>	P Quilter On-going	95%	08/06/09	2.1, 2.3, 3.3, 3.5, 3.6, 4.1, 4.3

			engage with staff, patients and carers by providing advice, guidance and pastoral support determined by specific need.				
		<ul style="list-style-type: none"> • Develop a Strategy for the Provision of Spiritual and Pastoral Care 	Action on-going. Progress is still on target within the specified timescale.	P Quilter October 2014	60%	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>Action continues to progress well. A new series of short courses that explain fundamental beliefs and key practices that healthcare workers need to know has been developed and are to be launched in the Autumn. These include 30 minutes taster sessions developed for use in team briefings. These sessions are designed to be more accessible to staff in terms of time requirements.</p> <p>In addition a monthly two hour introductory course on spirituality, religion and belief has been developed and will be rolled out across the Trust in Autumn 2014, commencing at the Wells Road Centre in September</p> <p>A new level two course on spirituality, religion and belief is being prepared for launch at the end of the year. This course takes a more skill based approach as opposed to philosophically based and includes identifying religious need, what to do with it when known and listening skills.</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	<ul style="list-style-type: none"> • Develop opportunities to co-operate and collaborate between religion/belief and 	A new two hour training session is available for staff to explore key issues around religion, belief, spirituality and sexuality.	P Quilter March 2015	95%	22/03/10	1.1, 1.2, 1.3, 2.3, 3.1, 3.3, 3.4, 3.6,

	equality and diversity strands	spirituality and the other equality and diversity strands	Consideration is being given to a two hour course on spirituality, faith and pastoral care with the elderly.				4.1-4.3
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 Equality and Diversity Lead within the Health Partnerships Division has shared the division's End of Life Care Strategy with key individuals within Local and Forensic Services. Following feedback/discussion it has been concluded that the Health Partnership Strategy requires tailoring to make it fit for purpose as an all-encompassing Trustwide document. The Equality and Diversity Lead for Health Partnerships and the Head of Spiritual and Pastoral Care have agreed to meet to carry out this work.	P Quilter/ S Dudley October 2014	65%	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 continues to progress well, minus a few key accessibility issues in regards to the Trust Estate, identified in the divisional equality and diversity action plans.</p> <p>A draft action plan has been developed to ensure that the Trust meets the requirements of the British Deaf Association's British Sign Language Charter. The final action plan is scheduled for presentation at the December meeting of the Workforce, Equality and Diversity Committee.</p>	D Wight/ Disability Equality Steering Group March 2015	95%	10/06/13	1.1- 1.5, 2.1-2.4, 3.1, 3.3- 3.6, 4.1- 4.3

	and best practice standards. 4. Accessibility		<p>The Dyslexia Guide for Staff and Managers has been placed on the Trust website to enable others to share this good practice.</p> <p>The Chair of the Asperger's Community of Interest (COI) gave a presentation on Asperger's at the last meeting of the Equality, Diversity and Inclusion COI. The presentation was very well received and provided attendees, including partnership community organisations, with much needed information and advice.</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 	<p>Work ongoing:</p> <p>Local Services:-</p> <ul style="list-style-type: none"> A new stair riser has been installed on the stairs outside Conference Rooms 1 and 2 in Duncan Macmillan House to ensure accessibility for wheelchair users and others with mobility issues. Members of the Disability Steering Group have been engaged in discussion with the Estates/Facilities Teams over the specification and were involved in the testing/demonstration of the stair riser. £40,000 has been ring-fenced to spend this financial year plans are in place and work being designed and tendered Local Services Estates and Facilities are hosting a "Building Access and Egress Compliance Standards for People with Disabilities workshop" for E&F colleagues across the region 	D Wight/ J Clarke/S Winfield/ Disability Equality Steering Group March 2015	85%	10/06/13	1.1, 1.4, 2.1, 2.3, 2.4, 4.1-4.3

later in September 2014.

Health Partnerships:-

- Information provision from both NHS Property Services teams remains poor although some useful information has been received relating to some Bassetlaw premises. Both NHS Property Services teams have undergone significant restructuring and it is hoped that over the coming months better service may be provided. Estates and Facilities teams continue to push for information regarding surveys and any planned work in contract meetings
- Work is progressing with Nottinghamshire County Council in relation to Sure Start children's centres on compliance status for these sites.

Forensic Services:-

- The refurbishment of C & D Blocks at Rampton Hospital has been delayed. The design is DDA compliant where practicable.
- The horticulture area at Wathwood Hospital is under development and DDA elements have been incorporated into the scheme.
- Refurbishment of the Trent Ward at the Wells Road Centre involves all stake holders including patient, carer and staff groups. DDA aspects have

			<p>been incorporated into the design.</p> <ul style="list-style-type: none"> • The new fence for the Lower Wells Road horticultural development is complete. The internal area is now being planned and will incorporate DDA aspects in its design. • Members of the Forensic Division's Estates team will be attending the 'Building Access and egress Compliance Standards for People with Disabilities' training workshop in September. 				
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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 	Action on-going. The General Manager for Mental Health Services for Older People (MHSOP) continues to await 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. Consequently the existing timescale of July 2014 has been replaced with that of December 2014.	General Managers/ A Wright/A Ward December 2014	95%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2

		<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>A Trustwide Integrated Children's Strategy entitled 'One Door, Many Pathways' has been developed, led by the Child and Adolescent Mental Health Service (CAMHS). All Trust divisions are engaging in this work and leading on a number of work streams as part of developing and delivering the Strategy. This work is currently being finalised and is scheduled for presentation to Trust Board in September 2014.</p>	<p>General Managers/ A Wright/W Bradford September 2014</p>	50%	21/03/11	1.1-1.5, 2.1-2.4, 4.1-4.2
A2	Develop a Trust strategy for older carers	<ul style="list-style-type: none"> Agree a Trust wide working group Work with partnership organisations to develop a Trust strategy, publishing and implementing it Trust wide 	<p>Action progressing well. The issues identified in relation to the specific needs of older carers were presented to attendees at the July meeting of the Carer's Community of Interest (COI), who are the document authors. Members of the COI were happy to accept all of the comments and have agreed that the necessary updates be made in the next publication of the Carer's Strategy.</p>	<p>T Wilde/C Conchar September 2014</p>	95%	20/06/11	2.1-2.4, 4.1, 4.3
A3	Ensure the distinct age related needs of our patients, service users and carers are met	<ul style="list-style-type: none"> Engage with the diverse communities the Trust serves to determine their needs in terms of age related care e.g. LGBT, BME 	<p>All Trust divisions continue to 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 feedback their experience. This forms part of the Involvement Action Plan for each locality/service. This is strengthened in services via internal reviews and commissioners and stakeholder groups. This is supported by feedback from the Young People's COI and the Diversity in Dementia COI.</p> <p>Work is continuing between the</p>	<p>J Aicha/ A Saha/W Bradford/S Dudley September 2014</p>	95%	11/03/13	1.1-1.5; 2.1- 2.4, 4.1, 4.2

			<p>Health Partnerships and Local Services Divisions on developing 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. A focus group was held during the last quarter, which included staff from universal services. At the session the model was discussed and where all services linked in identified. Work has been done with the QFI consultancy on how to take integrated tier 2 and tier 3 services forward.</p> <p>Child and Family services are currently reviewing how technology can be used effectively to deliver information and services to young people e.g. web based applications/texting.</p> <p>Over the last quarter a number of teenage parents have been involved in staff recruitment interviews for the Family Nurse Partnership Service, which aims to support teenage parents</p> <p>Mental Health Services for Older People (MHSOP) is continuing to promote the specific needs of elders from our diverse communities, including LGBT groups. This is being managed via dissemination of a newly developed poster and accompanying team briefing, which</p>				
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			<p>reinforces the importance and reasons for asking equality specific questions, particularly around sexual orientation and disability. Furthermore the importance of equality information, such as sexual orientation and disability, to the provision of effective clinical care was highlighted at the MHSOP Safe Practice Forum in August.</p> <p>The audit into the effectiveness of IPADs as a means of communication and engagement within MHSOP is now complete. The audit, which aimed to determine the value of I-PADs as a communication method for patients in their day to day care, concluded that staff are not only making good use of I-PADs to assist with day to day care issues but to identify appropriate activity and resources for the individuals in their care.</p> <p>A training session on progressive hearing loss was delivered in partnership with staff from the Audiology Department at Nottingham University Hospitals in July to staff from MHSOP and was very well received. Information was given on progressive hearing loss, its links with dementia, the Dementia Service at the Audiology Department, the Tinnitus Service and the effects of tinnitus on Mental Health.</p>				
A4	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 	Links continue to be strengthened with LGBT young people's groups in the City and County, with a number of consultation and engagement sessions planned for Autumn/Winter	A Wright/Wayne Bradford March 2015	25%	11/03/14	1.1,-1.4, 2.1-2.4, 4.1

		<p>service developments. This includes engaging with LGBT youth groups in the City and County,</p>	<p>2014. LGBT images and information is now displayed in all waiting rooms to ensure a welcoming and friendly environment for LGBT people.</p> <p>Over the last quarter bespoke training has been delivered to the Child and Adult Mental Health Services (CAMHS) Leadership Team to help inform decision making and practices in relation to LGBT young people, their distinct needs and engagement methods. In addition staff from all CAMHS tiers participated in a bespoke training session in August, delivered by colleagues from Nottinghamshire Rainbow Heritage.</p>				
A5	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. 	Action on-going. HR Teams continue to work with services to plan current and future staffing requirements as part of the Trust's workforce strategy.	A Wright/ W Bradford/Age Equality Steering Group March 2015	40%	11/03/14	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>The Trust Domestic Violence and Abuse (DVA) Strategy was successfully launched at Highbury Hospital on 12 August 2014. DVA roadshows are being held across the organisation to support the rollout/ implementation of the Strategy. These sessions also aim to ensure that staff are aware of the resources available. These include bespoke contact cards for the following survivor groups: female, LGBT, male and those experiencing sexual violence. These cards are also carried and distributed by the Trust's Health Visitors, who are trained to provide information and advice on DVA as part of their routine enquiry.</p> <p>DVA Awareness sessions continue to be delivered to staff teams across the organisation, providing specialist knowledge on the signposting and support of survivors of DVA- staff, service users and carers.</p> <p>A bespoke training session has been delivered to Trust staff and Involvement Volunteers on same sex domestic violence, which has evaluated extremely well. Furthermore a staff member from the Health Shop gave a radio interview on GEM FM on the topic of Same Sex Abuse.</p> <p>In addition to physical healthcare checks to celebrate International Men's Day in November (19th), a number of displays have been</p>	R Garton/ C Conchar March 2015	95%	20/09/10	1.1-1.5, 2.1-2.4, 3.1- 3.6, 4.1-4.3

			<p>planned to raise awareness of issues that particularly affect men. This will include a display in the reception of Duncan Macmillan House aimed at raising awareness of men affected by Domestic Violence and Abuse.</p> <p>Posters have been distributed across the Trust highlighting the dangers and illegality of female Genital Mutilation (FGM). A date has been set for a full day FGM awareness training session at Highbury on the 20th of October 2014.</p>				
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 are currently being updated to reflect the content of discussions with clinical ward staff and legislative changes.	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"> Encourage discussion and debate on gender and transgender issues in order to raise awareness, create new learning and best practice 	<p>The Trust continues to provide advice, as appropriate, for young Trans people via CAHMS and/or the Gender Clinic. Work is being done with local LGBT young people's groups in the City and County to support young people with sexual orientation and/or gender identity issues. Sharon O' Love (CAHMS Tier 2) runs a group for young Trans people in the City. This Group provides them with support, a safe space, and the ability to dress in their identified gender and meet up and socialise with others in a safe environment.</p> <p>Odette McInerney (Rampton Hospital) and Sarah Murjan (Gender Clinic) continue to carry out joint</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

			assessments on individuals from secure services who are referred to the Gender Clinic. An additional 2 referrals have been received in the last quarter increasing the total number of referrals from the prison population to 18 and the actual number of joint assessments to 16. Dr McInerney is meeting with Dr Julie Hall (Executive Director-Forensic Services) to determine the future direction of this programme.				
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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 	<p>Action on-going and progressing well. It is proposed that the Equality Impact Assessment documentation be added to the Policy template as opposed to a stand-alone document. All policies, procedures, service redesign initiatives, organisational changes etc. are supported by an EIA.</p> <p>A meeting has been arranged in September for the Equality & Diversity Champions within the Health partnerships Division to refresh their role and set out a work plan for the next 12 months.</p> <p>The newly formed Health Partnerships Equality and Diversity Forum will hold its inaugural meeting in September and ensure that this work is clearly embedded within in Terms of Reference.</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

		<ul style="list-style-type: none"> • Ensure patient demographics are collected and monitored for all of the Equality and Diversity Strands, in particular sexual orientation and disability, in line with the Trust and Divisional Integrated Business Plans 	<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. The poster clearly identifies key myths and facts and how monitoring benefits patient care. The posters have been shared with the Forensic and Health Partnerships divisions in order to promote good practice.</p> <p>Issues around the collecting and monitoring of patient demographics remain within the Health Partnerships Division. Plans are however in place to address this as identified in September's Health Partnerships' Equality and Diversity Action Plan.</p>	<p>Local, Forensic and Health Partnerships Services E & D Leads</p> <p>December 2014</p>	80%	10/06/13	
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>Action completed. The evaluation of the Bullying and Harassment Helpline is now complete. As a consequence the Helpline has been re-launched and new marketing materials such as postcards and updated posters have been developed to increase awareness across the organisation. Although only a small number of calls have been reported the line will continue to be in operation as there is little resource attached to it.</p> <p>It is noteworthy that the provision has been benchmarked against other organisations that have similar support systems and it has been concluded that the organisation is in line with other Trust's arrangements.</p> <p>It is not possible to confirm whether</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>September 2014</p>	100%	02/12/13	1.4, 2.1, 3.4, 3.6, 4.1- 4.3

			<p>the line has reduced the number of grievances as the guidance is provided confidentially.</p> <p>Sure Start services have now been set up as Hate Incident Reporting Centres. Linking in with the Safer Nottingham Board they help identify incidences of hate crime across Nottinghamshire. Notably the highest incidence of homophobic crime is in the Gedling area, with Asda in Arnold identified as a hotspot.</p>				
Ge3	Recruit and retain a diverse workforce which is reflective of the communities we serve	<ul style="list-style-type: none"> 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. 	Action on-going. The Trust's staff demographic information continues to be incorporated within divisional workforce plans to support the Trust's ambition to develop a workforce that is reflective of the communities we serve. Please see note below on the actions to promote employment opportunities within the diverse communities we serve.	R Cotterill/ L Eastham March 2015	75%	10/03/14	1.1, 3.1-3.6, 4.1, 4.2
		<ul style="list-style-type: none"> In line with the Trust's Workforce Strategy ensure that values based recruitment is embedded across the organisation. 	Work ongoing. A paper is being prepared by the Local Services HR Team to support the Trust in developing a plan to move towards values based recruitment.	J Cyrnik March 2015	40%	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. 	Action on-going. 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-	L Eastham, Senior HR Leads September 2014	75%	02/12/13	1.1, 3.1-3.6, 4.1

			<p>Bulletin and the BME community press for general roles e.g. bank staffing and to signpost to the NHS Jobs site. NHS Jobs is the main and most accessible recruitment source for roles within the NHS.</p> <p>It is not possible to make arrangements to send individual vacancies out into local communities, however the Trust, via LETC, are looking at how NHS employment opportunities can reach all of Nottinghamshire's diverse communities with careers fairs in communities and schools. This is in the early consideration and planning stages. In addition careers with the NHS in general are promoted at community events such as Pride, Splendour, and the Riverside Festival via positive role modelling and recruitment information on stalls.</p> <p>Advertisements for the Chief Executive, Executive Director for Forensic Services, Associate Director Learning and Development and Medical Director posts featured on the Stonewall Proud Employers website and in other community media. Advertising on the Stonewall website has been set at 5 posts initially so that the Trust can measure impact. There have been no direct applicants via the Stonewall site for any of these posts to date.</p>				
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