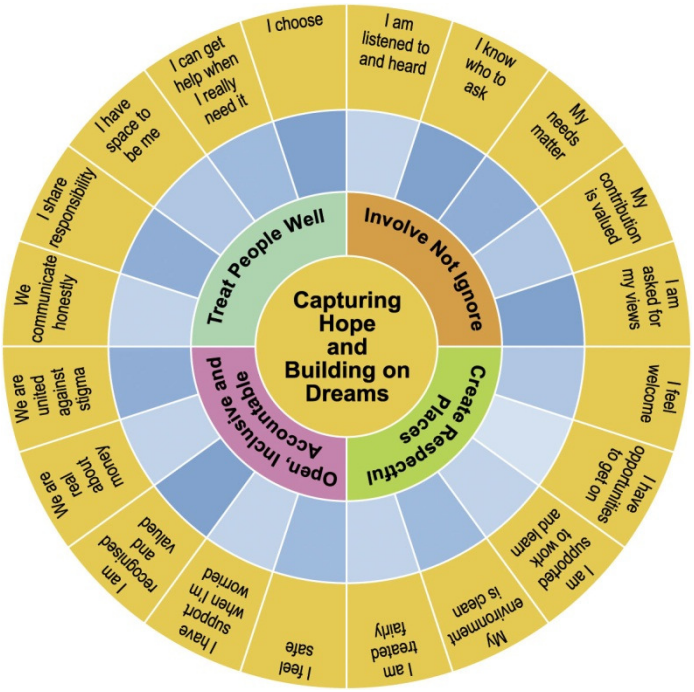
Surrey and Borders Partnership NHS
NHS Foundation Trust

OUR EQUALITY OBJECTIVES

2012 – 2016



Hampshire County Council
SURREY COUNTY COUNCIL
POSITIVE ABOUT DISABLED PEOPLE
Stonewall DIVERSITY CHAMPION
gires

Our Equality Objectives

Our Equality Objectives

Our Equality Objectives 2012 – 2016 replace those published in our 'Equality and Human Rights Strategy - Diversity Yes, Stigma No' in 2007 which is now being updated to reflect them. They are one of our key enabling programme underpinning delivery of our Annual Plan and are a core feature of our Quality programmes.

How we developed our Equality Objectives

The Trust chose to implement the newly published NHS Equality Delivery System to support its work to deliver better outcomes for people who use services and communities and better working environments for staff, which are personal, fair and diverse.

Our Equality Delivery System appraisal, together with information and evidence drawn together in our Annual Equality Information Report 2011, its source documents including our Workforce Equality Report 2011, and Equality and Human Rights Steering Board discussions, has been used to identify our Equality Objectives 2012 - 2016.

Following the workshops a Reference Group made up of the facilitators, who led the Groups at each of the workshops, and a Governor who had participated in one of the workshops met to check the outcome reflected the discussions they participated in and to develop a long list of themes arising from the assessment. The long list was discussed at the Trust's Equality and Human Rights Steering Board in March and was refined to identify priority areas for the Trust's Equality Objectives. The Objectives were approved by the Executive Board in March 2012 and presented in public at our Council of Governors on 28th March 2012.

EQUALITY OBJECTIVES 2012 - 2016

EQUALITY OBJECTIVE **Access to Services**

To improve the access to services for people with protected characteristics for all our services where they are currently under-represented; reducing their health inequality

Identified Issue

The Trust has identified that it currently does not have good access data for all of its services and for people with all protected characteristics. From the national and local data available we know:-

- People from BME backgrounds are less likely to access services
- People from the Gypsy and Traveller community are under-represented in our services
- Young people within the LGBT community are more likely to experience mental ill health
- Disabled people find it difficult to access our services due to accessibility issues

Equality Duty being addressed:
Eliminate discrimination
Advance equality of opportunity

Equality Delivery System Goal
Goal 1 Better Health Outcomes for All
Goal 2 Improved Access and Experience

Targets / Measures 2012/13	Targets / Measures 2013/14	Targets / Measures 2014/15	Targets / Measures 2015/16
98% completion of all protected characteristics fields on our clinical information systems	Targeted plans developed to improve access for people whose access is most under-represented within each Business Unit.	% improvement• in access for people with the protected characteristic targeted. Development of targeted plans to improve access for another group of people with protected characteristics that are currently underrepresented by each Business Unit.	Further %• improvement achieved in access for people with the protected characteristics targeted. Development of targeted plans to improve access for another group of people with protected characteristics that are currently underrepresented by each Business Unit.

•The objectives will be reviewed each year and the % improvement target will be set based on the year's performance

Hampshire County Council
SURREY COUNTY COUNCIL
POSITIVE ABOUT DISABLED PEOPLE
Stonewall DIVERSITY CHAMPION
gires

EQUALITY OBJECTIVE **Staff Experience**

Staff report that they are free from discrimination and abuse in the workplace.

Identified Issue

The Trust has identified that a high number of staff report experiencing discrimination at work.

% staff reported in the Staff Survey 2011 being verbally abused by people who use services

% staff reported in the Staff Survey 2011 being verbally abused by colleagues

Equality Duty being addressed:
Eliminate discrimination
Foster good relations

Equality Delivery System Goal
Goal 3 Empowered, engaged and well-supported staff
Goal 4 Inclusive leadership at all levels

Targets / Measures 2012/13	Targets / Measures 2013/14	Targets / Measures 2014/15	Targets / Measures 2015/16
98% completion of all protected characteristics fields on our staff information systems and risk management system (DATIX)	10 % reduction in the number of incidents reported citing verbal abuse of staff by people who use services and colleagues 25% reduction in the number of grievances and claims of bullying and harassment across the Trust since 2011/12 20% reduction in the number of staff reporting having experienced discrimination at work since the 2011 survey	15% reduction in the number of incidents reported citing verbal abuse of staff by people who use services and colleagues 50% reduction in the number of grievances and claims of bullying and harassment across the Trust since 2011/12 50% reduction in the number of staff reporting having experienced discrimination at work since the 2011 survey	20% reduction in the number of incidents reported citing verbal abuse of staff by people who use services and colleagues 75% reduction in the number of grievances and claims of bullying and harassment across the Trust since 2011/12 75% reduction in the number of staff reporting having experienced discrimination at work since the 2011 survey

EQUALITY OBJECTIVE **Staff Experience**

To improve the representation of people with protected characteristics in senior leadership roles across the Trust (proportionate when compared with overall workforce profile)

Identified Issue

The Trust has identified that it is in the worst 20% of Trusts in relation to staff reporting that the Trust provides equal opportunities for career progression and promotion

From existing data the Trust knows that people from BME backgrounds represent c30% of the overall workforce but are under-represented in Agenda for Change Bands 7 and above.

Equality Duty being addressed:
Eliminate discrimination
Foster good relations

Equality Delivery System Goal
Goal 3 Empowered, engaged and well-supported staff
Goal 4 Inclusive leadership at all levels

Targets / Measures 2012/13	Targets / Measures 2013/14	Targets / Measures 2014/15	Targets / Measures 2015/16
98% completion of all protected characteristics fields on our staff information systems	Targeted plans developed to improve representation for people with protected characteristics at Bands 7 and above	% improvement• in the representation of people with protected characteristics at Band 7 and above	Equitable representation of people with protected characteristics at Band 7 and above.

•The objectives will be reviewed each year and the % improvement target will be set based on the year's performance

EQUALITY OBJECTIVE **Partnerships / Engagement**

The Trust has strong partnerships with groups representing people with protected characteristics at a local and national level

Identified Issue

The Trust has identified that it has some strong partnerships and networks with people with some protected characteristics but not all at a local and national level.

Equality Duty being addressed:
Eliminate discrimination
Advance equality of opportunity
Foster good relations

Equality Delivery System Goal
Goal 1 Better Health Outcomes for All
Goal 2 Improved Access and Experience
Goal 3 Empowered, engaged and well-supported staff
Goal 4 Inclusive leadership at all levels

Targets / Measures 2012/13	Targets / Measures 2013/14	Targets / Measures 2014/15	Targets / Measures 2015/16
Trust identifies communities of people with protected characteristics with whom it currently has no connection and targets national groups where it has a connection locally. 98% completion of protected characteristics information for Trust members	Trust formalises relationships with local groups representing people with protected characteristics with whom it has established connections and national groups where it has a connection locally. % improvement• in communities of people with protected characteristics feeling engaged in the Trust's work (as measured through EqDS, staff and surveys of people who use our services and carers) Targeted plans developed to improve representation for people with protected characteristics within the Trust's membership who are currently under-represented	Trust formalises relationships with national groups where it has a connection locally. % improvement• in communities of people with protected characteristics feeling engaged in the Trust's work (as measured through EqDS, staff and surveys of people who use our services and carers) % improvement• in membership of people with the protected characteristic targeted who are currently under represented. Development of targeted plans to improve membership of another group of people with protected characteristics that are currently	Trust formalises relationships with national groups where it has a connection locally. % improvement• in communities of people with protected characteristics feeling engaged in the Trust's work (as measured through EqDS, staff and surveys of people who use our services and carers) % improvement• in membership of people with the protected characteristic targeted who are currently under represented. Development of targeted plans to improve membership of another group of people with protected characteristics that are currently

		underrepresented	underrepresented

• The objectives will be reviewed each year and the % improvement target will be set based on the year's performance