



Addendum to Trust Diversity and Inclusion Annual Reporting 2019-20

incorporating:

- **Diversity and Inclusion Databook and**
- **Public Sector Equality Duty statement**

April 2021

1.0 Introduction and Background

The Trust reports annually on diversity and inclusion (as both a service provider and employer) as part of its legal and public sector responsibility under the Equality Act 2010, as well as against a range of NHS requirements.

In light of the exceptional circumstances and impact of the Covid-19 pandemic, the Equality and Human Rights Commission (EHRC) has recognised that:-

- the NHS in England continues to be under significant pressure from the pandemic and that it will take time to recover and to return to business as usual, and
- Covid-19 has shown us all that tackling health inequalities must be a priority for the NHS and its partners as we move forward into recovery.

As such, the EHRC have issued amendment to usual reporting requirements. It is proposed here that the Trust review, agree and publish our data at this time in line with our usual processes, rather than further delay reporting until 5th October 2021.

This paper is an addendum to the (already published) **Trust Diversity and Inclusion Report 2019-20** ([CLICK HERE](#)) and is intended to complete our reporting requirements for the financial year 2019-20. It consists of:-

1. The Trust's statement on compliance with the Public Sector Equality Duty (part of the Equality Act 2010), and
2. The Trust's Diversity and Inclusion Databook for the period 2019-20



Our other published inclusion reports for this reporting period can be viewed at <https://www.combined.nhs.uk/working-together/diversity-and-inclusion/> and includes our publications on:-

- Trust Workforce Race Equality Standard (WRES) 2020
- Trust Workforce Disability Equality Standard (WDES) 2020
- Trust Gender Pay Reporting 2020

Note on publication of the Equality Delivery System (EDS) 2020

An extension on reporting on the EDS (2019-20) has been granted by the EHRC until end October 2021. Notwithstanding this extension, the Trust is part of a pilot / test programme for the proposed EDS3 and has separate reporting timescales as part of this. The Trust plans to publish its EDS ratings, progress and plans, along with system partners between October 2021 and March 2022.

2.0 Public Sector Equality Duty reporting for 2019-20

The Public Sector Equality Duty (PSED) requires the NHS to consider equality through its day-to-day work. The duty continues to apply to every NHS commissioner and provider, as well as to services that are contracted out.

2.1 Changes to reporting requirements linked to Covid-19

The requirements of the equality duty remain fully in force during the Covid-19 pandemic and it is clear that have never been more important. However, due to the very challenging circumstances caused by the pandemic over the last year, it is recognised and understood that some NHS bodies may feel they are not currently able to meet the PSED specific duty obligations to report by 30 March 2021 on how they are meeting the requirements of the equality duty across their work and they may not be in a position to refresh their equality objectives.

The EHRC have committed to not undertaking any compliance or enforcement action in respect to the PSED specific duties against organisations that have published information within the period running up to 5th October 2021.

An extension has also been granted by the EHRC in relation to reporting on the Gender Pay Gap, however the Trust has already published in relation to this requirement ([CLICKHERE for Gender Pay Report 2019-20](#)).

2.2 Public Sector Equality Duty requirements

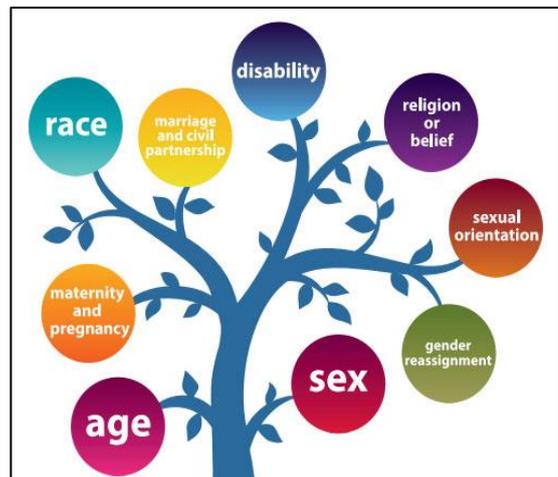
The PSED, as part of the Equality Act 2010, requires public bodies to comply with the following general and specific duties in relation to the 9 'protected characteristics' covered by the Equality Act 2010 (see **Box 1**):-

General duties:

- i. **eliminate discrimination, harassment and victimisation**
- ii. **advance equality of opportunity**
- iii. **foster good relations** between people who share a protected characteristic

Specific duties:

- The specific duties require public bodies to **publish relevant, proportionate information** demonstrating their compliance with the Equality Duty; and
- to set specific, measurable **equality objectives**.



Box 1: Protected characteristics of the Equality Act 2010

Publishing relevant equality information in line with the above is intended to support making public bodies transparent about their decision-making processes, and accountable to their service users and provides the public the information they need to hold public bodies to account for their performance on equality.

2.3 Compliance with the General Duties 2019-20

- i. **eliminate discrimination, harassment and victimisation**
- ii. **advance equality of opportunity**
- iii. **foster good relations between people who share a protected characteristic**

Work undertaken and delivered during 2019-20 to progress the above is outlined in the (published) **Trust's Diversity and Inclusion Annual Report 2019-20** ([CLICK HERE](#)) and summarised at **Box 2** below:-

Foreword

2019-20 HIGHLIGHTS

Our Talent Pipeline

Our Inclusive Working Environment

Diversity & Inclusion Summary

Our Commitment

We developed **one of the most diverse Trust Boards in the country**, with three BAME Directors, 4 female Directors, one BAME trainee NED, one LGB director and one trans board representative.



We held our **first BAME Conference** in June 2019 to round off our 3 local cohorts of 'Stepping Up'. Attendance was from across our STP and beyond.





We concluded our **first cohort of Reverse Mentoring completed**. 20 senior managers paired with BAME and/or LGBT staff.



Our **first LGBT+ Conference** 'Allsorts of Love' (February 2020) was a great success, with attendance from a wide geography, range of sectors and representatives of our local LGBT+ community.

We saw an overall **improvement in our Gender Pay Gap** as at 31 March 2020. We have also been consistently improving gender equality in relation to our consultant clinical excellence awards..



We made it mandatory for Band 7+ colleagues to participate in **Inclusion & Unconscious Bias** education through 2019-20. We also made it mandatory to have **BAME representation on Band 7+ recruitment panels** in the year ahead.





We developed and embedded the role of our **Staff Networks**, linking closely with our excellent work in developing disability, race and LGBT+ inclusion.



We extended the attendance & remit of our **Inclusion Council** & embedded it in usual business. Our BAME Facilitator and BAME Practise Facilitator helped extend its reach and embed change in our Trust services.



Box 2: 2019-20 Trust Diversity and Inclusion Highlights, extract from D&I Annual Report 2019-20

2.4 Compliance with the Specific Duties 2019-20

Our **Trust Diversity and Inclusion Annual Report 2019-20** and other published equality, diversity and inclusion reports for 2019-20 are already available at:

<https://www.combined.nhs.uk/working-together/diversity-and-inclusion/>

These reports set out our work and progress on equality, diversity and inclusion in compliance with the specific duty to publish relevant, proportionate information demonstrating their compliance with the Equality Duty for 2019-20. In addition to these documents, publication of our **2019-20 Diversity & Inclusion Databook** together with this statement on PSED compliance completes our compliance with this specific duty.

Our specific duty to set specific, measurable equality objectives is met through our published Trust Equality Objectives (2019-23) as outlined are summarised in **Box 3** and outlined below:-



Box 3: Trust Equality Objectives 2019-23

We have continued to progress our Equality Objectives during 2019-20 and throughout the pandemic. More detailed reporting on these will follow later in 2021-23.

- **Objective 1: Developing our Governance for Greater Diversity and Inclusion**

Proactively embed diversity and inclusion through all our services (clinical and non-clinical), our governance arrangements, our planning, decision making, and Trust culture.

- **Objective 2: Delivering on our Equality, Diversity and Inclusion Requirements**

Implementation of:-

- Accessible Information Standard (AIS)
- Equality Delivery System (EDS)
- Gender Pay Reporting Requirement
- Sexual Orientation Monitoring (SOM) Information Standard
- Workforce Disability Equality Standard (WDES)
- Workforce Race Equality Standard (WRES)

- **Objective 3: Delivering on reducing Health Inequalities, including for seldom heard groups**

- identifying and addresses health inequalities across local groups including those protected by the Equality Act and other vulnerable groups

- **Objective 4: Delivering on our Annual Inclusion Priorities**

Our inclusion priorities for 2019-2020 focussed on:-

- further developing our approach to race and disability workforce inclusion (see WRES and WDES reports for details of action and progress made)
- developing the quality of our service user equality information by addressing gaps in the data
- developing and embedding the role of staff networks in the Trust
- developing inclusion awareness and accountability through our Trust services

3.0 Trust Diversity & Inclusion Data Book 2019-20

The Trust's workforce and service user data for the period 2019-20 is set out in the Diversity and Inclusion Data Book 2019-20 which, on approval, will shortly be published on our Diversity and Inclusion pages.

4.0 Conclusion

2019-20 was another big year in our developing journey on Diversity and Inclusion at North Staffordshire Combined Healthcare NHS Trust. It was a year where we had a continual focus on developing and delivering on diversity and inclusion. We ended the financial year 2019-20 amid the early weeks of the COVID-19 pandemic, which has challenged and changed our working and home lives, and our perceptions, on an unprecedented scale, and has thrown a light on inclusion and exclusion and associated inequalities (both health inequalities and workplace inequalities) across the world and the UK, within our own Trust and across the wider NHS.

Developing a culture of outstanding inclusion has never been so important and this can only be delivered with the efforts of all of our employees, through their day-to-day interactions to make a positive difference to the lives of service users and colleagues alike. Every individual has a responsibility in making this a reality. We are committed to supporting all our teams to make the positive changes that are required to ensure that we really do offer Inclusion for all. We will lead from the top, creating the right climate to deliver these changes, and expecting the delivery of tangible improvements. We will stop at nothing short of Outstanding Inclusion.

Our organisation is committed to creating an inclusive environment which values, respects and draws on the diverse backgrounds, experiences, knowledge and skills of our people and local communities. We have pledged to learn from the lessons of COVID-19 to make real impact in addressing health and workplace inequalities as we reset and refocus for the years ahead. And we challenged ourselves to think bigger in terms of what improvements we need to make to create a fairer and more effective NHS for all.

Approval and publication of this document and the Diversity and Inclusion Data book 2019-20 completes in full the Trust's compliance with the Equality Act 2010 and associated Public Sector Equality Duty general and specific duties.

5.0 Recommendations

It is recommended that members of the People and Culture Development Committee:-

1. **review and approve** the 2019-20 Diversity & Inclusion Databook and PSED statement for publication
2. satisfy themselves that questions and matters arising from the databook and PSED have been or are being **adequately and appropriately addressed** through the Trust's service delivery and workforce / inclusion programmes and forward planning
3. recognise and continue to support the significant and continuing challenges in **addressing inequalities and developing greater inclusion** going forward, and note the increasing expectations for this to be embedded through all services as we pause, reflect, recover and reset for the time ahead.

END