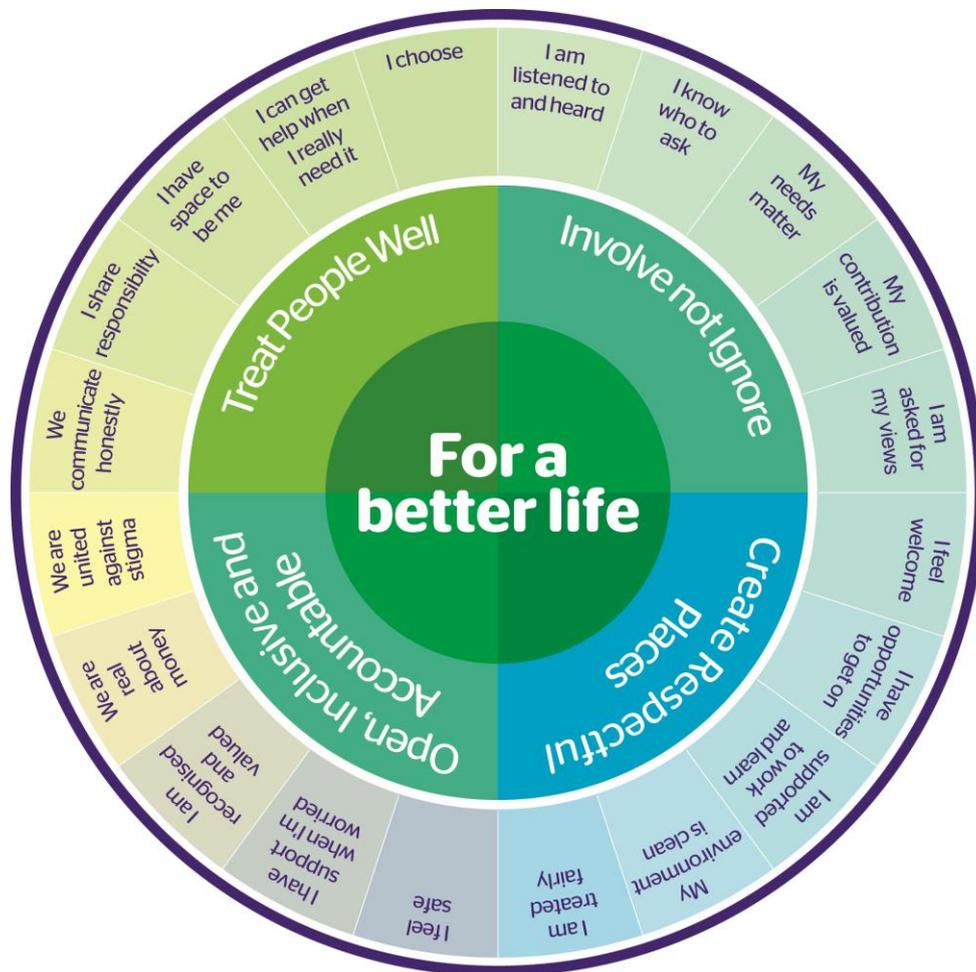


OUR EQUALITY OBJECTIVES

2016 – 2020



Our Equality Objectives 2016 - 2020

Our Equality Objectives 2016-2020 update and supersede those published for 2012-2016. They are one of our key enablement programmes underpinning delivery of our Annual Plan and are a core feature of our Quality improvement plans. The Equality and Diversity Strategy, supported by the objectives, sets out how the Trust plans to fulfil its duties set out in the Public Sector Equality Duty, Equality Delivery System 2 (EDS2) and Workforce Race Equality Standard.

Background

In 2011 we chose to adopt the NHS Equality Delivery System to support our work to deliver better outcomes for people and communities who use our services and establish an improved working environment for a diverse workforce. From this work, we established equality objectives for a four year period, 2012-2016.

In 2015/16 the Trust implemented the updated NHS Equality Delivery System 2 (EDS2). This necessitated the review of previously awarded gradings and to evidence the body of work delivered by the Trust to continually achieve better outcomes for the people we serve.

The Equality Act 2010 and the national Equality Delivery System2 (EDS2) require:

- NHS trusts to identify clear equality objectives
- The trust to work with staff and patients to grade the trust performance against 18 separate domains defined within four EDS2 goals:
 - better health outcomes
 - improved patient access and experience
 - a representative and supported workforce
 - inclusive leadership

EDS2 grading events were held in 2016 to evaluate our performance across these four goals, identify future work and support the development of Trust equality objectives for 2016-20. The EDS2 tool enables us to review equality performance and prepare equality objectives as required by the public sector equality duty. It is against these four goals that performance is analysed, graded and equality objectives set.

Objective development and Stakeholder engagement

Stakeholders reviewed 'evidence' at two EDS2 workshops / grading events (see Appendix 1) and e.g. identified areas of improvement for protected characteristic groups across 12 (out of a possible 18) EDS2 domains; and this information shaped six proposed Equality Objectives

Three of the equality objectives for 2016-2020, are based on 2012-2016 equality objectives where we have not reached our desired achievement levels; and three new objectives are guided by equality insights gained from local and national data, and from stakeholder feedback at the above workshops.

We asked external stakeholders and our internal workforce to review the 2016-202 Equality Objectives to ensure they meet the needs of the people we serve, bring about positive changes in workforce and promote organisational development. Particular attention was spent at looking at what our metrics and staff were telling us, focusing on our survey data primarily to draw conclusions about how to evidence change/s. The outcome of this exercise reflected, with minor adjustments, that we had appropriately captured the priority areas within the six objectives.

During the remainder of 2016/17 we will conduct the finalisation of the engagement period. This will include developing detailed action plans with specific teams to progress our work in 2017-2018 to ensure annual progress towards fulfilling the six objectives and year-on-year targets, as agreed by the Board.

Equality Objectives 2016-2020

Staff Experience

Equality Objective 1: Staff report that they are free from discrimination and abuse in the workplace

Identified issues:

We have identified that a high number of staff report experiencing discrimination, bullying, harassment or abuse at work, reported in the 2014 NHS Staff Survey, reported in 2014 WRES report:

- 10.29% of staff from a BME background reported Discrimination and 24.27% reported bullying, harassment or abuse
- 15.62% of staff with a Disability reported Discrimination via NHS Staff Survey and 33.11% reported bullying, harassment or abuse

Equality Duty being addressed:

Eliminate discrimination
Foster good relations

Equality Delivery System 2 Goal

Goal 3 A representative and supported workforce
Goal 4 Inclusive leadership

Targets 2016/17	Targets 2017/18	Targets 2018/19	Targets 2019/2020
<p>Finalise consultation on strategy and action plan for delivering objectives for the next reporting period</p> <ul style="list-style-type: none"> • Reduction target: 2% BME 2% disability for discrimination • Reduction target: 2% BME 2% disability for bullying, harassment or abuse 	<p>In the staff survey, 8.29% of staff from a BME background and 13.62% of staff from a Disability background report that they have suffered discrimination.</p> <p>22.27% of staff from a BME background and 31.11% of staff from a Disability background report or bullying, harassment or abuse</p>	<p>In the staff survey, 7.29% of staff from a BME background and 11.62% of staff from a Disability background report that they have suffered discrimination.</p> <p>20.27% of staff from a BME background and 29.11% of staff from a Disability background report or bullying, harassment or abuse</p>	<p>In the staff survey, 6.29% of staff from a BME background and 9.62% of staff from a Disability background report that they have suffered discrimination.</p> <p>18.27% of staff from a BME background and 27.11% of staff from a Disability background report or bullying, harassment or abuse</p>

Staff Experience

Equality Objective 2: Improve the representation of staff with protected characteristics across the Trust to proportionately reflect the workforce profile

Identified Issue:

Black Minority Ethnic (BME) staff in Band 7 and above leadership roles are proportionally under-represented within our Trust when compared with our total workforce

Equality Duty being addressed:

Eliminate discrimination
Foster good relations

Equality Delivery System 2 Goal

Goal 3 A representative and supported workforce
Goal 4 Inclusive leadership

Targets 2016/17	Targets 2017/18		Targets 2018/19		Targets 2019/2020	
Finalise consultation on strategy and action plan for delivering objectives for the next reporting period	Equitable representation of people from a BME background with protected characteristics at Band 7 and above:		Equitable representation of people from a BME background with protected characteristics at Band 7 and above:		Equitable representation of people from a BME background with protected characteristics at Band 7 and above:	
Re-baseline the proportional representation measures within the organisation, based upon 2016 data capture	Band	Target %	Band	Target %	Band	Target %
	7	23.81	7	25.71	7	27.61
	8a	17.02	8a	21.18	8a	25.34
	8b	10.50	8b	16.83	8b	23.16
	8c	13.4	8c	18.59	8c	24.04
	8d	14.87	8d	19.74	8d	24.61

Partnerships and Engagement

Equality Objective 3: Develop strong partnerships with groups representing people with protected characteristics at a local and national level to inform service developments and improve access to services for everyone

Identified Issue:

We continue to have strong partnerships and networks with people from protected characteristic groups but not equitably at a local and national level. Specifically, deficits include:

- Gypsy and Traveller community
- Older people
- Lesbian, Gay, Bisexual and Transgender (LGBT) groups, with focus on younger people

Equality Duty being addressed:

Eliminate discrimination
Advance equality of opportunity
Foster good relations

Equality Delivery System 2 Goal

Goal 1 better health outcomes
Goal 2 improved patient access and experience
Goal 3 a representative and supported workforce
Goal 4 inclusive leadership

Targets 2016/17	Targets 2017/18	Targets 2018/19	Targets 2019/2020
Finalise consultation on strategy and action plan for delivering objectives for the next reporting period	Develop processes and procedures for engaging previously not included groups for inclusion in decisions/involvement activities across the service portfolio Implement the process and gather baseline measures	From baseline identify appropriate improvement targets and implement changes to meet target	Identify appropriate improvement target from year on year growth and deliver action plan to meet target

Partnerships and Engagement

Equality Objective 4: People who use services and carers report they are involved with decisions about their care

Identified Issue:

Improvements have been made in this area, however despite this being one of our Key Performance Indicators we are still falling short of our targets. In particular, people who are inpatients being involved in their care is falling significantly short of our targets, 29% of people across adult and older adult mental health services felt they were completely involved in their care during Quarter 2 of 2016/17 (July – Sept 2016).

Equality Duty being addressed:

Advance equality of opportunity
Foster good relations

Equality Delivery System 2 Goal

Goal 1 better health outcomes
Goal 2 improved patient access and experience

Targets 2016/17	Targets 2017/18	Targets 2018/19	Targets 2019/2020
<p>Finalise consultation on strategy and action plan for delivering objectives for the next reporting period</p> <p>Baseline 62% Trust-wide for July – Sept 2016 (Q2); Inpatient average 29% and community average 67.8% across all services</p>	<p>36% of inpatients completing Your Views Matter questionnaires say they are completely involved in planning their care</p> <p>73% of people using community services completing Your Views Matter questionnaires say they are completely involved in planning their care</p>	<p>42% of inpatients completing Your Views Matter questionnaires say they are completely involved in planning their care</p> <p>78% of people using community services completing Your Views Matter questionnaires say they are completely involved in planning their care</p>	<p>50% of inpatients completing Your Views Matter questionnaires say they are completely involved in planning their care</p> <p>85% of people using community services completing Your Views Matter questionnaires say they are completely involved in planning their care</p>

Access to Services

Equality Objective 5: Implement the Health Equality Framework (HEF) across all health services to ensure the health needs for people with learning disabilities are assessed and health outcomes are improved

Identified Issue:

Inequitable access to services for people with protected characteristics creating health inequalities that impact people who have learning disabilities

Health Equality Framework not integrated with existing reporting and recording systems

Equality Duty being addressed:

Eliminate discrimination
Advance equality of opportunity

Equality Delivery System 2 Goal

Goal 1 better health outcomes
Goal 2 improved patient access and experience

Targets 2016/17	Targets 2017/18	Targets 2018/19	Targets 2019/2020
Conduct impact assessment on the implementation of the HEF on the organisation, to include data gathering and recording in particular reference to integration into SystmOne or stand-alone monitoring	50% of people admitted to Acute Intervention Team (AIT) will be assessed within the first two months of admission 50% of people referred to Community Team People with Learning disabilities (CTPLD) will be assessed within the first two months of admission	100% of people admitted to Acute Intervention Team (AIT) will be assessed within the first two months of admission 75% of people referred to Community Team People with Learning disabilities (CTPLD) will be assessed within the first two months of admission Agree what data from assessments will be analysed and implement	100% of people admitted to Acute Intervention Team (AIT) will be assessed within the first two months of admission 100% of people referred to Community Team People with Learning disabilities (CTPLD) will be assessed within the first two months of admission First year analysis report generated

Access to Services

Equality Objective 6: Increase numbers of older people accessing Improving Access to Psychological Therapies (IAPT) services to reduce levels of mild/moderate depression and improve their health outcomes

Identified Issue:

Older people, aged 65 years and over are not accessing IAPT in expected numbers

Older people are underrepresented in referrals to IAPT services and when completing IAPT treatment. Further, proportionally the referral rate of 65+ is lower than the proportion of people completing treatment

Equality Duty being addressed:

Eliminate discrimination
Advance equality of opportunity

Equality Delivery System 2 Goal

Goal 1 better health outcomes
Goal 2 improved patient access and experience

Targets 2016/17	Targets 2017/18	Targets 2018/19	Targets 2019/2020
Finalise consultation on strategy and action plan for delivering objectives for the next reporting period 2016 baseline (to date) 8%	Establish baseline data set to enable measurement of older people accessing IAPT services, and improve access by 2% from 2016/17 Anticipated target 10%	Improve access by 2% from 2017/18 access figures Anticipated target 12%	Improve access by 2% from 2018/19 access figures Anticipated target 14%

Equality Delivery System 2 Evidence Reviewed

Appendix 1

Details of services and summary of evidence reviewed at SABP EDS2 workshops/ grading events.

Goal One: Better health outcomes for all

Outcome 1.1 - Services are designed and delivered to meet the health needs of local communities

Service:

1. Farnham Road Hospital
2. Children and Adolescent Mental Health Services (CAMHS) New Service Model

Evidence:

1. Farnham Road Hospital
 - SABP Equality Analysis and Equality Impact Assessment for Farnham Road Hospital (part of 24 Hour Assessment & Treatment Programme)
 - SABP Business Case for Farnham Road Hospital – Executive Summary including Equality Extracts.
 - SABP Farnham Road Hospital – Implementation Plans, consultation activity, design outcomes
 - SABP Farnham Road Hospital Design & Access Audit v1. & v2.
2. Children and Adolescent Mental Health Services (CAMHS) New Service Model
 - Surrey CC & Guildford & Waverley CCG EIA of CAMHS Surrey
 - SABP CAMHS Presentation,
 - SABP Consultation with CYA on CAMHS Service Model
 - SABP Consultation with CYA on CAMHS leaflet

Outcome 1.2 - Individual people's health needs are assessed and met in appropriate and effective ways

Service:

1. All services

Evidence:

- SABP Assessment Data (extracted from SABP Quality Report 2015/2016)
- SABP Divisional Equality Reports
- SABP Complaints Data
- SABP Your Views Matter Data 2016
- SABP Focus Feedback
- SABP Mental Health Inpatient Survey 2014
- CQC SABP Community Mental Health Survey 2015
- SABP Patient Safety Data Report
- SABP IAPT & LD Divisions - Assessment for LD
- SABP Health Equality Framework Presentation slides
- CQC Inspection Reports 2014

Outcome 1.3 - Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed

Service:

1. Eating disorder services CYPS to Adult

Evidence:

- Breakdown of people transitioning to Adult Service (EA) by Protected Characteristic
- SABP Complaints Data
- SABP Transitioning Policy

Outcome 1.4 - When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse

Service:

1. All services

Evidence:

- SABP Safety Policy
- SABP Patient Safety Data (extracted from SABP Integrated Quality and Performance Data Pack 2016)
- SABP Suicide Data (DATIX / STEIS)
- SABP PALS Data
- SABP Your Views Matter Data
- SABP Mental Health Act Data
- CQC Inspection Reports 2014

Goal Two: Improved patient access and experience

Outcome 2.1 - People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds

Service:

1. All services

Evidence:

- SABP Disabled GO Accessibility Reports
- SABP Interpreting and Translating Policy
- SABP Equality Information Report 2014-2015
- SABP KPI 6 Board Reports and Divisional Team Equality Update 2016
- SABP Equality Objective No 1 2012-2016
- SABP LD Easy Read Leaflets – PALS & How to Complain
- SABP IAPT LD Services assessment and support
- SABP Your Views Matter
- CQC Inspection Reports 2014

Outcome 2.2 - People are informed and supported to be as involved as they wish to be in decisions about their care

Service:

1. Adult and older adult mental health services

Evidence:

- SABP KPI Data - SABP Board Reports, SABP Governor Reports
- SABP Your Views Matter
- FOCUS Feedback
- SABP Mental Health Inpatient Survey 2014
- CQC SABP Community Mental Health Survey 2015
- CQC Inspection Reports 2014

Outcome 2.4 - People's complaints about services are handled respectfully and efficiently

Service:

1. All services

Evidence:

- SABP Integrated Quality and Performance Data Pack 2016 : Complaints Data (slides 2 &3)
- SABP PALS & Complaints Data, SABP Complaints Report
- CQC Inspection Reports 2014
- Healthwatch Surrey Complaints Data

Goal Three: A representative and supported workforce

Outcome 3.1 - Fair NHS recruitment and selection processes lead to a more representative workforce at all levels

Service:

1. Workforce

Evidence:

- SABP Equality Objectives 2012-2016
- SABP Equality Outcomes 2014-2016
- SABP Equality Delivery System Review Dec 2015 (pg. 10 onwards)
- SABP Annual Equality Report 2014-2015
- SABP Workforce Equality & Diversity Report 2014-2015

Outcome 3.2 - 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

Service:

1. Workforce

Evidence:

- SABP Workforce Equality & Diversity Report 2014-2015
- SABP Equality Delivery System Review - Dec 2015 (pg. 10 onwards)

Outcome 3.4 - When at work, staff are free from abuse, harassment, bullying and violence from any source

- SABP Equality Objectives 2012-2016
- SABP Equality Delivery System Review - Dec 2015 (pg. 10 onwards)
- SABP Equality Outcomes 2014-2016
- SABP Equality and Human Rights Policy
- SABP Workforce Equality & Diversity Report 2014-2015
- SABP NHS Race Equality Workforce Standard Submission 2015
- NHS Workforce Race Equality Standard: 2015 Data Analysis Report for NHS Trusts
- SABP NHS Staff Survey 2015
- SABP Respect Programme
- SABP DATIX Staff Experience Discrimination Reports: April 2015 - Jan 2016
- Stonewall SABP Index Report 2016

Goal Four: Inclusive leadership

Outcome 4.1 - Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations

Service:

1. Leadership

Evidence:

- SABP Annual Report 2014-2015 & 2015-2016
- SABP Key Performance Indicators

Outcome 4.2 - 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

Service:

1. Leadership

Evidence:

SABP Key Performance Indicators

SABP EDS2 Paper 2015

SABP Equality Delivery System Review Dec 2015 (pg. 10 onwards)

SABP People's Experience Committee Terms of Reference December 2015

SABP Council of Governors papers

SABP Trust Board papers