

Board of Directors Meeting in Public - Cover Sheet

Subject:	Diversity and Inclusivity Update	Date: 31st May 2018		
Prepared By:	Rebecca Milner – HR Business Partner			
Approved By:	Rob Simcox – Deputy Director of HR			
Presented By:	Julie Bacon – Executive Director of HR and OD			
Purpose				
This document provides an overview of work the Diversity and Inclusivity group have been supporting over the last 12 months and a summary of the 2018 Workforce Race Equality Standard (WRES) return.			Approval	X
			Assurance	X
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
X	X			
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Ensures that the Trusts obligations under legislation are met			
Patient Impact	Ensures that the Trust services are fully accessible to all patients			
Staff Impact	Assists with recruitment and retention			
Services	Ensures that the Trust services are fully accessible to all patients			
Reputational	Enhances the Trusts reputation			
Committees/groups where this item has been presented before				
Diversity and Inclusivity Group				
Executive Summary				
<p>This report presents the Board with an update on the work of the Trusts Diversity and Inclusivity Group over the last 12 months and the summary report for the 2018 Workforce Race Equality Standard (WRES) which requires sign off at Board level</p>				

Diversity and Inclusivity Update Report

1. Annual Activity Report

The attached report (appendix 1) shows the Diversity and Inclusivity activities undertaken in 2017/18.

Key achievements have included:

- Singing of the 'Time to Change' Employer Pledge demonstrating a commitment to change the way people think and act about mental health at work at every level in the organisation and recruited a number of employee champions
- Reasonable Adjustments and Definitions of Discrimination and Bullying Guidance documents created
- We were awarded the 'Disability Confident Employer' status for a further 2 years
- We celebrated the sixth NHS Equality, Diversity and Human Rights Week in May 2017 at all three SFH sites.
- Introduction of audits for Equality Impact Assessments
- Introduction of Mental Health Awareness Sessions for Managers
- Publication of the first Trust Gender Pay Gap report, complying with legislation
- Introduced a work trial scheme with Remploy aiming to help candidates with disabilities or long term conditions to gain employment

2. Workforce Race Equality Standard (WRES) 2018 Results

The Workforce Race Equality Standard (WRES) is mandatory and all NHS organisations are required to demonstrate progress against nine indicators; four workforce data metrics, four staff survey findings regarding White and BME experiences, and one Board metric to address low levels of BME representation.

The attached report (Appendix 2) shows the 2018 WRES data for the Trust as at 31st March 2018 along with details of proposed actions that will be incorporated in to the 2018/2019 WRES action plan. Indicator 1 is broken down for further analysis on appendix 3.

The data will be published on the Trust internet by 30th June 2018 and uploaded on the Unify2 system to meet legal requirements.

This report requires sign off by the Board prior to publishing.