

Barnet, Enfield and Haringey   
Mental Health NHS Trust

*A University Teaching Trust*

<b>Title:</b>	Annual Equality and Diversity Report 2016
<b>Report to:</b>	Trust Board
<b>Date:</b>	30 January 2016
<b>Security Classification:</b>	Restricted to Board Members
<b>Purpose of Report:</b>	<p>This report introduces the 2016 annual report on equality and diversity. The purpose of this report is to update the Trust Board on progress against the Trust's equality objectives and areas to be kept under review in order to meet the Trust's objectives.</p> <p>The Board is asked to review and approve the report for publication. Publication by 31 January is a requirement under the Equality Act 2010.</p>
<b>Recommendations:</b>	<p>The Trust Board is asked to review and approve the 2016 Annual Report on Equality and Diversity for publication by 31 January 2017.</p>
<b>Report Sponsor:</b>	Mark Vaughan, Executive Director of Workforce
<b>Comments / views of the Report Sponsor:</b>	<p>This report demonstrates continued progress against the Trust's equality objectives as well providing both service user and staff data on protected characteristics. Once approved, it will be published as required by legislation but will also be shared with members of the Trust's Equality and Diversity Forum to inform the forum's ongoing work plan.</p> <p>Progress will be reported via the Workforce Annual Report and the next Equality and Diversity Annual Report will be submitted for approval and publication in January 2018.</p>
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<b>Report History:</b>	<p>The Trust Board in 2011 approved the process to meet its public sector equality duty (PSED) under the Equality Act 2010, these are to</p> <ul style="list-style-type: none"> <li>• publish its annual Equality and Diversity report by 31 January each year.</li> <li>• adopt four strategic Equality Objectives for 2012-16.</li> <li>• use the NHS-wide Equality Delivery System (EDS) as its framework for managing its performance in complying with the PSED.</li> </ul>

<b>Budgetary, Financial / Resource Implications:</b>	There are budgetary requirements to implement the Trust's equality objectives and these are contained within the current Workforce budget.
<b>Equality and Diversity Implications:</b>	The report specifically outlines the Trust's progress against its equality and diversity objectives.
<b>Links to the Trust's Objectives, Board Assurance Framework and / or Corporate Risk Register</b>	<p>The report supports delivery of the Trust's purpose and vision as well as the specific objectives of excellent care services and supporting our staff to be the best they can be.</p> <p>The goals in the Equality Delivery System map across to the NHS constitution, the CQC's domains as well as commissioners' expectations.</p>
<b>List of Appendices:</b> <ul style="list-style-type: none"> <li>• Appendix 1 - Equality and Diversity Report 2016</li> </ul>	

## Report

### 1. Introduction and Background

- 1.1 As a listed public authority the Trust is required to prepare and publish information on its compliance with its public sector equality duty and its equality objectives. The Trust has met this obligation every year since the Equality Act 2010 came into force and publication of this report by 31 January 2017 will ensure that continues.
- 1.2 The Trust uses the now mandatory NHS-wide Equality Delivery System (EDS) as its methodology for managing equality performance. In February 2016, in partnership with our stakeholders, the Trust reviewed its equality objectives and EDS, but the participants all agreed that they needed to know more before they were able to take a view on the Trust's performance.
- 1.3 The Equalities and Organisational Development Communications, Patient Experience and Communications teams will work with the leadership of our clinical divisions to develop an on-going, systematic dialogue with third sector stakeholders so they feel more informed about our work in general and more confident in contributing to the discussion of service quality.
- 1.4 The Trust's ability as a Trust to significantly improve service user data collection and outcome information has been an area of concern since the beginning of the EDS process. There are many legitimate reasons for the Trust's difficulties in this area, but given that in some instances the Trust has been required to collect this information since the late 1990s the Trust has to prioritise work in this area to maintain credibility with commissioners and service user organisations. The Trust does have comprehensive workforce information which is published separately allowing this report to focus on the NHS Workforce Race Equality Standard information.

### 2. Conclusion

- 2.1 The Trust has a positive story to tell about its progress on equality and diversity. Its key challenge is providing the quantitative data in relation to service user outcome to evidence this work. Publication of this annual Equality and Diversity report for 2016 by 31 January 2017, and the resulting engagement with stakeholders, will contribute to the Trust continuing to meet its obligations under the legislation.

## Implications

### 3. Budgetary / Financial Implications

- 3.1 There are budgetary requirements to implement the Trust's equality objectives and these are contained within the current Workforce budget.

### 4. Risk Management

- 4.1 There are reputational and regulatory risks if the Trust does not meet the public sector equality duty and comply with the requirement to complete the NHS Workforce Race Equality Standard and apply the Equality Delivery System as a tool to measure performance.

### 5. Equality and Diversity Implications

- 5.1 The report specifically outlines the Trust's progress against its equality and diversity objectives.

**6. Consultation**

- 6.1 A consultative meeting was held in July 2015 with stakeholders on ways to improve the EDS process after two inconclusive grading workshops in the past. The borough based meetings took place in February 2016 and were well attended but inconclusive.