

TRUST BOARD

Date of Meeting: 05/07/2011	Agenda Item No: 7.5	Enclosure: 9
Intended Outcome:		
For noting ✓	For information	For decision
Title of Report: Update on Single Equality Scheme		
<p>Aims: This report provides the Board with an update of the Trust's Single Equality Scheme and identifies progress made to date.</p>		
<p>Executive Summary: This paper describes the progress made in developing the Trust's Single Equality Scheme and the achievements of the past year as well as the future direction.</p> <p>Overview of key areas for consideration or noting:</p> <p>1. <u>INTRODUCTION</u></p> <p>The Trust's Equality Scheme sets out our organisational approach to equality and diversity both as an employer and as a healthcare organisation providing care to the people of north Cumbria. It is effectively a single equality scheme as it responds, in one document, to the Trust's duties to promote equality in respect of race, disability, gender or any other personal characteristics. The key aims of the scheme are: to help the Trust provide fair and accessible services; to build a workforce that reflects the communities we serve; to develop better relationships with all sections of the community especially those currently under-represented in any area of our activities; to use our purchasing power and resources wherever possible to promote equality and prevent discrimination, inequality and social exclusion; and to ensure that the promotion of equality and diversity is central to our work and seen to be so.</p> <p>2. <u>LEGAL CONTEXT</u></p> <p>Employers and other organisations have been subject to a race equality duty since 2001. This has been added to over the years with similar duties concerning disability, gender (including transgender), sexual orientation and religious belief, and age. The new Equality Act (2010) requires us to update our current scheme and build on the statutory duties that already apply to us from the previous legislation.</p> <p>3. <u>DEVELOPMENTS</u></p> <p>The scheme was approved last year and has been updated during 2011 to more accurately reflect the requirements of the latest legislation. The updated scheme has been circulated for comments among the members of the Equality & Diversity Steering Group and wider stakeholders. The scheme incorporates a 5 year action plan that is monitored by the Equality & Diversity Steering Group, and a new, more detailed and</p>		

specific annual action plan is formulated each year to fit in with NHS North West's Equality Performance Indicator Toolkit (EPIT) requirements. The Trust successfully gained accreditation at 'Developing' level in EPIT last year and this year we have applied for 'Achieving' level in 10 out of the 13 areas. The work required to get us to the 'Achieving' level in the outstanding 3 areas (and maintain our status in the 10 we have applied for) is outlined in this year's action plan, which will be agreed at the next EDSG meeting. We are now aiming at a higher level than many of the other local Trusts who are still working on 'Developing' status.

Staff are now being trained that equality covers any personal characteristic (rather than the more traditional approach that focuses on a particular characteristic such as race or gender) and there is a section on the intranet relating to human rights. The composition of the steering group has also been amended to contain representatives from each of the clinical divisions as well as other interested parties, to mainstream equality and diversity issues within the clinical divisions.

In recognition of the fact that leadership plays an important role in promoting equality and diversity, the Trust will target specific training and development interventions at members of the Trust Board and the Trust Management Committee since, as a group, these people manage all the employees of the Trust.

Specific implications and links to the Trust's Strategic Aims:

Ensure we provide high quality, safe and effective care for all our patients including meeting essential standards of safety and quality as set out by the CQC	✓
Develop a viable integrated clinical strategy for secondary care services which is sustainable and affordable	
Develop a new healthcare facility in West Cumbria that is fit for the 21st century	
Achieve sustainable financial balance through the delivery of the Trust's internal Cost Improvement Programme, securing a viable contract income from our GP commissioners and contributing to the system wide cost reductions	
To develop and implement a successful merger or acquisition plan that enables the Trust to become part of an existing NHS Foundation Trust	

Recommendations:

The Trust Board is asked to note the progress made to date and the review of the Single Equality Scheme that will be ratified at the next meeting of the Equality & Diversity Steering Group.

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