



Annual Equality and Human Rights Report 2014 – 2015



Contents

	Page
Introduction	3
▪ Eliminating Unlawful Discrimination, Harassment, Victimisation	5
▪ Moving Forward Equality Of Opportunity	6
▪ Fostering Good Relations	8
Our Equality Objectives	9
Equality Delivery System 2	14
Workforce Race Equality Standard	15
Supplementary Information Report	15

Introduction

The Public Sector Equality Duty

The Equality Act 2010 includes the 'Public Sector Equality Duty' which applies to a number of public sector organisations including NHS Foundation Trusts. The Public Sector Equality Duty means that Sheffield Health and Social Care (The Trust) must have '*due regard*' to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it, and
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

Protected Characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

This duty applies to the Trust as an employer and as a provider of services and also when the Trust is undertaking any other significant activities.

The Trust also has what are known as 'specific' legal duties these include a duty to identify and publish 'Equality Objectives' and a duty to report at least annually on the progress the Trust is making on meeting the Public Sector Equality Duty.

This report provides information about activity the Trust has undertaken between the 1st of April 2014 and the 31st of March 2015 to support these duties. The report also includes an update on

progress the Trust has made towards achieving the Trust Equality Objectives; these were first identified and published in April 2012.

This report should be read alongside other reports that the Trust produces which are also relevant to Equality, Inclusion and Human Rights these include:

- The Sheffield Health and Social Care Annual Report
- The Sheffield Health and Social Care Quality Report
- The Sheffield Health and Social Care Business Plan
- The Sheffield Health and Social Care reports on membership activities

This year our annual report also contains two new sections:

A section that looks at how we use the NHS Equality Delivery System 2 in Sheffield Health and Social Care and a Section on the new Workforce Race Equality Standard that was introduced in April 2015.

Detailed Information is published in the Supplementary Information document which is published at the same time as this report; this is intended to complement this report and to be considered in conjunction with this report.

Eliminating Unlawful Discrimination, Harassment and Victimisation

We review all our written policies to ensure that they do not unlawfully discriminate and are written so that wherever possible they promote equality. Our written policies are published on our main web site. The Equality Impact Analysis (EIA) for each policy can be found as an appendix in the policy.

<http://www.shsc.nhs.uk/about-us/policies>

In 2014 we:

- Developed a new policy on relationships at work
- Updated our Parental Leave policy to include new provisions for shared parental leave

We also continue to review policy decisions to ensure that they do not discriminate and promote equality wherever this is possible. The Trust does this each year by reviewing the Trust business plan to identify which business developments would benefit from equality analysis as these plans develop.

Human Rights

When we are undertaking equality analysis we also aim to consider Human Rights and Health Inequalities we consider areas such as:

**Fairness – Respect – Equality –Dignity –
Autonomy**



In 2014/15 we identified Trust Values in partnership with our service users and staff; these reflect the importance of equality, Inclusion and Human Rights for the Trust. Our Trust values are:

- **RESPECT**
- **FAIRNESS**
- **COMPASSION**
- **PARTNERSHIP**
- **ACCOUNTABILITY**
- **AMBITION**

Moving Forward Equality of Opportunity

Our main focus in 2014/15 has been to take forward the Trust Strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Staff and Service Users

The Trust strategy to *Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Staff and Service Users* was agreed in 2013 and implementation of the strategy started in 2014/15 through a comprehensive action plan. The strategy has four main areas (Drivers) and each year we plan to take action to support delivery of the strategy.



An action plan was drawn up in 2014 to support the strategy focusing on the four drivers. A Strategy steering group was set up and an Operational Delivery Group. Progress was made in the following areas against the action plan 2014/15.

Work in partnership with Health and Social Care Commissioners and Partners

- The introduction of the NHS Workforce Race Equality Standard (WRES) was reviewed. Benchmarking against the WRES metrics has taken place with 8 other Trusts.
- The Gypsy and Traveller Health and Wellbeing Forum, hosted by SHSC, has undertaken some initial scoping of the available data on access to health and other services by people from Gypsy and Traveller communities in Sheffield.

Work In partnership with Black, Asian and Minority Ethnic Communities to bring about change

- Trust Membership data was reviewed by ethnicity
- A review has taken place of the work of the Community Development Worker Team to maximize opportunities to highlight the work of the team and maximize the impact of the team for the Trust.

Promote equality of access experience and outcomes to services and treatments

- Contracts with voluntary sector organisations were updated.
- Consideration was given to how race discrimination can be taken account of in assessment and care planning.
 - It was proposed to include attention to this area in assessment and care planning training. This will be followed through in 2015/16.
 - It was proposed to develop a shorter Race Equality Cultural Capability Training; a three day version is currently delivered to senior staff. The shorter version would be targeted at all staff. This will be followed through in 2015/16.
- The Interpreting and Translation policy and procedures were updated and discussions took place with the manager of the Sheffield Community Access and Interpreting Service on providing training to teams.

Develop a diverse and culturally competent organisation and workforce

- A bid for funding was obtained from the Yorkshire Leadership Academy 'Innov8' Fund to support a project involving Board members mentoring Black Asian and Minority Ethnic staff.
- Trust is involved in the i-lead project led by the NHS Leadership Academy which is about sharing good practice.
- Seventeen staff attended the NHS BME Forum Conference in June 2015 and fed back good practice identified at the conference.
- The BAME Staff network Group have met and feedback has been given through the strategy operational group
- Two Race Equality Cultural Capability Courses (RECC) took place. To date sixty-five senior staff have completed a RECC course.
- A RECC group has been established to discuss and take forward good practice in the Trust.
- A meeting took place with Sheffield Hallam University to identify joint working with a view to improving numbers of people with South Asian heritage applying for nurse training. Further work on this is planned from September 2015
- Numbers completing mandatory Equality and Diversity training increased following targeted attention to improvement.
- Half day Equality and Diversity training for managers was delivered.
- Safeguard reports on incidents of racial harassment focused on staff or other service users were reviewed by the strategy steering group.
- A Case Study on the trust strategy was published on the NHS England Equality Delivery System 2 Case Study web site.
- It was agreed that the Trust Leadership Forum would hold a focused session on Unconscious Bias in 2015.

Fostering Good Relations

The Gypsy and Traveller Health and Wellbeing Forum



In June 2014 members of this forum worked in partnership to celebrate gypsy and traveller history month and to raise awareness of the history of gypsy and travellers and the challenges they face in maintaining health and wellbeing. A display in the Sheffield Winter gardens was a focus for this event.

Partnerships with people who use our services

The Sukoon Group – which translated from Arabic and Urdu means ‘tranquillity and peace of mind’ – is used by patients from a range of backgrounds and is collaboration between SHSC’s occupational therapy, and spirituality and chaplaincy departments, and the community development team. A former service user suggested a craft project about recovery which led to the ‘Recovery Tree’ being created this can be seen at the Trust training and conference centre at Fulwood



Equality Objectives 2012 – 2016



This section of the report provides information about the progress the Trust is making to achieve the Equality Objectives that the Trust identified in April 2012.

The Trust has six Equality Objectives which we hope to achieve between April 2012 and April 2016. Our equality objectives will be reviewed in early 2016 so this is the last report on the current equality objectives.

Equality Objective 1 - Improve How We Record When Service Users Have Physical Impairments

To achieve this objective we updated our recording systems and briefed teams however recording remains low. We anticipate that changes to requirements for recording Disability will support on-going improvements however this objective has only partially been achieved.

The Accessible Information Standard is a national standard that all NHS and social care organisation will have to be compliant with by July 2016. In 2014 the Trust continued to be involved with and review the implications of this new standard which is led by NHS England. The standard will require NHS organisations to identify if someone has a need with regard to information or communication because they have disability and meet that need.

Priorities 2015/16

- In 2015/16 the Trust plans to establish a project group to support implementation of the standard.
- Respond to new requirements to record disability under the Mental Health Learning Disability Minimum Data Set.

Equality Objective 2 - Improve How We Record Sexual Orientation

As for Disability recording we updated our recording systems and briefed teams although recording remains low there have been improvements in 2014/15.

Sexual Orientation Field Percentage Blank						
	Gender Identity Service	Learning Disability	Mental illness	Perinatal Mental Health	Substance Misuse	Average
2014/2015	97.68%	90.21%	92.71%	96.71%	98.45%	95.15%
2013/2014	99.0%	96.0%	95.0%	96.4%	99.3%	96.3%
2012/2013	99.2%	96.9%	95.6%	97.0%	99.4%	96.8%

We now also report on eating disorders services, they have only 66.79% records blank for sexual orientation, this is not recorded above because reports for eating disorders service have only been completed since 2013/14.

Priorities 2015/16

- NHS England have indicated that recording Sexual Orientation may be identified as a priority area, so we will review this as this develops.

Equality Objective 3 - Improve Staff Satisfaction for Staff from Black and Minority Ethnic Groups

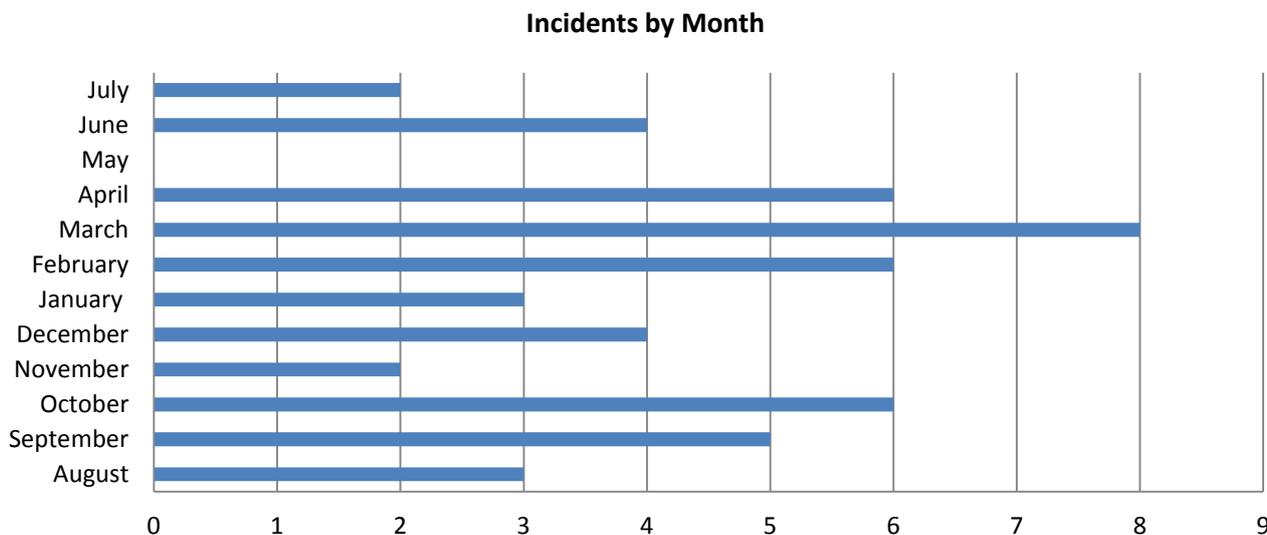
Progress in 2014/15

Target - Implement the Trust Strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff.

Much of the action relevant to this objective has now been integrated into the Trusts strategy which is discussed in detail in an earlier section of this report.

Specific Priorities for 2014/15 were delivered

- We Implement the new delivery structure to take forward the Trust Strategy by establishing a Steering Group and Operational Delivery Group and achieved the first annual action plan linked to the strategy.
- We introduce the new incident reporting system in the Trust for reporting race related incidents. The table below shows the number of reports by month. Nearly all of the incidents involved staff being subject to racial abuse from service users who were unwell at the time.



- We have re - written the trust 'third party' *harassment policy* and linked this for the first time to potential reporting via the Sheffield city hate crime reporting provisions. We will launch this new policy in 2015/16. Launch plans will involve further action to respond to the number of race related incidents reported.

Priorities 2015/16

- We are producing a second action plan
- We are integrating our Workforce race equality Standard action into this action plan
- We plan to expand the BAME staff network group
- We plan to develop a communication plan so more staff know about the work we are doing linked to the strategy.

Equality Objective 4 - Improve Information about Staff Who Care For Family or Friends Who Have a Disability

This Equality Objective was identified because the Trust did not have good information about staff who care for family or friends who have a disability. This information would help to identify the potential impact of caring responsibilities on Trust staff and help to identify what support and information might be beneficial for this group of staff.

Initially we undertook a survey of staff carers and as a result identified that a number of staff were not aware of policies for carers.

Progress 2013/2014

Target - Provide better information to staff carers through the Trust intranet site.

- A page of information about Carers was included on the updated Equality and Diversity pages of the Intranet.
- We completed review of pathways for identifying young carers in mental health services and are currently incorporating changes to our systems to take this into account.
- We worked in partnership with Sheffield City Council to respond to new provisions for adult carers in the new Care Act
- In 2014/15 we planned to refresh the Trust Carer action plan however this action was overtaken by work on responding to the Care Act requirements.
- We planned to hold a Carer focused event to raise awareness for staff focused on service and employee carer responsibilities (including Young Carers). We still plan to do this but this action has been put back to come in line with Care act changes that will be communicated to staff in 2015/16.

Equality Objective 5 – Identify at Least One Equality Objective Annually Through the Trust Annual Quality Objective Setting

Priorities for 2014/15

In 2013/2014 improving access, equality and inclusion was one of the Trusts key areas for focusing Quality Improvement with the Trust identifying a quality objective annually focused on this area. In 2014/2015 the Trust has moved away for this approach and identified three themes with related Objectives identified:

1. *Responsiveness – improve access to our services so that people are seen quickly*
2. *Safety - Improve the physical health care provided to our service users*
3. *Experience - Establish the Service User Experience Monitoring Unit*

Each of these Objectives will include review in relation to specific areas relevant to people in protected characteristic groups.

Further details of progress on the Trust quality objectives can be found in the annual quality account report http://shsc.nhs.uk/wp-content/uploads/2015/07/Sheffield_Quality-Account-High-Res.pdf

One of key area of progress reported in this report is on access to Physical health care for people with mental health conditions.

An easy read version of this report is also available.

<http://shsc.nhs.uk/wp-content/uploads/2014/05/easy-read-quality-account-final.pdf>

Equality Objective 6 - Share Equality Objectives with Other Local Health and Social Care Organisation's

Progress 2014/15

The work of the Sheffield Equality Engagement group supports this objective and in 2014/2015 the Trust continued to be an active member of this group.

NHS Equality Delivery System 2



The NHS Equality Delivery System 2 (EDS2) has been developed to support NHS organisations to meet equality duties. The Trust aims to embed action to achieve the goals of the NHS Equality Delivery System 2 into its day to day activity and in the action the Trust takes to meet its Equality Objectives and to support the Public Sector Equality Duty. The EDS has four goals for the NHS.

1. Better health outcomes
2. Improved patient access and experience
3. A representative and supported workforce
4. Inclusive leadership

The Trust currently uses EDS 2 in the following ways:

- We have used the EDS2 Goals in developing our strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff.
- We are members of the Sheffield Equality Engagement Group
- We have worked in partnership with Sheffield City Council as it develops its equality hubs
- We have liaised with Sheffield Healthwatch and discussed priorities they have identified for groups under the Equality Act 2010.
- We work in partnership with other health providers where this provides benefits to people who use NHS services
- We have reviewed Goal three outcomes to prioritise workforce initiatives; we have developed new policies and also reviewed areas such as gender pay data.
- We have developed undertaken a number of relevant actions as part of our mainstream activity such as the Uganda Health Link, Respect, and Recovery focused services and organisation.
- We have an inclusive approach to service user involvement and monitoring
- Our Trust Values have been identified and reflect the importance of equality and inclusion for the Trust.

In 2015 we will consider with partners NHS organisations how to respond to inclusion of EDS2 in the NHS standard contract.

The Workforce Race Equality Standard



The NHS Equality and Diversity Council announced on July 31 2014 that it had agreed action to ensure employees from black and ethnic minority (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. It has done this by introducing the Workforce Race Equality Standard (WRES). The NHS provides services under a contract called the standard contract; the NHS Standard Contract for 15/16 now includes a requirement about the WRES. The WRES has nine 'metrics' and NHS organisations must produce a report about these metrics by July 2015 and include information about what they are doing to respond to the findings they make from reviewing the metrics.

In 2014/15 the Trust has been working to prepare for introduction of the WRES including liaising with other trusts to look at how our trust performs compared to others.

Our first WRES report has been published and can be found in the same place on the trust web site as this report is published and the following link is a direct link to the report.

http://shsc.nhs.uk/wp-content/uploads/2015/07/WRES-RETURN-201415_FINAL.pdf

We are currently starting action to respond to our WRES report and will provide a more detailed report on progress in our 2015/16 Annual Report.

Supplementary Information Report



The supplementary Information document published alongside this report contains the following information:

- Local population information
- Information about Trust Membership
- Patient related data and Information, and
- Staff related data and information.