

Equality Delivery System for the NHS

EDS2 Summary Report



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

NHS organisation name:

Northumberland, Tyne and Wear NHS Foundation Trust

Organisation's Board lead for EDS2:

Lisa Crichton-Jones

Organisation's EDS2 lead (name/email):

Christopher Rowlands chris.rowlands@ntw.nhs.uk

Level of stakeholder involvement in EDS2 grading and subsequent actions:

All evidence that has been used to arrive at a grading has had stakeholder involvement, be that from policy formulation to wider consultation work. As we adopt a regular yearly EDS2 cycle we will take the EDS2 through our consultation channels, including a slot on our Service User and Carer Group. This year's ratings have been through the Trust's Equality and Diversity Group which includes Staff Side Representation and the BAME and Disabled Staff Networks

Organisation's Equality Objectives (including duration period):

For 2017/18: The development of Equality Diversity and Inclusion strategy that will complement and support the Trust Strategy and the emerging associated support strategies. We benchmark our current activities against those for which there are national evidence that are proven to work and adopt good practice to address the highlighted issues – particularly within the staff survey metrics in collaboration with the BAME Staff Network.

Headline good practice examples of EDS2 outcomes (for patients/community/workforce):

In the reporting period Staff Networks for Disabled Staff and LGBT+ Staff have been started. Talks are taking place about a Mental Health Network for Staff with a view to an autumn 2017 launch. • Action plans have been developed for each of the existing operational groups as a result of EDS2 rating exercises within groups. Examples of actions have been to – Explore incidents and complaints in relation to protected characteristics, how to improve the collection of and use of information, working with the Bengali Community to improve access to services. The actions that have been developed will need to be revisited as we transition to the locality model. The Equality and Diversity Lead will work with the localities during the Autumn of 2017 to realign the work and conduct new EDS2 benchmarking that is

Date of EDS2 grading

Date of next EDS2 grading

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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</p> <table border="0"> <tr> <td data-bbox="465 300 712 587"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="712 300 1279 587"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1279 300 1942 587"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) We know that more needs to be done to ensure that we are fully meeting the requirements of the Accessible Information Standard and there is work ongoing following the May 2017 conference to action plan in conjunction with Transgender Service users to ensure that services meet needs.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) We know that more needs to be done to ensure that we are fully meeting the requirements of the Accessible Information Standard and there is work ongoing following the May 2017 conference to action plan in conjunction with Transgender Service users to ensure that services meet needs.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p> <table border="0"> <tr> <td data-bbox="465 1145 712 1433"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="712 1145 1279 1433"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1279 1145 1942 1433"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Work is taking place on the Accessible Information Standard, a way to systematically produce easy read letters has been identified for use, collaboration with Newcastle Hospitals has taken place on how we collect the information needs of our service users. Requirement to ensure that action plan following May 2017 conference is followed through.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Work is taking place on the Accessible Information Standard, a way to systematically produce easy read letters has been identified for use, collaboration with Newcastle Hospitals has taken place on how we collect the information needs of our service users. Requirement to ensure that action plan following May 2017 conference is followed through.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> Trust's self assessment (September 2014) Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; Quality Accounts; Healthwatch and PALS. Work towards Accessible Information Standard. </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	2.3	<p>People report positive experiences of the NHS</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> Trust's self assessment (September 2014). Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; A and E and other waiting times surveys; Quality Accounts; Healthwatch and PALS; Friends and Family Test </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> Trust's self assessment (September 2014) Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; Quality Accounts; Healthwatch and PALS. Analysis of complaints by protected characteristics. </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>

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A representative and supported workforce	3.1	<p>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</p> <table border="1"> <tr> <td data-bbox="465 300 712 585"> <p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="712 300 1279 585"> <p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1279 300 1942 585"> <p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>White applicants were 1.45 times more likely than black applicants to be appointed from shortlisting. This figure was better than the mental health sector average of 1.6 times, however it should be noted that our submission for 2017 has the relative likelihood at 1.54. We are working also at recruitment campaigns taking place as part of Pride and Mela events.</p> </div> </td> </tr> </table>	<p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>White applicants were 1.45 times more likely than black applicants to be appointed from shortlisting. This figure was better than the mental health sector average of 1.6 times, however it should be noted that our submission for 2017 has the relative likelihood at 1.54. We are working also at recruitment campaigns taking place as part of Pride and Mela events.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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3.2	<p>The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations</p> <table border="1"> <tr> <td data-bbox="465 699 712 984"> <p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="712 699 1279 984"> <p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1279 699 1942 984"> <p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Report required 2018</p> </div> </td> </tr> </table>	<p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Report required 2018</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <table border="1"> <tr> <td data-bbox="465 1050 712 1335"> <p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="712 1050 1279 1335"> <p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1279 1050 1942 1335"> <p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>We know that evidence from completing the Workforce Race Equality Standard that information outside of statutory and mandatory training is not as complete as it might be. One of the possible solutions to this might be from 'chipped' Identity Badges that will make registration for training easier to complete. There is also a need to improve the information regarding protected characteristics of staff that we hold. We are introducing ESR Self +</p> </div> </td> </tr> </table>	<p>Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>We know that evidence from completing the Workforce Race Equality Standard that information outside of statutory and mandatory training is not as complete as it might be. One of the possible solutions to this might be from 'chipped' Identity Badges that will make registration for training easier to complete. There is also a need to improve the information regarding protected characteristics of staff that we hold. We are introducing ESR Self +</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective										
A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>The Trust now has 3 Staff Networks BAME, Disabled, LGBT+, much of the content of these meetings are focussing on the results broken down by protected characteristics for the Staff Survey. Raising concerns campaign from 2016 resulted in a significant improvement in knowledge of how to report issues as reported in 2016 Staff Survey. We need to continue to foster the growth of the staff networks in terms of capacity to deal with this area.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) Some staff survey evidence suggests that changes to shift patterns can be disruptive, but this evidence is balanced out by some that says that the change has allowed flexibility. Staff survey evidence is being monitored and shift patterns are being addressed as part of work following staff survey findings.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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3.6	<p>Staff report positive experiences of their membership of the workforce</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>A thorough analysis of the staff survey by protected characteristics is undertaken each year. For the first time this year we have been able to involve the staff networks in developing actions - informed by wider consultation Speak Easy events too.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Inclusive leadership	4.1	<p>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p> <table border="1"> <tr> <td data-bbox="472 296 712 579"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="716 296 1279 579"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 296 1939 579"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) We show commitment to this, we need to demonstrate on the wider level. Time to Talk,</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) We show commitment to this, we need to demonstrate on the wider level. Time to Talk,</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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4.2	<p>Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed</p> <table border="1"> <tr> <td data-bbox="472 691 712 973"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="716 691 1279 973"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 691 1939 973"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) All papers are monitored for equality impact.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Trust's self assessment (September 2014) All papers are monitored for equality impact.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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4.3	<p>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p> <table border="1"> <tr> <td data-bbox="472 1085 712 1367"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="716 1085 1279 1367"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 1085 1939 1367"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Staff Network findings. WRES findings. Findings are beginning to be mitigated by actions. Staff networks are working to develop cultural competency toolkits, whether in the form of information or the development of training. The Trust now has 10 members of staff who are trained mediators and we have signed up to the RCN's Cultural Ambassador initiative.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Staff Network findings. WRES findings. Findings are beginning to be mitigated by actions. Staff networks are working to develop cultural competency toolkits, whether in the form of information or the development of training. The Trust now has 10 members of staff who are trained mediators and we have signed up to the RCN's Cultural Ambassador initiative.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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