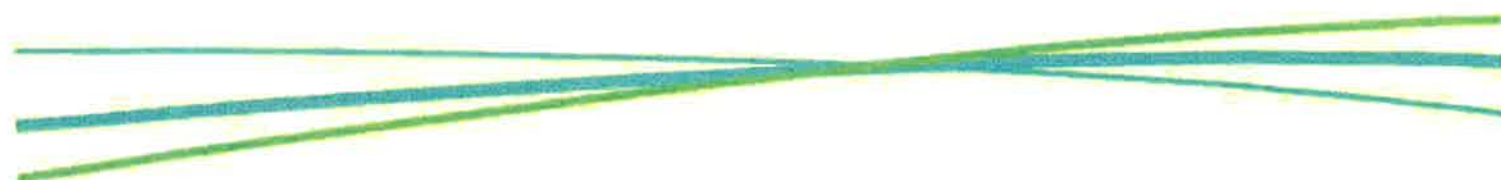
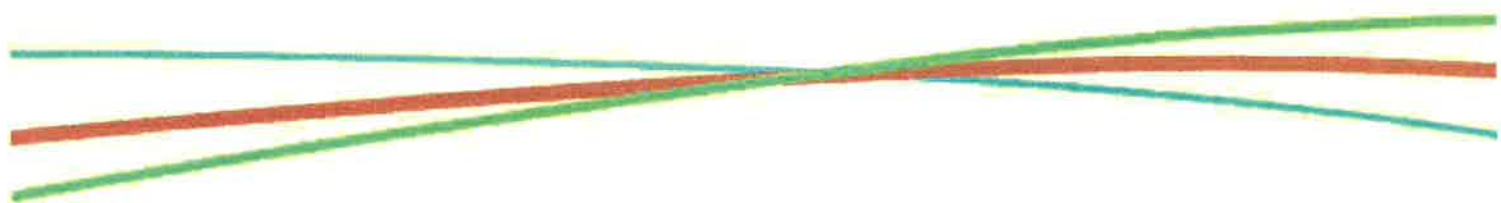




Sheffield Health and Social Care **NHS**
NHS Foundation Trust

Annual Equality and Human Rights Report 2012 – 2013



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Introduction



The Equality Act 2010 includes the 'Public Sector Equality Duty' which applies to a number of public sector organisations including NHS Foundation Trusts. The Public Sector Equality Duty means that Sheffield Health and Social Care (The Trust) must have '*due regard*' to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it, and
3. Foster good relations between people who share a relevant protected characteristic and people who do not share it.

Protected Characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

This duty applies to the Trust as an employer and as a provider of services and also when the Trust is undertaking any other significant activities.

The Trust also has what are known as 'specific' legal duties these include a duty to identify and publish 'Equality Objectives' and a duty to report at least annually on the progress the Trust is making on meeting the Public Sector Equality Duty.

This report provides information about activity the Trust has undertaken between the 1st of April 2012 and the 31st of March 2013 to support these duties. The report also includes an update on progress the Trust has made towards achieving the Trust Equality Objectives; these were first identified and published in April 2012.

This report should be read alongside other reports that the Trust produces which are also relevant to Equality, Inclusion and Human Rights these include:

- The Sheffield Health and Social Care Annual Report
- The Sheffield Health and Social Care Quality Account
- The Sheffield Health and Social Care Business plan
- The Sheffield Health and Social Care reports on membership activities.

Detailed Information is published in the Supplementary Information document (see page 14 for details) this is intended to complement this report and should be considered in conjunction with this report.

Eliminating Unlawful Discrimination, Harassment and Victimization



What we did in 2012/13 to eliminate unlawful discrimination harassment or victimisation:



NHS Employers Personal Fair and Diverse Champions

The Trust continued to support NHS Employers Personal Fair and Diverse programme and a number of staff became PDF champions. The PDF programme was promoted at the Trust Annual General Meeting and through the Trust intranet.

- The Trust continued to review all of its written policies to ensure that they do not unlawfully discriminate and are written so that wherever possible they promote equality. Our written policies are published on our main web site. The Equality Impact Analysis for each policy can be found as an appendix in the policy.

<http://www.shsc.nhs.uk/about-us/policies>

- The Trust also continued to review policy decisions to ensure that they do not discriminate and promote equality wherever this is possible. The Trust does this each year by reviewing the Trust business plan to identify which business developments would benefit from equality analysis as these plans develop. In 2012 /13 equality analysis took place when we were developing a new Learning Disability Intensive Support Service and in the redevelopment of the Trust Psychiatric Intensive Care Service.



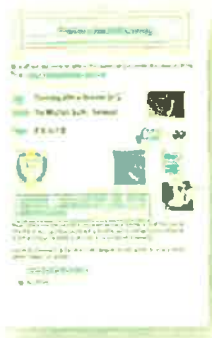
Moving Forward Equality of Opportunity

What we did in 2012 /13 to move forward equality of opportunity:

SHSC Positive about Disability Staff Network Group

We formally launched the Trust Positive about Disability Staff Network Group at an event held in October 2012. Professor Carol Baxter (CBE) of NHS Employers was the guest speaker. The launch was planned by the group and a number of staff gave presentations about disability and its relevance to their lives and work.

The group is developing an action plan for 2013/14 using the results of the Business Disability Forum Benchmarking exercise the Trust has recently undertaken.



- We took part in the [Stonewall Diversity Champions Benchmarking 2012/13](#). This was the fourth time the Trust has been involved. The results in 2013 showed an improvement in the confidential Stonewall staff survey results and in the Trust score overall
- We were involved in Sheffield's [One Billion Rising](#) activity, an international event aimed at challenging violence against women and girls
- We undertook a programme of action through the [Trust Community Development Worker Team](#), and
- We facilitated communication between teams working with the Gypsy and Traveller community through the [Gypsy and Traveller Health Forum](#).

Trust Strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Staff and Service Users

In 2012/13 the Trust continued to develop this strategy which focuses on Black, Asian and Minority Ethnic service users and staff. The strategy foundations are the four Goals of the NHS Equality Delivery System (EDS), these are:

- Better Health Outcomes for All
- Improved Patient Access and Experience
- Empowered Engaged and Included Staff, and
- Inclusive Leadership at All Levels

The Trust BME Strategy Group was involved in workshops to develop the strategy and will take a lead in steering implementation of the strategy from Summer 2013.

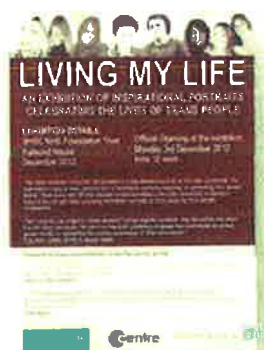
We also took action to support staff training and development including:

- Making the NHS Equality and Diversity ELearning modules more accessible to staff in our community bases
- Delivering equality and diversity training at induction
- Agreeing training and development as a priority in our BAME strategy and continuing to deliver Race Equality Cultural Capability Training to lead practitioners, and
- Continued to exceed the Trust target to train all clinical staff in Respect Training.

Fostering Good Relations



What we did in 2012/13 to Foster Good Relations:



Hosted the 'Living My Life' Exhibition

In December 2012 the Trust hosted the 'Living My Life Exhibition'. The exhibition celebrates the lives of Tran's people through a set of inspirational portraits.

The exhibition took place in the Trust staff training and conference building.

Family friends and the public were invited to view the exhibition. This was a great success and raised awareness across the Trust.

- For the fourth year running we had a stall at Sheffield Lesbian Gay Bisexual and Transgender (LGBT) Pride
- The Trust continued to be an active member of the Sheffield Equality Engagement Group which is a partnership of NHS organisations and stakeholders and representatives of groups protected under equality legislation
- Continued to be an active member of the Sheffield Lesbian Gay Bisexual and Transgender (LGBT) Multiagency group
- Attended events to celebrate International Womens Day
- Supported LGBT History Month activities by assisting in production of publicity about events across the city and circulating this information in the Trust, and
- Continued to consider diversity in Membership and Involvement.



Equality Objectives 2012 – 2016

This section of the report provides information about the progress the Trust is making to achieve the Equality Objectives that the Trust identified in April 2012.

The Trust has six Equality Objectives which we hope to achieve between April 2012 and April 2016. We anticipate that some of our Equality Objectives will be achieved before this.

Equality Objective 1 - Improve How We Record When Service Users Have Physical Impairments

This is an objective for the Trust because the Trust identified that information about physical disabilities that people who use Trust services may have is not always recorded. This means that potential barriers to access Trust services may be harder to identify and it means that information that might be important for a person's assessment or care plan may not be identified.

We set three priorities for 2012/13:

1. That all our patient information systems would have a place to record disability.
2. That all teams who need to record this information would have been briefed.
3. That we would measure the level of recording and set an improvement target.

Progress 2012/13

We achieved priority 1 but priority 2 was delayed due to teams restructuring. Review of levels of recording took place and indicated that although there is now an area on the service user information system to record Disability in detail this is not being used.

Priorities for 2013/14

1. Undertake team briefings.
2. Aim to have improved on levels of recording identified in the Supplementary Information report 2012/13.

Equality Objective 2 - Improve How We Record Sexual Orientation

This is an objective for the Trust because the Trust identified that it does not record information about the sexual orientation of people who use Trust services, this means that the Trust does not have a full picture of the people who use our services.

We set three priorities for 2012/13

1. By April 2012 our patient information systems would be able to record sexual orientation.
2. That all teams who need to record this information would have been briefed.
3. We would measure the level of recording and set an improvement target.

Progress 2012/13

We achieved priorities 1 and 3. As with Objective 1 priority 2 was delayed due to changes in services. Levels of recording of sexual orientation remain low in our service user information system.

In 2012/2013 the Trust undertook additional action which is relevant to this objective which was to work in partnership with Sheffield City Council to consider recording Sexual Orientation in Learning Disability services.

Priorities for 2013/14

1. Undertake team briefings
2. Improve levels of recording identified in the Supplementary Information report 2012/13
3. Continue to work in partnership with Sheffield City Council on Sexual Orientation recording in Learning Disability Services

Equality Objective 3 - Improve Staff Satisfaction for Staff from Black and Minority Ethnic Groups

This is an objective for the Trust because the of the BME staff network group survey completed in February 2012. This included some positive feedback but also some areas where staff from BME groups had a different experience to staff from other groups. We reviewed the survey results and identified some action to take forward in 2012 /13.

Progress 2012/13

The results of the staff survey indicated two areas for further action:

- Staff reporting that they had not had an appraisal

10% fewer respondents from a BME background said that they had not had an appraisal in the last 12 months compared to respondents from a White British background. During 2012/13 – we reviewed appraisal data which did indicate some slight differences between staff in the above two groups. Access to appraisals is a priority for the Trust and further review and action is planned.

- Staff witnessing racial or cultural discrimination

33 respondents said they had witnessed racial discrimination in the last 12 months. This survey included a section for staff to provide more information on their response to this question. Review of responses showed that the majority of incidents involved incidents that staff had witnessed involving service users either involving other service users or service users to staff.

Priorities for 2013/14

Action identified as a result of the staff survey has been incorporated into the Strategy that the Trust is about to implement (see page 7 for more details).

Specific action linked to this strategy includes:

1. Review and re- launch of the Trust harassment (service user) policy.
2. Improve systems for reporting and reviewing incidents involving potential race discrimination.
3. Consider how the Trust can link with the city wide Sheffield hate crime strategy.

Equality Objective 4 - Improve Information About Staff Who Care For Family or Friends Who Have a Disability

This objective was identified because the Trust did not have good information about staff who care for family or friends who have a disability. This information would help to identify the potential impact

of caring responsibilities on Trust staff and help to identify what support and information might be beneficial for this group of staff.

We identified two priorities for 2012/13

1. To complete a staff carers survey
2. To complete an action plan

Progress 2012/13

The staff carer survey was completed.

Priorities for 2013/14

The main action identified was to provide better information to staff carers through the Trust intranet site. This is now a priority for 2013/14.

Equality Objective 5 – Identify at Least One Equality Objective Annually Through the Trust Annual Quality Objective Setting

Improving access, equality and inclusion is one of the Trusts key areas for focusing Quality Improvement. The Trust identifies a *quality* objective annually focused on this area.

In 2012/13 the quality objective that focused on improving access, equality and inclusion was:

Improve access to the right care for people with a dementia

Detailed information about progress against this objective can be found in the Trust Quality Account report 2012/13 which is available on line at:

[http://www.shsc.nhs.uk/documentbank/Sheffield Health and Social Care NHS Foundation Trust Quality Accounts 2012 13.pdf](http://www.shsc.nhs.uk/documentbank/Sheffield%20Health%20and%20Social%20Care%20NHS%20Foundation%20Trust%20Quality%20Accounts%202012%2013.pdf)

Equality Objective 6 - Share Equality Objectives with Other Local Health and Social Care Organisation's

The Trust identified this Equality Objective because of the potential for partnership approaches in some key areas for example engagement and involvement and identification and use of information.

We identified the following priorities for 2012/13

1. We planned to look at the information we had and identify actions to improve the health of people who share protected characteristics and who may experience poor health for other reasons such as poverty.
2. We planned to have an agreement in place to share equalities information for example with other health organisations and Sheffield City Council.
3. We planned to increase awareness of what equality means for service users across health organisations and to produce resource templates based on service user stories.

Progress 2012/13

Due to a number of changes in the structures of partner services and in lead roles in organisations progress has been slower than anticipated with this equality objective.

One significant project that the Trust has been involved in however is the Sheffield Fairness Commission. The Trust was actively involved in responding to the Commission and has made a commitment to work in partnership to support the recommendations made by the Commission.

With regard to identifying specific joint Equality Objectives a meeting is due to take place in summer 2013 to review how to take this forward.



Supplementary Information

The supplementary Information document published alongside this report contains the following information:

- Local population information
- Information about Trust Membership
- Patient related data and Information, and
- Staff related data and information.