



South Warwickshire NHS Foundation Trust

**Equality and Inclusion Strategy
&
Local Equality Objectives Outcome plan 2018 – 2021**
August 2018



safe, effective, compassionate, trusted

Promoting equality and equity is at the heart of the Trust's values

One of the core principles of the NHS Constitution is that all NHS organisations have a wider social duty to promote equality through the services they deliver, whilst focusing attention on groups or sections of the community where improvement in health and life expectancy does not reflect that of the wider community. Our strategy outlines the Trust's commitment to understanding the cultural diversity of the communities it serves and to building a diverse workforce that is truly representative of those communities.

We will do this by:

- Promoting an equality, diversity and human rights based approach in the delivery of health services;
- Reducing the health inequalities that affect communities and ensuring that everyone receives the health care they need;
- Valuing and respecting differences;
- Challenging discrimination and prejudice.

Context

Population

The Trust provides acute healthcare services to the residents of South Warwickshire and out of hospital services for the whole county. According to the most recent census (source Warwickshire Observatory) White British account for 88.5% of the total population with the next largest ethnic group being Other White and Indian who make up around 3% of the population. Residents whose country of birth was Poland has increased from around 500 in 2001 to nearly 6000 in 2011.

After English the main languages spoken by Warwickshire residents is Polish, Punjabi and Gujarati.

Christianity remains the largest religious group at 64.5% of residents with the next largest groups being Sikh, Muslim and Hindu.

Warwickshire's population is slightly older than the national profile. It is over represented in all age groups over the age of 40. The proportion of men and women is broadly similar up to the age of 65, after which women make up 55% of the resident population.

There is a higher than average level of good health in Warwickshire with 82% of residents describing their health as "good" or "very good". However, there is variation across the county, with lower levels of "good health" recorded in the north of the county.

Levels of disability recorded are lower than the national average and there is variation across the county.

Workforce

We employ around 4,500 staff of whom 84% are White British with the next largest group, according to data on Electronic Staff Record, as Asian/Asian British at 8%. 85% of our workforce is female which is in line with national data for NHS staff. 16% of our staff report that they are disabled. 93% of our workforce are in the age groups between 25 and 64.

We aim to continue to improve our workforce data, particularly in relation to disability and sexual orientation.

Meeting our Duties

The Equality Act (2010) places an Equality Duty on public bodies such as the Trust. This Duty replaces the three former public sector equality duties for disability, race and gender and covers the following nine protected characteristics:



The Equality Duty encourages us to engage with the diverse communities affected by our activities to ensure that policies and services are appropriate and accessible to all and meet the different needs of the communities we serve.

The Equality Duty consists of a General Duty with three main aims. It requires the Trust to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010).
- Advance equality of opportunity between people from different groups
- Foster good relations between people of different groups.

Equality and Diversity Steering Group

Our vehicle for implementing and overseeing our strategy is the Equality and Diversity Steering Group, chaired by the Director of HR who is the Board lead for Equality and Diversity. Membership includes internal and external stakeholders. The Group agrees and sets the Trust's Equality Objectives.

Our Equality Objectives 2018 – 2021

We will aim to recruit a diverse workforce that is representative of our local communities.

We aim to improve the employment experience of our staff
We will meet our obligations in relation to the Workforce Disability Equality Scheme
We will deliver maternity services that meet the needs of users from protected groups and socially deprived communities.
We will provide excellent, accessible services that meet the needs of all our patients, visitors and workforce
We will deliver accessible information for Patients, Carers and Visitors.

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'Having due regard' means that we must take account of these three aims as part of our decision making processes in: - how we act as an employer; how we develop; evaluate and review policy; how we design, deliver and evaluate services; and how we commission and buy services from others.

It also requires the Trust to consider the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics;
- Encourage people with protected characteristics to participate in public life or in other activities where participation is low.

Complying with the General Duty explicitly recognises that the needs of people may be different and this may mean making reasonable adjustments or providing services in a different way to make sure they achieve the same outcomes from our services.

The General Duty is also underpinned by a number of specific duties which include the need for us to:

- Set specific, measurable equality objectives;
- Analyse the effect of our policies and practices on equality and consider how they further the equality aims;
- Publish sufficient information to demonstrate we have complied with the general equality duty on an annual basis.

Internal Partnerships

SWFT is committed to developing strong relationships with staff across the organisation, working together to identify areas for improvement. Some of the ways this will be achieved will be:

- By establishing and supporting a BAME staff network
- Through our Disability Staff Network
- Joint Policy Working Group
- Our newly recruited Wellbeing Ambassadors
- Through our many other learning and networking events

Support for our staff

The Trust supports and encourages staff to look after themselves by, creating positive working environments and by working with staff and partners to develop and create a culture of wellbeing. The Trust has multiple options available to staff seeking individual support including:

- Staff networks for particular characteristics
- Wellbeing ambassadors
- Freedom to Speak Up Guardian
- Guardian of Safe Working (for our doctors in training)
- Staff Support Service
- Chaplaincy service

We are committed to demonstrating the behaviours and values of Disability Confident, a Government scheme intended to help organisations successfully recruit, employ and retain disabled people and those with health conditions.

Volunteers make a unique contribution to patients, carers, and staff and are a valuable resource. They enhance the patient and public experience and perception of our services.

Compassionate Leadership

Leaders set the tone and drive direction in terms of strategy and culture and having effective leadership will help the Trust achieve its targets and desired outcomes for our populations. Our leaders are 'engaging', 'passionate', 'focused on our communities' and 'team orientated'. A comprehensive leadership development programme will continue to be developed for leaders at all levels that will help to embed these pillars into practice. This will include continuing the use of the Mary Seacole Local Leadership Development Programme via the NHS Leadership Academy and the Healthcare Leadership Model.

Engaging with our external stakeholders

As a Foundation Trust we currently have a public membership of circa 6,000. A membership and public engagement strategy has been developed and approved by the Council of Governors. This has provided the mechanism for driving corporate consultation and the co-ordination of public engagement across the Trust. Whilst recognising the importance of engaging with service users and staff when developing, delivering and designing service.

Currently the membership does not reflect the diversity of the communities it represents. Our aim over the period of this strategy is to increase the diversity of the membership to ensure that it is more representative of the local communities.

Accessing Our Services

We will ensure that all patients, service users and their carers can find the information they need in the format that best suits their needs. This includes the provision of interpreting and translation services to support service users to make informed choices about their care and treatment.

We are committed to improving access to our premises and services by removing physical and other barriers experienced by staff and service users.

Spiritual Care is an intrinsic part of the holistic care approach we provide. The Chaplains offer multi-faith spiritual, religious and pastoral support to patients, relatives, carers and staff.

Monitoring our Strategy and Action Plan

This strategy will be implemented in consultation and collaboration with:

- Equality and Inclusion Partnership (formerly Warwickshire Race Equality Partnership)
- HealthWatch Warwickshire
- Local Clinical Commissioning Groups
- Warwick District Faith Forum
- Warwickshire County Council
- Public Health Warwickshire
- Age UK
- Warwickshire Youth Parliament
- Special Interest Panel
- Local patient and community groups
- Service users with learning disabilities

- Disability and BME Staff networks
- Trade unions through the Joint Negotiation and Consultative Committee
- Joint Local Negotiating Committee
- Our senior leaders

The Trust's Equality and Diversity Steering Group, will ensure there is an ongoing programme of activities to support the delivery of the strategy and associated action plan.

A local specialist interest panel, made up of key stakeholders and partners from the local community, workforce and the public and voluntary sector will continue to meet each year to independently review and scrutinise the organisation's progress and performance against the equality delivery action plan. A new plan will be developed each year with actions identified which are aimed at improving patient experience and developing an organisational culture that delivers accessible and culturally appropriate services that are responsive to the needs of the individual.

All workforce data (workforce profile, recruitment, training, access to study leave budget, grievances, disciplinarys etc) is monitored and reported regularly to the Board of Directors.

Equality Delivery System 2

Each year we will publish the Equality Delivery System 2 (EDS2) outcomes on the SWFT web-site using the national reporting template. The report will summarise progress against the EDS2 outcomes. The review of progress against these actions will be undertaken by the local specialist panel.

Workforce Race Equality Standard

Each year the Workforce Race Equality Standard report will be published using the national reporting template for the Standard. Any actions identified from the data will be included in the Trust annual action plan.

Accessible information Standard

The Task and Finish Group will be responsible for overseeing the implementation of the Accessible Information Standard.

If you would like this information in another format that would better suit your needs, or in another language, then please just let us know by us at: Maggie.orourke@swft.nhs.uk.

If you have any comments about our Equality Strategy or Equality Objectives or would like to get involved, please contact us Maggie.orourke@swft.nhs.uk. Tel:07710679355