

## **Equality, Diversity and Inclusion Report 2018**

**Executive Sponsor:** Paul Hargreaves, Director of People and Organisational Development.

**Diversity & Inclusion Lead:** Rex Webb

### **Background:**

The purpose of this report is:

To update the Board on progress being made towards the development of a culture of inclusion, as a service provider and an employer, where all people are valued and respected for their individual differences in accordance with the Trust values, and

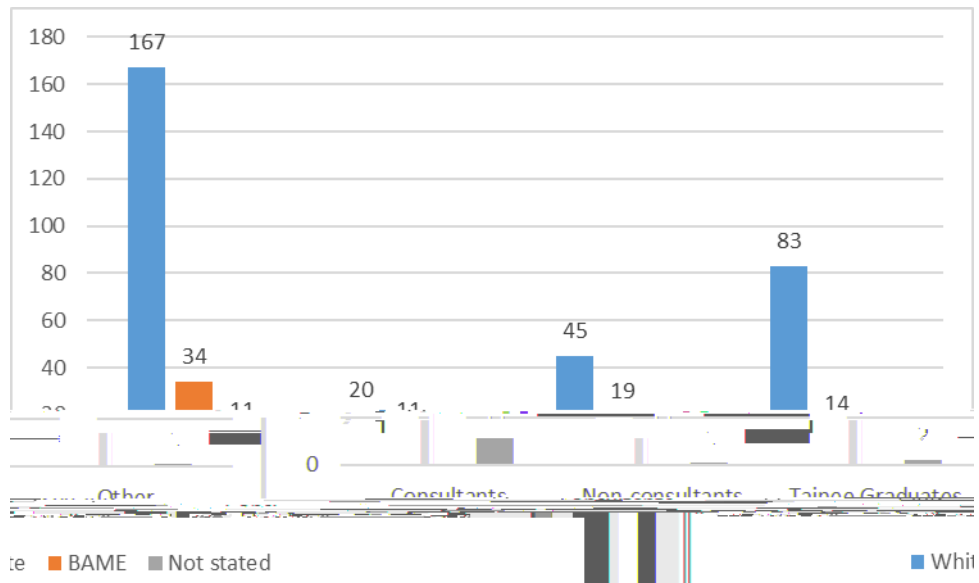
To provide the Board with assurance about the steps taken to meet the  
comply with the Public Sector Equality Duty under the  
Equality Act





Salisbury NHS Foundation Trust – November 2018.





**Proposed Action:** The Trust is developing a SMART WRES Action Plan for 2018/19. The actions will include;

- Re-establishing the REACH (BAME) staff support network
- Identifying and supporting BAME Diversity Champions
- Identifying a lead BAME Diversity Champion to attend the Trust EDI Steering Group.
- Developing appropriate EDI training for our people.
- Reverse Mentoring for the Trust Board and senior leaders.
- Actions to improve the diversity on the Trust Board and Governors

**EDS2 – (Equality Deliver System 2):**

The 2015 EDS2 annual review RAG gradings are predominately green coloured graded as purple, which is the highest grading colour and illustrates that we are the NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help

The final 2015 assessment shows positive examples of good practice, including equality becoming mainstreamed within services and processes at the Trust.

**Proposed Action:** The EDISG (Equality, Diversity and Inclusion Steering Group) will re-assess the Trust position with EDS2 and develop an EDI Action Plan which will have direct links to the Organisational Plan and the development of our Equality Objectives ( See Appendix 1)

The Terms of Reference for the EDISG to be reviewed.

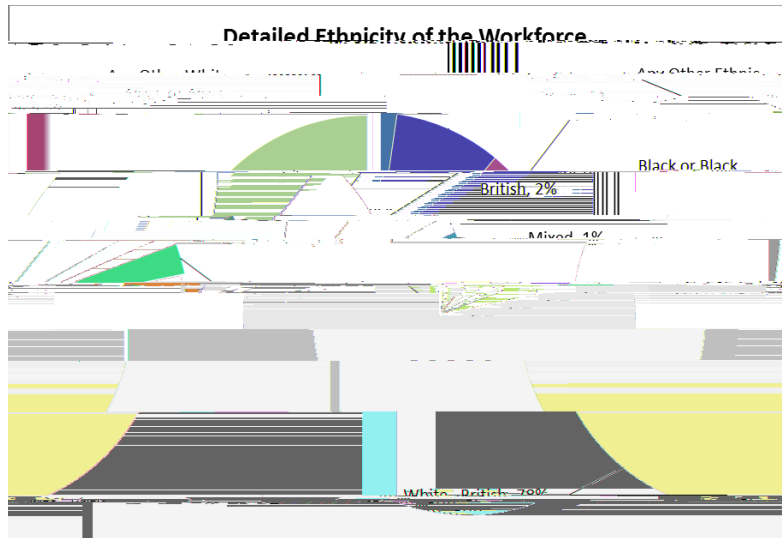
Membership of the EDISG to be reviewed to ensure a mix of managers and diversity champions from across the Trust.

The EDISG to be Chaired by a Non-Executive Director.

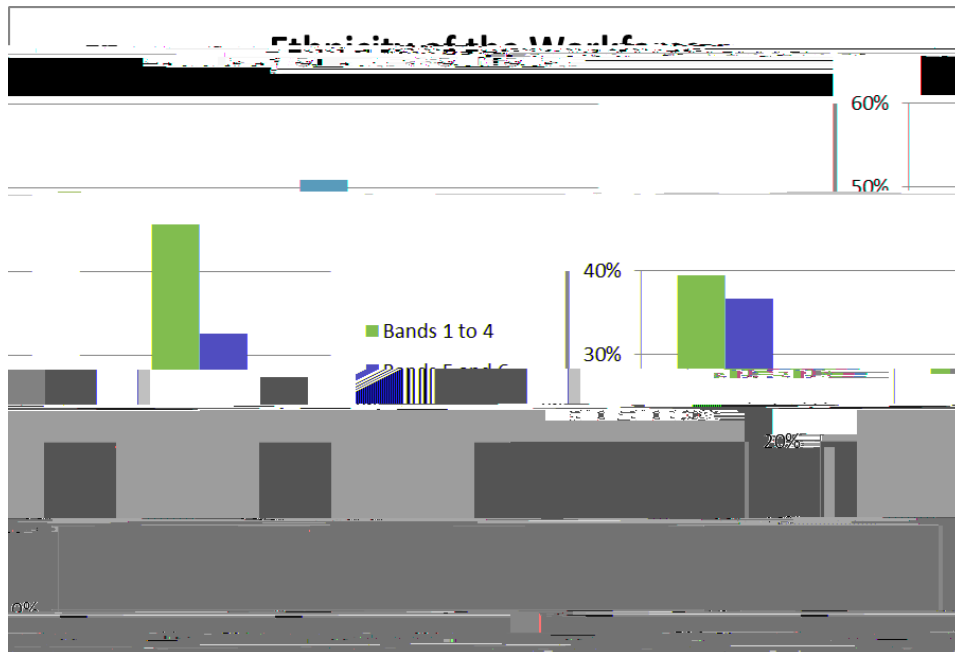
**OUR WORKFORCE:**

This section of the report highlights headline workforce, & grievances data.

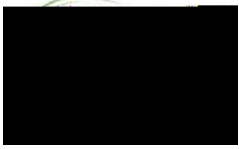
**Occupations by Ethnicity** At the Trust 11% of the workforce describe themselves as from the BAME communities. The Office for the National Statistics estimates that 4.7% of Wiltshire population identify as BAME.



Of the 11% BAME staff working in the Trust 39% work in roles from band 4 and below, 38% in band 5 to 6 and 23% in band 7 and above. This data includes clinical and non-clinical staff.







During 2018 the Trust has raised

**Staff Training on Mandatory Equality, Diversity & Inclusion** - To date approximately 90% of our workforce have undertaken mandatory equality, diversity & inclusion training, the national average for acute Trusts being 63% and the best acute trust score at 85%.

**Proposed Action:** The EDI e-learning package is a standard NHS product, this will be reviewed to ensure it is still fit for purpose.

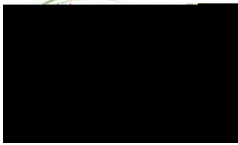
Ensure that the Diversity & Inclusion Lead has an input to new starters on the first day of their induction to ensure the commitment to EDI is emphasised.

Develop a face to face EDI training session linked to the Trust values for all our people.

Research the need for further specific EDI training for managers and leaders.

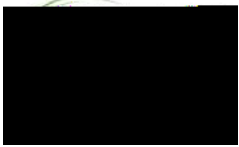
**Occupations by Gender (Part & Full Time)** - Of the Trusts female workforce, 39% are full time and 61% are part time. In total 68% of male staff are full time and 32% are working part time. The gender balance varies considerably by occupational group, for example the Trust has more females than males working in Nursing and





## **Our Patients (Different Protected Characteristics)**

For 2017 in total there were 31,043 female patients and ere



Development

Diversity & Inclusion Lead Rex Webb

Appendix 1: Equality Objectives