

		<p>There is a need to look at outcomes for the EDS as well.</p> <p>Multi Faith Centre – it was agreed to invite Tricia Down to give a presentation at the next meeting on how this is being developed.</p>	LM/TD
5	Speaker – Foundation Trust Status Juliet Winter	Juliet did not attend. This item was held over to the next meeting.	
6	Speaker – Equality Delivery System – Lesley Mansell	<p>LM gave a presentation on the Equality Delivery System and how this underpins the Equality Act 2010. The Trust must publish its information and evidence by 31 January 2012. This is being done through the annual equality scheme report on the annual equality scheme report and engagement with public and staff. The trust must set equality objectives by 6 April 2012.</p> <p>We must self-assess against the goals and then present this to the public and staff for comment to agree the grading.</p> <p>It is agreed that a members would be invited to a subgroup of this Committee to check the self-assessment. A request to be sent to all committee members to attend and carry this out and to feed back at the next E & D committee meeting.</p>	LM
7	Annual Equality Scheme Report	<p>It was noted some departments have responded. In 2012 we will be working with the EDS and the equality objectives therefore the report will be different and should further demonstrate impact of the equality work.</p> <p>The report will go to the Board and then be published. An executive summary was requested to give the board a clear overview.</p> <p>The committee approved the report.</p> <p>It was also agreed to identify equality champions in each directorate as this would develop individuals as well as take the equality agenda forward.</p> <p>LM has already discussed the EDS with a number of managers, it was felt that there is a need to look at how this may be developed further. A name change was suggested to encourage more staff to become involved. The request was also made to show evidence of what has made a difference so far i.e. to show the benefit of the outcomes. A personal story would be very powerful to do this.</p> <p>It was suggested that a private sector organisation could be contacted to find out how they are developing. Lloyds TSB was suggested by mail who are based in Bristol. It was shown that LM already engages with others in the NHS in the region and the sub regional cluster to exchange ideas and information. LM has drafted a new form to assess the impact of equality which is being discussed by the cluster.</p>	<p>LM</p> <p>LM</p> <p>LM</p> <p>PR to give LM contact details</p>

		<p>The North West is regarded as being in the forefront of this and further information will be sought.</p> <p>LM also meets with other equality officers in the public sector in Bristol to exchange ideas.</p> <p>It was suggested that a powerful story should be identified from a member of staff who is disabled, to demonstrate how NBT has supported them with their work and what they have given back.</p> <p>Comments regarding the draft report on layout, contents, omissions or deletions, need to be with LM no later than 19 December</p>	<p>LM</p> <p>All</p>
8	BME Staff Progression	<p>We are currently running a pilot programme on BME Mentoring and the first training session starts in January 2012. So far we have approximately 30 mentors and 20 mentees interested in this programme. Other training sessions will be held during February and March 2012. LM is concerned that not many people have signed up for this. It was agreed that we should go ahead irrespective of the number of people who had signed up for it. HH said he is more concerned about the quality of these training sessions. After this event there is a need to showcase this and publicise it widely.</p>	LM
9	Equality Delivery System and Objectives	<p>It is expected that a report will be available at the next committee meeting.</p>	LM
10	Annual Equality Statistics Monitoring Report	<p>We have a legal responsibility to collect this information but not all of this information is available. The concern is that under 2% of staff declare themselves as disabled, although the staff attitude survey for 2010 training showed 12% of staff declared a disability out of the 52% that responded.</p> <p>There is a need to improve this monitoring. A further data cleansing exercise is due in 2012, the last one was 2009.</p> <p>Staff will be given an explanation for this exercise as we need to have a more accurate account of how many staff are disabled. HH replied he would rather focus on 3-5 critical key areas of data and the report needs to be produced with more analysis. LM to alert information once collected. It was agreed that Tim Burns should report back to the group re the equality monitoring information from Cerner.</p>	LM
11	Two Ticks – review	<p>NBT has the Two Ticks symbol and is obliged to review this annually. LM has updated this in line with the Equality Act 2010 which states that disabled people must be treated more favourably. LM explained the paper she produced. The Committee were asked to endorse this. PR itemised a couple of examples given for adjustments made prior to an interview, and HH will continue to support this.</p>	

		The Committee endorsed the reviewed objectives. Action: LM to follow up with Job Centre Plus	LM
12	Equality Monitoring – Foundation Trust Status	A briefing paper was produced and the shadow Board agreed to include sexual orientation and religion or belief. The recruitment process has already started.	
13	Equality Impact Assessment	A number of these are still outstanding as they require more evidence. Although not required under the legislation NBT has agreed to continue with them until the new process is in place. Training will then take place on the new system. PB to chase union policy, this is required before it's been approved.	PB
14	Equality and Diversity Manager work report	We need to know the impact of exercises, events and campaigns to show that these add value. It is recognised that some of the events are difficult to measure. LM advised that she does a lot of promotional work but doesn't always know how it changes things in the work place. HH also stated that it was difficult to measure and it was better to do smaller amounts and we might have a better outcome. LM was thanked for her work. HH said we would need to look to try and identify a champion for staff and service users and for PB, PR and LM to see general managers.	HH PB/PR/LM
15	Any Other Business	a) MT asked about the monitoring from Frank and volunteered to speak with him. b) Information about Muslim patients whilst at prayer. There was a recent incident on a ward where a Muslim patient was at prayer and because they are not allowed to communicate until they have finished, a nursing member of staff asked if they were okay but when they didn't receive a reply, they raised their voice to ask again. It was discussed that perhaps the use of signage above the bed could be used when Muslim patients are at prayer. Use of similar signs have been discussed at the patient experience group. c) Two Ticks It was felt there needs to be more publicity about the Two Ticks scheme as this may encourage more staff to declare a disability. HH suggested that perhaps we could do a brief census and ask staff to tick a short questionnaire. This is something that could be started in the new year.	MT CE LM
15	Date of next meeting	Proposed: Monday 27 February 2012 TBC	