

**Public Sector Equality Duty (PSED) compliance report 2018/19
and
Outcome of Equality Delivery System 2 (EDS2) Grading 2018/19**

Date of report:	23/05/19
Subject:	Public Sector Equality Duty (PSED) compliance report and outcome of Equality Delivery System 2 (EDS2) Grading 2018/19
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Approved for publication by:	HPFT Integrated Governance Committee (IGC) on 22/05/19

Purpose of the report:

- The purpose of this report is to provide assurance of compliance with the Public Sector Equality Duty (PSED) for 18/19 as well as providing the outcome of the partial EDS2 grading during May 2019
- The Trust is required to comply with both the general duties and the specific duties of the PSED and is mandated to publish the results of exercises in relation to the EDS2
- Trust compliance with the general duties is given in the form of some narrative regarding key pieces of project work, as detailed in this report. Following this, data is published on workforce and service users/carers as part of the Trust's compliance with the specific duties
- The EDS2 reporting is given in the form of grades in comparison to our previous grading. All EDS2 grading is required to be completed by Trust stakeholders (rather than self –assessed) based on evidence supplied
- The Trust is required to publish one or more equality objectives covering a four year period, in the context of the EDS2. However the Trust published its new Equality Plan in September 2018 which includes all targets and strategic objectives for the next four years. This is available online at www.hpft.nhs.uk

Summary:

- This report has provided an overview of the Trust work towards meeting the Public Sector Equality Duty with respect to both the general duties (in the form of narrative) and the specific duties (with respect to the trust equality plan and data in Appendix 1)
- Whilst there is work to be done, the Trust is able to show that it is linking its work into meeting the general duties and identifying areas for improvement
- The past year has seen a number of successes for the Trust in relation to advancing the Equality, Diversity and Inclusion agenda, including events for NHS70 and Windrush, co-production of a new strategic plan for equalities and strengthening the Trust governance structure to equality, diversity and inclusion

- However there remain some challenges for the Trust, most notably in relation the Workforce Race Equality Standard and improving data quality across both employment and service provision. Targeted work in early 2019 has begun to yield results around some of this and the introduction of the Workforce Disability Equality Standard (WDES) will mean a need to consolidate learning for all NHS equality standards into one place to ensure due regard is paid to each
- Throughout 2019/20 there are a number of projects planned including the launch of visual campaigns for rainbow lanyards and NHS rainbow badges for staff, focus both on equality, diversity and inclusion across the Trust and, in the case of the badges, LGBT+ inclusion within frontline services
- With respect to our partial review of EDS2 the result indicates that the trust has the right systems and processes in place and has good leadership. However there remain issues concerning the consistency of delivery and the quality of the demographic data that should inform improvement actions to ensure that all demographic groups are receiving equally good treatment from the Trust.

Relationship with the Trust overall Strategy:

The programme of work supporting compliance with the PSED and EDS2 links to the following annual plan priorities for 2017/18:

Great Care, Great Outcomes

2. We will deliver a better experience of services and improved outcomes by delivering on our Quality and Service Development Strategy

Great People

4. We will continue to create a more empowered and engaged workforce through developing a culture of collective leadership
5. We will strengthen the capabilities and capacity required to deliver our plans by developing our leadership base

Great Networks and Partnerships

We will be recognised as system leaders having successfully driven and delivered on key system priorities.

Seen by the following committee(s) on date:

Equality, Diversity & Inclusion Group (EDIG) – 17/05/19
Integrated Governance Committee (IGC) – 22/05/19

Contact:

For any further information on the Trust Equality, Diversity and Inclusion programme please contact us at hpft.equality@nhs.net

Public Sector Equality Duty (PSED) compliance report and outcome of Equality Delivery System 2 Grading – 2018/19

1. Introduction/Executive Summary

- 1.1 The purpose of this report is to provide assurance of compliance with the Public Sector Equality Duty (PSED) for 2018/19 for Hertfordshire Partnership University NHS Foundation Trust (the Trust) as well as the outcome of a partial regrading that has taken place with stakeholders around the NHS Equality Delivery System 2 during May 2019.
- 1.2 The PSED requires the Trust to ensure that **ALL** of its functions are carried out in a way that does not disadvantage anyone from a protected group. This is part of the Trust's overall compliance with the Equality Act 2010.
- 1.3 The Equality Delivery System 2 Grading (EDS2) is an improvement tool used by NHS providers to focus on one or more areas/functions of compliance annually to track improvements to services and employment.
- 1.4 The Trust is required to comply with both the general duties and the specific duties of the PSED given the size of the organisation. The EDS2 is a mandated part of the NHS standard contract for providers.
- 1.5 Sections 2 and 3 provide an overview of PSED compliance followed by section 4 which provides an overview of EDS2 compliance.
- 1.6 A summary of past year's activities, that have contributed to both PSED and EDS2 compliance, included:
 - Coproduction of new Trust Equality Plan 2019 – 2022
 - Development of new senior governance Equality, Diversity and Inclusion Group (EDIG)
 - Events focused on recognition of Race Equality in the workplace, LGBT+ equality within services and Carer Rights and strategy
 - Coproduction of new Trust Carer Plan 2019 – 2021
 - Compliance reporting for Public Sector Equality Duty
 - Improving our approach to meeting the NHS Workforce Race Equality Standard (WRES)
 - Data quality project looking at improving quality of demographic data, thereby supporting work to improve equity in outcome and experience
 - Continued work with our staff disabled network and staff mental health network in supporting preparation for the NHS Workforce Disability Equality Standard (WDES)
 - Completed development of new training package for front line staff on supporting gender identity within services
 - Innovation work in relation to Spiritual Care through pilot work to deliver family sessions within inpatient services in partnership with clinical psychologist
 - Staff Windrush Walk from St Albans Community Hub to Trust Head Office in Hatfield to promote race equality within the NHS and remember the impact of the Windrush generation on strengthening the NHS and delivering great care.
- 1.7 Challenges from the past year have included:
 - Making improvements to the Trust's WRES scores and ensuring that the experiences of BME staff improve in relation to equality and diversity
 - Continued focus on improving data quality across staff and service user/carer data
 - Putting the new Equality Plan in motion and ensuring Trust wide engagement in strategic objectives. This has started well but there are a number of areas for development in 19/20.

- 1.8 Compliance with the general duty is given in the form of some narrative regarding key pieces of project work, as detailed in this report). Following this, data has been published on workforce as part of Trust compliance with the specific duties, as detailed in **appendix 1**.
- 1.9 Compliance with the EDS2 is given in the form of a partial regrading shown in comparison the Trust previous grading.
- 1.10 **Appendix 2** provides an overview of the Trust's requirements in relation to the Public Sector Equality Duty and requirements under the EDS2.

2. PSED - Summary of Key Performance Areas regarding General Duties

- 2.1 The general duty of the PSED requires the Trust, in relation to all protected groups¹, to ensure it is working to:
- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
 - **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
 - **Foster good relations** between people who share a protected characteristic and people who do not share it.

2.2 Overview/narrative to eliminate unlawful discrimination

2.1.1 *NHS Workforce Race Equality Standard (WRES)* - The Trust has continued implementation of their WRES programme focusing on identifying and addressing the inequalities within Trust workplaces. This year we are pleased to have Black, Asian and Minority Ethnic (BAME) staff representatives on both the national WRES experts programme and the national WRES front line group. The WRES data can be found on the public website.² We have also seen enhanced activity locally within services to proactively engage with BAME staff to understand their experiences of working in the Trust.

2.1.2 *New Equality Plan development* – The Trust began co-production of this in 17/18 and it completed in the past year with formal launch programme beginning in early 2019 focused on the strategic priorities of the plan. As part of this piece of work the Trust has established a senior governance committee for this agenda, the EDIG. The Equality Plan uses the person centred model for equality at its core and promotes improved awareness and understanding of intersectionality and removal of systemic barriers to inclusion. to changing service provision and developing a stronger quality.

2.2 Overview/narrative to advancing equality of opportunity

2.2.1 *Diversity Role Models* - The role models programme engages staff who are BME, LGBT, Women, Carers or have a Disability in being role models and to support people from similar backgrounds. This has now been expanded to include Mental Health role models and Spiritual care role models and is adding another layer of support for staff and helping staff identify allies³ in the workforce. As

¹ Age, Disability, Gender identity/reassignment, Pregnancy and maternity (employment only), Race/Ethnicity, Religion/Beliefs, Sex (gender), Sexual orientation, Marriage & Civil Partnership (employment only)

² <http://www.hpft.nhs.uk/about-us/equality-and-diversity/wres/>

³ Allies are broadly defined as people from a different background to a group they are speaking on behalf of. E.g. male allies supporting work around equality for women.

part of the Trust work on its Bullying & Harassment plan, the Role Models programme will be absorbed into a new 'Dignity at Work champions' programme to increase the breadth of support available to all staff, whilst retaining some focus on the needs of different protected groups.

2.2.2 *Stonewall Workplace Equality Index* – For the second year running the Trust has seen a significant improvement in its placement in the Stonewall Workplace Equality Index. Whilst not achieving a top 100 placement in 2019, the Trust climbed a further 16 places in its ranking reflecting work that has taken place over the past year ranking the Trust at 113 out of 445 entrants.

2.2.3 *Staff Networks* – The Trust has six staff networks that provide support and a forum for discussion for the following groups; LGBT+ staff, Women, BAME staff, Disabled Staff, Staff Carers, Staff with Mental Health Issues. Most networks continue to meeting monthly and have been engaged with the design and delivery of a number of events and campaigns.

2.2.4 *Inclusive Revolution!* – This campaign was launched in January 2019 to encourage staff to look at the demography of service users and carers they are supporting and take proactive steps to improve data quality and initiate conversations about diversity and culture.

2.3 Overview/narrative to foster good relations

Our focus over the past year has been to use key events to bring a diverse range of people together to focus on a particular area of quality improvement. This has enabled both celebration of diversity and awareness around inequalities that require attention in order to remove barriers and further promote social inclusion. These have included:

2.3.1 *International Women's Day (IWD) Programme 2019* – This annual event brought staff together for a 'knowledge café' providing an opportunity to discuss actions for gender equality within the Trust. The event concluded with an overview presentation of the Trust gender pay gap and work taken place to narrow/eliminate this.

2.3.2 *LGBT History Month 2019* – As part of our annual promotion the Trust developed resources for staff and service users/carer clarifying the importance of LGBT+ rights and encourage staff, service users and carers to have conversations with staff around sexual orientation and gender identity to improve monitoring and quality of care.

2.3.3 *Carer Rights Day* – The Trust hosted a conference for carer rights day in November 2018. This included a mixture of carers, service users and staff hearing about topics including legal support for Lasting Power of Attorney, Information about the Triangle of Care and hearing from professionals involved in Carer Inclusive Practice projects within Learning Disability Services. There were also opportunities during the day to feed views into the development of the new Trust Carer Plan.

2.3.4 *Diversity & Leadership* - In October 2018, the Trust hosted its fourth local WRES annual workforce conference focused on 'enabling change through personal growth and empowerment'. The programme included inspirational stories from staff about their own journeys as well as through provoking presentations from NHS England about the challenges ahead in creating a fair and equal NHS.

2.3.5 *Hertfordshire Pride* – The Trust continued its annual presence at Hertfordshire Pride this year with stalls promoting Trust employment opportunities and the Hertfordshire Wellbeing Service. As an added extra for 2018, the HPFT staff choir were invited to perform which provided a wonderful opportunity for those who would not have usually attended a pride event to be front and centre in celebrating LGBT+ equality.

3. PSED - Specific Duties

3.1 Overview of requirements

3.1.1 The Trust is required to comply with the specific duties in the following ways:

- Publish information to demonstrate compliance with the general duty
- Publish data on the make-up of the workforce
- Publish data on those affected by Trust policies and procedures
- Publish one or more equality objectives.

3.1.2 *Publish information to demonstrate compliance with the general duty* – this report has been written and published to ensure compliance with this element of the duty.

3.1.3 *Publish data on the make-up of the workforce* – this is provided in **Appendix 1**

3.1.4 *Publish data on those affected by Trust policies and procedures* – this is provided in Appendix 1 (service user data).

3.1.5 *Publish one or more equality objectives spanning a four year period* – The Trust's Equality Plan was published in September 2018 detailing strategic objectives for the Trust over the next four years. The plan is available online at <https://www.hpft.nhs.uk/about-us/equality-and-diversity/our-equality-plan-2018-2022/>. The strategic objectives of the Equality Plan are:

1. People have equity of access
2. People have equity of outcomes
3. People's human rights are promoted
4. People have equally good experiences
5. The impact of the plan is monitored for effectiveness.

In addition to the above the plan includes focused work on improving understanding of intersectionality and the need to remove systemic barriers that can cause inequality.

3.2 Observations against our data

Appendix 1 details data for employment and for service provision by protected group. The following observations have been made from this along with our WRES data – available at <http://www.hpft.nhs.uk/about-us/equality-and-diversity/nhs-workforce-race-equality-standard/>:

3.2.1 There remain gaps in data quality for service users in relation to sexual orientation, disability and religion/belief. There has been some focused work on improving data quality since January 2019 and already the Trust is beginning to see improvements in data quality.

3.2.2 The Trust's Workforce Race Equality Standard (WRES) Data for 18/19 has showed some improvements in relation to workplace culture as reported through the 2018 staff survey for the Trust. However there remain challenges in improving equity for staff in relation to appointments following shortlisting and those entering the formal disciplinary processes. The introduction of pre-disciplinary panels and improvements in representation of diversity on interview panels are expected to see improvements in experiences over the first two quarters of 19/20.

3.2.3 There is a significant proportion of people identifying as bisexual applying for roles within the Trust (9.73% of all applicants). This is not currently mirrored across staff in post (1.51%) however current programmes of work to encourage staff to amend their staff records will

hopefully reduce the proportion of data missing for staff records and provide a more equitable picture across compared datasets.

3.2.4 There are 23.74% of staff who have no data recorded on the disability field of their staff record. This is an area of focus for improvement given the launch of the NHS Workforce Disability Equality Standard (WDES) from 1st April 2019.

3.2.5 The Trust is currently only able to report gender as a binary choice (male/female). However work is taking place in early 19/20 to amend this on the Trust patient record system. This will not be possible at this stage with the Trust electronic staff record due to national restrictions within this system.

3.2.6 35% of employees are from an ethnic minority background (where those who did not state their ethnicity are removed from figures). This is not currently reflected evenly across the workforce which is a key evidence base for the WRES having been implemented. However over the past two years, the Trust has begun to see some movement in band 5 BME staff moving into band 6 roles (in line with national trends since the WRES was implemented).

4. EDS2 – partial regrading of activity

4.1 The EDS2 requires providers to select one or more EDS2 outcomes to re-assess on an annual basis.

4.2 EDS2 grades should be agreed by the Trust’s ‘local interests’ (stakeholders) through the provision of range of evidence showing the Trust current position.

4.3 The EDS2 has four grading options:

- **Red** – Under-developed (I.e. no evidence of activity for protected groups)
- **Amber** – Developing (I.e. evidence of activity (often good) but not for all protected groups)
- **Green** – Developed (I.e. good evidence of activity for most protected groups)
- **Purple** – Excelling (I.e. good evidence of activity for all protected groups).

4.4 The Trust chose to re-grade ten outcomes as agreed with the Trust Equality, Diversity & Inclusion Group (EDIG).

4.5 **Table 1** shows the results of those EDS2 objectives that were regraded against the previous grading.

Goal	Outcome	January 2018	May 2019
1. Better health outcomes	1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities.	Not re-graded	Not re-graded
	1.2 Individual patients’ health needs are assessed, and resulting services provided, in appropriate and effective ways	Green	Amber
	1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well informed.	Amber	Amber
	1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse.	Not re-graded	Green

Goal	Outcome	January 2018	May 2019
	1.5 Screening, vaccination and other health promotion services reach and benefit all local communities.		
2. Improved patient access and experience	2.1 Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds		
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care.		
	2.3 People report positive experiences of the NHS.		
	2.4 People's complaints about services are handled respectfully and efficiently.		
3. Empowered, engaged and well-supported staff	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.		
	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.		
	3.3 Training and development opportunities are taken up and positively evaluated by all staff.		
	3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source.		
	3.5 Flexible working options are made available to all staff, consistent with the needs of the service, and the way that people lead their lives.		
	3.6 Staff report positive experiences of their membership of the workforce.		
4. Inclusive leadership	4.1 Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond		
	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.		
	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.		

Table 1: HPFT EDS2 partial re-grading outcome (May 2019)

4.6 Observations from re-grading

There were 17 participants in the regrading process representing a mix of staff, service users, carers and partner agencies such as Mind, Guidepost Trust and Hertfordshire Equality Council. Overall four of the 10 areas were graded as developed with the other 6 as developing. Some key observations include:

- The strategies, policies, systems and processes in the Trust are good and well regarded
- Leadership commitment was recognised, hence the positive scoring of leadership.
- Unconscious bias training was positively recognised.

- Service users were generally more positive about the service that they received than non-service users
- However, a key message was that overall there was a sense that delivery was inconsistent
- Service users and carers were generally concerned about the individual patient health needs and how this was assessed. There was concern that there were issues around age, disability gender identity and carers where the feeling was that there was too much inconsistency and as such the view was that this was developing.
- There was a recurring concern that without good quality demographic data the Trust would not be best placed to take informed actions
- The diversity of engagement mechanisms was identified as a potential area of concern impacting on the view of the accessibility of information.
- The issue of access to reasonable adjustment for disabled staff was noted from the staff survey and was of concern
- There was a concern that the key to success is middle management and it was not sufficient to rely on the mandatory online Equality, Diversity, Inclusion (EDI) training and all recruiting managers should for example receive recruitment training.

4.7 EDS2 objectives

The following objectives have been identified to fit with the wider Trust Equality Action Plan for the coming year:

- Develop and implements plan to diversify engagement mechanisms such as carer council, service user council and youth council
- Improve the collection of demographic data particularly for sexual orientation and disability for staff and service users
- Identify and develop mechanisms to capture and report demographic data concerning the safety of service users and staff.
- Develop action plan emerging from gender pay gap reporting and put in place arrangements for ethnicity and disability pay gap monitoring and reporting
- Explore the rationale for the significant inequality identified with the workforce race equality standard results and identify solutions
- Identify and develop arrangements to monitor use of informal flexible working arrangements and identify any differential impact by demography.
- Review approach to reasonable adjustments to ensure that there is a consistent approach across the Trust
- Provide training and information on reasonable adjustments for all middle managers

5. Challenges & Opportunities for the coming year

- 5.1 A key challenge this year will be around improvement in WRES scores for staff appointments and staff experience of the formal disciplinary procedure.
- 5.2 Introduction of reverse mentoring programme to improve the opportunity for senior staff to be mentored by a more junior staff member in relation to improvement equality and inclusion.
- 5.3 Introduction of pre-disciplinary panels to screen those cases put forward for formal disciplinary to ensure appropriate and measured assessment of all circumstances.
- 5.4 Launch of rainbow lanyards and NHS rainbow badge scheme. The former focused on improving awareness and commitment from staff to equality, diversity and inclusion. The latter focused on staff and team commitment to creating safe spaces for LGBT people to disclose their sexual

orientation and gender and receive specialist information/signposting for support.

- 5.5 The first full year of the Trust Equality, Diversity & Inclusion Plan will see more synergy between all NHS equality standards and significant improvements in data quality across the Trust. It is recognised by the Trust that improving data quality will help improve our understanding in relation to equitable access to services and employment.
- 5.6 Over the next year that will be more time and resource invested into the development of staff networks, both as physical spaces for support and virtual spaces for discussion and debate.
- 5.7 Continued targeted action planning to address the Trust gender pay gap through improving the experiences of women in the workforce, challenging inequality and learning from best practice across the health economy.
- 5.8 We will report for the first year on our Workforce Disability Equality Standard (WDES) data and spend time better understanding the experiences of disabled staff.
- 5.9 Our action plan for our overall carer plan will speak to the Trust equality plan in recognising carers as an associated group under the Equality Act 2010.
- 5.10 There will be an opportunity for the Trust to pilot EDS3 over the coming year, the third incarnation of the NHS Equality Delivery System.

6. Conclusion

- 6.1 This report has provided an overview of the Trust work towards meeting the Public Sector Equality Duty with respect to both the general duties (in the form of narrative) and the specific duties (with respect to the trust equality plan and data in Appendix 1)
- 6.2 Whilst there is work to be done, the Trust is able to show that it is linking its work into meeting the general duties and identifying areas for improvement.
- 6.3 The past year has seen a number of successes for the Trust in relation to advancing the Equality, Diversity and Inclusion agenda, including events for NHS70 and Windrush, co-production of a new strategic plan for equalities and strengthening the Trust governance structure to equality, diversity and inclusion.
- 6.4 However there remain some challenges for the Trust, most notably in relation to the Workforce Race Equality Standard and improving data quality across both employment and service provision. Targeted work in early 2019 has begun to yield results around some of this and the introduction of the Workforce Disability Equality Standard (WDES) will mean a need to consolidate learning for all NHS equality standards into one place to ensure due regard is paid to each.
- 6.5 Throughout 19/20 there are a number of projects planned including the launch of visual campaigns for rainbow lanyards and NHS rainbow badges for staff, focus both on equality, diversity and inclusion across the Trust and, in the case of the badges, LGBT+ inclusion within frontline services.
- 6.6 With respect to our partial review of EDS2 the result indicates that the trust has the right systems and processes in place and has good leadership. However there remain issues concerning the consistency of delivery and the quality of the demographic data that should inform improvement actions to ensure that all demographic groups are receiving equally good treatment from the Trust.

7. Recommendations

It is recommended that this report is approved to proceed for board approval so this can be published on the Trust website.

8. Contact

Any further information needed on the contents of this report can be obtained from the Trust Equality & Diversity Department within the Inclusion & Engagement Team on hpft.equality@nhs.net

Appendix 1 – Workforce & Service User/Carer Data

Data tables for staff and service user equalities data for 2018/19. The % listed in the tables relates the following numbers:

Applicants between 01/04/18 – 31/03/19	5108
Staff in Post at 31/03/19	4099
Leavers between 01/04/18 – 31/03/19	913
Staff a current Professional Development Plan (PDP)	2454
Service Users/Carers (open referrals during year)	51104

AGE

	Employed staff	Leavers	Current PDP
16-20	1.85%	1.10%	80.00%
21-25	9.49%	9.53%	92.86%
26-30	10.69%	13.36%	88.45%
31-35	12.22%	11.17%	88.54%
36-40	14.10%	10.41%	89.04%
41-45	14.10%	11.17%	91.99%
46-50	11.81%	9.53%	88.21%
51-55	7.27%	9.97%	92.00%
56-60	3.39%	10.19%	86.46%
61-65	0.51%	7.34%	90.91%
66-70	5.34%	2.96%	82.46%
71 & above	9.22%	3.29%	80.00%

	Applicants
Under 20	1.10%
20 - 24	16.54%
25 - 29	18.36%
30 - 34	13.35%
35 - 39	11.32%
40 - 44	10.02%
45 - 49	11.32%
50 - 54	8.99%
55 - 59	6.19%
60 - 64	1.20%
65+	0.31%
Not stated	0.51%

GENDER

	Applicants	Employed staff	Leavers	Current PDP	Service users
Female	74.5%	72.21%	71.74%	90.13%	54.2%
Male	25.4%	27.79%	28.26%	87.64%	45.7%
Not recorded	0.1%	-	-	-	0.1%

ETHNICITY

	Applicants	Employed staff	Leavers	Current PDP	Service users
A White - British	46.05%	50.26%	48.96%	90.01%	59.2%
B White - Irish	1.08%	2.54%	1.97%	96.30%	1.1%
C White - Any other White background	9.04%	6.68%	6.46%	90.06%	3.0%
D Mixed - White & Black Caribbean	1.02%	0.66%	0.66%	89.47%	0.8%
E Mixed - White & Black African	0.65%	0.41%	0.44%	100.00%	0.3%
F Mixed - White & Asian	0.10%	0.73%	0.99%	88.46%	0.4%
G Mixed - Any other mixed background	1.33%	0.68%	0.88%	100.00%	0.9%
H Asian or Asian British - Indian	7.40%	4.73%	3.83%	85.29%	0.7%
J Asian or Asian British - Pakistani	2.49%	1.34%	0.88%	85.19%	0.6%
K Asian or Asian British - Bangladeshi	1.16%	0.49%	0.66%	81.82%	0.2%
L Asian or Asian British - Any other Asian background	2.82%	3.98%	3.94%	93.27%	1.1%
M Black or Black British - Caribbean	2.06%	2.24%	2.41%	96.92%	0.5%
N Black or Black British - African	15.82%	11.66%	13.03%	87.41%	0.7%
P Black or Black British - Any other Black background	0.86%	2.00%	4.82%	78.26%	0.8%
R Chinese	0.74%	0.61%	0.55%	87.50%	0.1%
S Any Other Ethnic Group	2.86%	2.42%	1.42%	84.62%	0.7%
Z Not Stated	3.64%	8.56%	8.11%	84.76%	28.8%

SEXUAL ORIENTATION

	Applicants	Employed staff	Leavers	Current PDP	Service users
Gay or Lesbian	1.84%	0.98%	0.55%	93.10%	0.5%
Bisexual	9.73%	1.51%	1.53%	80.43%	0.4%
Heterosexual	83.89%	68.09%	64.95%	90.43%	34.2%
Refused	4.25%	21.86%	16.87%	88.68%	1.3%
Other	0.08%	0.02%	-	-	0.5%
Not recorded	0.22%	7.54%	16.10%	57.14%	63.1%

DISABILITY

	Applicants	Employed staff	Leavers	Current PDP	Service users
Yes	6.93%	4.07%	2.96%	90.15%	13.5%
No	92.82%	72.19%	69.99%	90.17%	3.4%
Not recorded	0.25%	23.74%	27.05%	86.53%	83.1%

RELIGION & BELIEF

	Applicants	Employed staff	Leavers	Current PDP	Service Users
Atheism	21.55%	11.34%	11.50%	92.63%	0.9%
Buddhism	0.10%	0.73%	1.20%	92.86%	0.1%
Christianity	47.63%	41.82%	40.74%	90.07%	15.1%
Hinduism	3.90%	3.15%	2.41%	81.54%	0.3%
Islam	6.17%	3.81%	3.72%	82.35%	0.9%
Jainism	0.06%	0.07%	-	100.00%	0.02%
Judaism	0.90%	0.85%	1.10%	88.89%	0.65%
Sikhism	0.88%	0.51%	0.77%	86.67%	0.08%
Other	8.18%	7.07%	5.26%	90.28%	3.74%
None	-	-	-	-	6.25%
Rather not say	9.51%	23.08%	17.09%	89.98%	0.8%
Not recorded	0.22%	7.56%	16.21%	55.56%	71.14%

MARRIAGE & CIVIL PARTNERSHIP

	Applicants	Employed staff	Leavers	Current PDP
Civil Partnership	2.41%	1.10%	0.88%	87.50%
Divorced	5.25%	7.12%	6.13%	88.73%
Legally Separated	0.84%	1.22%	0.77%	90.24%
Married	36.79%	51.89%	44.58%	89.55%
Single	47.43%	32.98%	40.74%	90.18%
Unknown	6.28%	4.54%	5.70%	83.48%
Widowed	0.70%	1.15%	1.20%	96.00%

Data is not reported here for service users as the protected characteristic of Marriage & Civil Partnership, as it applies to the Public Sector Equality Duty, refers only to employment.

Appendix 2 – Overview of Trust requirements re: Public Sector Equality Duty

In October 2010, the Equality Act 2010 came into effect. Prior to this time there had been over 100 pieces of legislation covering equalities protections and – with them – three associated public duties for race, gender and disability.

The Equality Act 2010 has brought with it a new – legal – public sector equality duty (PSED) requiring public bodies to declare their compliance with the duty on an annual basis. This means that HPFT must show compliance with both the general and specific duties of the PSED. This includes:

For the general duty showing how we have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Protected characteristics – in the context of the PSED – are defined as:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex (gender)
- Sexual orientation

It also applies to marriage and civil partnership in respect of the requirement to have due regard to the need to eliminate discrimination.

For the specific duty HPFT must:

- Publish information to demonstrate compliance with the general duty
- Publish data on the make-up of the workforce
- Publish data on those affected by HPFT policies and procedures
- Publish one or more equality objectives.

This document outlines how HPFT is currently complying with the PSED and working at maintaining a level of excellence in equality & diversity. Much of our evidence of PSED compliance is detailed through Trust Equality Delivery System 2 (EDS2) approached.

The PSED is a legal framework which requires the Trust to be compliant across **ALL** functions in meeting the needs of those with a protected characteristic.

Appendix 3 – Evidence list used for EDS2 re-grading

The following evidence was provided to stakeholders in helping them to reach conclusions about EDS2 grades. This was supplemented with verbal feedback by staff members in response to queries or clarity sought are certain pieces of evidence,

EDS2 Goals 1 & 2 – Service Provision

- CQC - Service User Survey Report 2018
- HPFT Equality plan 2018-2022
- HPFT Equality, Inclusion & Human Rights Policy
- HPFT Accessible Information Policy
- NHS Annual Staff Survey 2018
- Equality Impact assessments
- FFT demographic data
- Adult Inpatient Services Operational Policy
- Adult Community Mental Health Services Policy
- Operational Policy
- Carer Practice Policy
- Sexual Orientation & Gender Identity: A Guide
- Young Carers Mental Health Booklet
- A helpful Guide to Transitions for Young People and their parents and carers
- Equality impact assessments/analysis
- Quality and Service Delivery Strategy (QSDS) (2017-22)
- Service User Council (SUC) Annual Report April 2018-March 2019
- HPFT Carers Plan 1919-21
- CAMHS youth council Annual Report - April 2018 – March 2019
- CAMHS Forest House Council Annual Report - April 2018 – March 2019
- Complaints and Service Experience Report Q4 2017-18
- Service User Council (SUC) Annual Report April 2018-March 2019
- Guide to Transition for Young people & their parents.
- Annual Plan for Peer Experience Listening

EDS2 Goals 3 & 4 – Workforce

- HPFT Equality plan 2018-2022
- HPFT Equality, Inclusion & Human Rights Policy
- HPFT Accessible Information Policy
- NHS Annual Staff Survey 2018
- Pulse Survey
- Harassment report
- Report to EDIG re Staff network
- Flexible Working policy
- Recruitment & Selection Policy
- Equal Opportunities Policy
- Capability Policy
- Absence Management Policy
- Family Leave Policy
- Grievance Procedure
- Harassment and Bullying
- Grievance Policy
- RESPECT statement
- Speak Up Policy

- Supervision Policy
- Stress Management Policy
- Staff Nurse Preceptorship Policy (Rotation Nurse Scheme)
- Shared Parental Leave Policy
- Staff Demographic Data
- Managers Guide for Supporting Staff with a Disability