

## **Equality Impact Assessment report**

### **Title and Purpose of the Policy**

#### **Equality Delivery System (EDS)**

The EDS is designed to support NHS providers to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse. It is about making positive differences to healthy living and working lives. It is intended to use the EDS as a tool in partnership with patients, the public, staff and staff-side organisations to review the Trusts' equality performance and to identify future priorities and actions. It offers local and national reporting and accountability mechanisms.

#### **Protected Characteristics Covered**

Race, Gender, Disability, Sexual Orientation, Religion or Belief, Gender Identity and Age.

#### **Negative Impact**

The EDS is designed to promote positive action for all those with protected characteristics that is for Race, Gender, Disability, Sexual Orientation, religion or Belief, Gender Identity and Age.

The system aims to ensure that all those with protected characteristics are mainstreamed in all Trust activities, to identify gaps and to redraw priorities. The Trust has agreed equality objectives which include actions for all people with protected characteristics.

This is a new policy which will be applied equitably to ensure that people with protected characteristics are included in all aspects of the work of NBT. It is not known if there is a negative impact as a result of the policy at present.

This should improve community relations and staff with protected characteristics will have the opportunity to have an input into the processes for improving service delivery.

#### **Evidence of negative impact**

Practice related to this policy will be monitored and an equality report produced annually where any negative impact will be raised. If required actions to rectify these will be included in the relevant workplans.

#### **Positive Impact (good practice)**

The EDS is intended to ensure that managers take responsibility to consider and address the needs of people with protected characteristics and raise awareness of staff, partly through promoting equality issues, training and

other methods. One of the Trusts equality objectives is to embed equality matters in business plans and it is recommended that managers do this.

The Trust is taking a leadership role to tackle discrimination for all people with protected characteristics in all aspects of policies and strategies when designing and instituting service developments for patients, carers, staff and others.

A further aim of the EDS is to improve the reporting of incidents of harassment and bullying based on the protected characteristics of patients, staff, carers and others. The aim is that everyone can feel confident that they can report and that appropriate actions will be taken.

The Board has signed up to the EDS which demonstrates our commitment. The Trust will be building on the positive initiatives already in place to engage with equality groups in the community, for example, through the Patient Experience Group, Links groups, HealthWatch, the South Gloucestershire Equality Forum, Bristol Equality Groups and other relevant forums. NBT is developing work on staff engagement under the Building our Futures unit and a policy has been drawn up.

The EDS applies to disabled people and the related equality objectives seek to build on the positive steps already taken to improve the good practice we have. This includes being a signatory to the Two Ticks Disability scheme and the Mindful Employer charter for mental health and promoting awareness using our Disability Charter of 10 Standards.

Disabled patients and service users will be encouraged to join the Patient Experience Group, the Patient Panel and other initiatives. Staff will be encouraged to join the Staff Equality Group and participate through staff engagement initiatives.

The Trust was awarded the Two Tick Disability Symbol in 2001 and disabled people are covered under the five commitments. For example, in recruitment interviews are offered to disabled people who meet the essential criteria, the Trust has signed up to the Mindful Employer charter to improve the mental health of staff.

A number of initiatives are in place to support disabled patients, for example a process for flagging people with learning disabilities to ensure they receive support according to their requirements, interpreters are available for deaf people and the Forget Me Not symbol is used to identify patients with dementia.

The EDS incorporates the principles of the Human Rights Act and supports the Equality Act 2010 and the Gender Recognition Act 2004.

Safeguarding Policies are in place for children and adults. Staff working with vulnerable adults/children have training in how to respond if they suspect abuse is occurring and how to support people appropriately.

The implementation and effectiveness of the policies and procedures is overseen by the Safeguarding Adult Operational Group. The attendance at the Operational Group over 2011 has improved. Processes and training have

been established within the Advice and Complaints and Risk Management Teams to ensure early identification of Safeguarding concerns that come through the Trust Complaints process.

The EDS promotes the right not to be discriminated against and to full access to services. Engagement activities are being carried out for patients and staff.

There are strategies and actions plans in place to increase patient and staff engagement.

### **Evidence of Findings**

The Annual Equality report and the Equality Evidence report for the Equality Delivery System were used to conduct a self assessment on the Trusts' current position. Relevant departments were asked to provide evidence for each of the objectives. Both are available on the Trusts' website.

Annual Equality report

[http://www.nbt.nhs.uk/filedepot\\_download/5301/1164](http://www.nbt.nhs.uk/filedepot_download/5301/1164)

Equality Evidence report

[http://www.nbt.nhs.uk/filedepot\\_download/5305/1168](http://www.nbt.nhs.uk/filedepot_download/5305/1168)

### **Further Research or Data**

The overall assessment for the EDS shows that the Trust is "Achieving".

There is a need to provide more evidence of the equality work being carried out across the whole of the Trust and the impact this is having.

Equality data is being collected but any movement is not statistically significant. There is a large amount of under-reporting of equality figures for patients and staff. This will be addressed in the action plan.

### **Commissioning New Data or Research**

One of the equality objectives is to increase the gathering of equality data across the Trust. The data will be reviewed annually although the objective is set until 2014.

There needs to be a more thorough gathering of statistical and qualitative information in all that the Trust does.

The 2011 Census figures are due to be published in Summer 2012.

### **Full Equality Impact Assessment**

This is not required at this stage. However, actions have been listed which are to be reviewed.

### **Actions**

A publicity strategy is to be put into place with the HR Business partners and the trade unions to ensure that all staff are aware of this protocol. Training will be provided.

Each HR partner will be asked to provide statistics on the protected characteristics along with an analysis to show whether there potential/actual negative impact.

Research on the data needs to be carried out to determine if there is a negative or positive impact.

**Department**

HR – Department Organisation, People and Performance and Education and Research and Development

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**Approval Date:** Equality and Diversity Committee 9<sup>th</sup> May 2011

**Review Date:** This policy and its actions will be reviewed in May 2014.