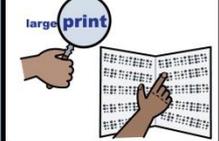


**Leeds and York Partnership Foundation Trust  
Equality, Diversity and Human Rights Report  
2016-17**

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# Annual Equality, Diversity and Human Rights Report 2016-17

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## Introduction

The purpose of this report is to provide an overview of progress in the key areas of equality and diversity activity in workforce and service delivery over the last 12 months (2016/17). This report summarises the actions and achievements the Trust has made and future priorities.

The Public Sector Equality Duty (PSED) of the Equality Act outlines the legal requirements for public sector organisations with over 150 employees including NHS Foundation Trusts. The PSED comprises two elements, known as the General and Specific duties, these are:

### General Duty

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The legally defined protected characteristics are:

- Sex
- Age
- Disability
- Race
- Gender re-assignment
- Sexual orientation
- Religion or belief
- Pregnancy and Maternity
- Marriage and civil partnership

This duty applies to the Trust as an employer and as a provider of services. Public Sector organisations with more than 150 staff are required to publish a set of Equality Objectives at least every four years to be compliant with the Public Sector Duties of the Equality Act 2010.

In line publishing requirements and to inform workforce planning an annual workforce report is produced and can be accessed on the Trust website from the Equality and Diversity pages or below.

[Workforce Equality & Diversity Report 2016/17](#)

Within Leeds and York Partnership Foundation Trust the Equality Objectives are developed using the NHS Delivery System framework (EDS). The EDS is the national NHS framework for assessing equality performance and priorities. The system includes a set of 18 equality outcomes that fall under the following four goals:

- Better health outcomes for all
- Improved patient access and experience
- A representative and supported workforce
- Inclusive leadership

This report provides information about activity the Trust has undertaken between 1<sup>st</sup> April 2016 and 31<sup>st</sup> March 2017 to support these duties. The report also includes an update on progress the Trust has made towards achieving the Trust Equality Objectives.

This report should be read alongside other reports produced by the Trust which are also relevant to Equality, Diversity and Human Rights, these include:

- The Leeds and York Partnership Foundation Trust Annual Report

- The Leeds and York Partnership Foundation Trust Quality Report

## **Evidence for meeting the Public Sector Equality Duty**

### **Eliminating Unlawful Discrimination, Harassment and Victimisation**

We review all our written policies to ensure that we do not unlawfully discriminate and wherever possible they are written so that they promote equality.

We also review policy decisions through our governance structure approval process to ensure that they do not discriminate and promote equality wherever this is possible.

Our equality analysis approach aims to incorporate a Human Rights approach based on the FREDA principles of Fairness; Respect; Equality; Dignity and Autonomy and to consider addressing health inequalities for protected groups.

### **Advancing Equality of Opportunity**

The following section details an example of work undertaken during 2016/17 and further relevant examples are detailed within the Equality Objectives progress section detailed within pages 4 to 7 of this report.

### **Meeting the Needs of Lesbian, Gay, Bisexual and Trans\* (LGBT\*) Communities**

The Rainbow Alliance staff, service user and carer network was established in January 2017 with initial focus on improving access and experience of LGBT\* communities within our services. A strong visual presence has been established through both social media (Twitter site @LYPFTRainbow ) and through members wearing rainbow lanyards. A partnership group has been established to oversee the implementation of a development plan which will include involvement in community events; establishing links with relevant community based services/community members/groups and the delivery of training and development to Trust staff delivered by LGBT\* community members.

## **Fostering Good Relations**

### **Mental Health Anti-Stigma Work**

We lead local Time to Change work in partnership with a variety of statutory and voluntary organisations in Leeds to shift public attitudes towards mental health. Activities during 2016/17 included:

- A 12 month membership campaign “This is me” focused on identity, labels and how they influence perceptions, feelings and wellbeing.
- Six week Love Arts festival in partnership with the Arts and Minds Network, which aims to develop the role of the arts in health and social care and to reduce stigma and discrimination, whilst enabling those who feel excluded to take part in cultural activities. The festival included over fifty events delivered through a variety of partners and with support from people who use our services.

## **Equality Objectives 2016-2019**

The Trust has six Equality Objectives which we hope to achieve between April 2015 and March 2019. This section provides a summary of progress during the period April 2016 to March 2017.

**Objective 1- Improve service user data collection and analysis in relation to the 9 protected characteristics with a focus on areas with less comprehensive datasets.**

Focus during 2016/17 has continued on improving ethnicity data recording, reported quarterly through the Trust's Integrated Quality and Performance reports to the Trust Board and achieving a 79.3% completion rate across all services as of March 2017. There is recognition that this figure includes service users who had an active referral to the Trust but ethnicity information not yet requested as they will not have been seen by a member of staff. The analysis process will therefore be reviewed in 2017/18.

In partnership with third sector organisation Touchstone and the Leeds Crisis Care Concordat group, analysis work has been undertaken to further understand the differentiation in access routes and detention rates within the Trust for people from BME communities. Recommendations will be taken forward in 2017/18 to take forward actions internally and city-wide to address differentiations in access routes and detention rates to improve access and experience of mental health crisis pathways by BME communities.

**Objective 2- Improve the support for service users and carers with accessible information needs**

The Accessible Information Standard was introduced nationally within the NHS in July 2016 and aims to ensure that people who have a disability, impairment or sensory loss get information that they can access and understand and any communication support that they need.

A development plan has been implemented to meet the requirements of the standard including updating patient record systems to flag and record information or communication needs; a Trust-wide communications campaign to raise awareness with staff, service users and carers and an accessible information and support review to ensure that available support meets the requirements of the standard.

Initial monitoring of the implementation of the requirements of the standard has commenced and further monitoring will be undertaken during 2017/18 including reviewing city-wide development work to share communication and support information with other health and social care organisations to enable smoother and more joined up care.

**Objective 3 - Improve how we evidence equality impacts and outcomes within service redesign and service improvement programmes.**

Improvement work has been undertaken to further develop how equality impacts and outcomes within major service redesign and service improvement programmes within the Trust are evidenced and how the learning is shared.

A Trust-wide project to implement a centralised values based assessment centre recruitment approach was implemented in January 2016. Evaluation undertaken in March 2017 identified positive impact relating to age and ethnicity for both nursing and health supporter worker roles to support the Trust's aims to have a representative workforce across all roles.

**Objective 4- Identify at least one equality objective annually through the Trust's annual operational planning process.**

During 2016/17 the equality objective focused on developing diversity and inclusion training for staff to support and engage staff to improve people's health and lives. The following actions were undertaken to develop the knowledge and skills of our clinical staff in the delivery of effective care to diverse groups;

- In addition to mandatory equality and diversity training, a full day Diversity and Inclusion Continuing Professional Development event was held in January 2017 for clinical staff; attended by over 150 staff. The event comprised of workshops delivered by internal knowledge experts and third sector partners with a focus on sharing best practice; examples of topic areas included gender identity; older people; learning disabilities; refugees and asylum seekers; spirituality and belief in mental health, ethnicity and sexual orientation.

The event evaluated positively, with attendance from staff from a wide range of roles/grades with all sessions scoring “good” or “very good” and written positive evidence of how delegates evaluated that attendance would benefit their professional practice.

- Diversity was the focus for our 2016 Nursing Conference attended by 180 delegates with key national and local speakers presenting on best practice to achieve quality of care and apply best practice.
- Collaborative work with Leeds North CCG and third sector organisation Solace within a community mental health team to implement a model to increase access to direct support and awareness of best practice in supporting refugees and asylum seekers. Initial evaluation of model commenced; post training evaluations identified marked increase in confidence and knowledge levels of staff.

**Objective 5 - Review and improve equality of opportunity and outcomes in our recruitment and workforce development processes for people from Black and Minority Ethnic (BME) communities.**

Our main focus has been to take forward the NHS Workforce Race Equality Standard (WRES) which formally commenced in April 2015. Further details on the Standard can be accessed at page 8 of this report. Details of actions undertaken during 2016/17 include:

- Targeted promotion of internal and Leadership Academy BME specific development programmes and structures
- Implementation of the pilot Next Steps BME Graduate Programme, a twelve month pilot programme in conjunction with Health Education England Innov8 Inclusive Leadership programme and PATH Yorkshire commenced in June 2016. The programme attracted 96 applicants and is comprised of a cohort of 8 graduates undertaking a development programme based on the NHS Leadership Academy framework. The programme aims to provide trainees with the project /leadership/management experience to secure employment within the NHS and to develop organisational inclusive leadership approaches through collaborative learning.
- Scoping and staff engagement work to develop a BME Staff Network model, to be established in 2017/18.
- Detailed analysis of formal disciplinary data by staff-side/ service improvement for the substantive and flexible workforce to identify improvements aimed at understanding and identifying actions to reduce the number of BME staff entering the formal disciplinary process.
- Initial analysis of reported incidents of bullying and harassment via the Trust’s incident reporting system Datix, of disproportionate reports of racial abuse from service users to staff by care group/directorate and triangulation of findings against Staff Survey findings.

## **Objective 6- To develop and implement unconscious bias training within recruitment and selection training and internal leadership and development programmes.**

Unconscious bias modules have been developed through identifying learning and best practice at local and national level and will be incorporated within recruitment and selection training and internal leadership and development programmes during 2017/18.

## **Equality and Human Rights; Structure and Process**

The Equality and Inclusion Group (EIG) provides the overarching governance structure for equality and human rights within the Trust. The group meets bi-monthly and is chaired by the Associate Director for Specialist and Learning Disabilities services. Membership includes representatives from each clinical directorate: representatives from Staff Side; Human Resources and a Governor.

Its aims are:

- To ensure that the trust meets the statutory duties laid out in the general and specific duties under the Equality Act 2010
- To ensure that the trust delivers work plans and develops actions that meet EDS, WRES, AIS and CQC requirements
- To support the trust's strategic approach to Equalities and Human Rights
- To oversee a comprehensive and robust programme of work encompassing workforce and service delivery.

In addition to the work of the EIG, equality and human rights responsibilities are also held within governance groups such as the Mental Health Act Legislative Committee.

## **NHS Equality Delivery System 2**

The NHS Equality Delivery System 2 (EDS) has been developed to support NHS organisations to identify equality priority areas and to meet equality duties. The Trust aims to embed actions to achieve the goals of EDS within all of the activity it delivers including actions to meet its Equality Objectives and as a framework to meet the requirements of the Public Sector Equality Duty.

The EDS 2 provides a framework which enables the Trust to identify and address gaps and inequalities through the collection and analysis of information. The EDS2 also enables the Trust to identify and set equality objectives and priorities and make the changes required to become an employer of choice and improve how frontline services deliver good health outcomes for the protected groups. The EDS is comprised of the following four goals:

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

Since 2011 the Trust has worked in partnership with the NHS organisations in Leeds to establish and develop the Leeds NHS Equality Advisory Panel. The panel is comprised of local third sector and statutory organisations including Leeds Healthwatch; Local Authority; Leeds Involving People and the NHS. Members act as "critical friends", assessing evidence of equality and diversity performance using the EDS framework.

The Trust currently uses EDS2 in the following ways:

- We have assessed progress and identified improvement priorities against the four goals of EDS2 through the Leeds NHS Equality Advisory panel.
- We are members of the Leeds Equality Network, comprised of statutory organisations within Leeds to share and learn from equality implementation best practice.
- We undertake EDS2 work in partnership with other NHS organisations and health providers to improve the health outcomes for our service users.

Further information can be accessed on the Trust website from the Equality and Diversity pages or below.

[Equality Delivery System Progress Template 2016/17](#)

## **The Workforce Race Equality Standard**

The Workforce Race Equality Standard (WRES) was introduced across the NHS from April 2015 to ensure that employees from BME backgrounds have equal access to career opportunities and receive fair treatment within the workplace.

The WRES was developed by NHS England in response to findings from a number of national reports which identified unacceptable disparities in the number of people from BME communities in senior leadership positions within the NHS and negative experiences of BME staff within the workforce. The WRES provides a national framework to enable NHS organisations to identify areas of potential inequalities, to benchmark progress against similar organisations, and over time to implement actions to improve race equality in the workforce.

As described by NHS England, the challenge to ensure that BME staff are treated fairly and their talents valued and developed is one that all NHS organisations need to address because:

- Research shows that unfair treatment of BME staff adversely affects the care and treatment of all patients.
- Talent is being wasted through unfairness in the appointment, treatment and development of a large section of the NHS workforce.
- Precious resources are wasted through the impact of such treatment on the morale, discretionary effort and other consequences of such treatment.
- Diverse teams and leaderships are more likely to show the innovation and increase the organisational effectiveness that the NHS needs.
- Organisations whose leadership composition bears little relationship to that of the communities served will be less likely to deliver the patient focussed care that is needed.

The WRES has nine “metrics” and NHS organisations are required to produce a report about these metrics and details of actions undertaken to address any identified disparities for BME staff on an annual basis.

Further information can be accessed on the Trust website from the Equality and Diversity pages or below.

[Workforce Race Equality Progress Template 2016/17](#)

