

Equality Objectives 2017/18

Stockport NHS Foundation Trust

Updated following the 2016 EDS2 assessment.

Stockport NHS Foundation Trust is firmly committed to increasing health for all local communities in the borough and to reducing any barriers to accessing or benefiting from our healthcare service.

A number of areas emerged from the EDS process, which will become the focus of Equality & Diversity work at Stockport NHS Foundation Trust over the next year:

EDS Goal 1

Better health outcomes

Objectives:

- Standardised equality monitoring across all services agreed and supported by the Board of Directors.
- Business Groups analyse access to service, outcomes and other relevant factors for their services by protected characteristics.
- Ensure a holistic approach to the range of preventive services, recognising health inequalities and cultural differences.

Context:

- The Trust annual equality reports identify that there is a shortage of detailed data on protected groups and their individual health outcomes. Going forward the Trust needs to improve the way we equality monitor across services, including access, length of stay, DNA's and outcomes broken down by all protected characteristics. In particular:-
 - Monitor and review the take-up of Diabetes, Heart Disease and Stroke Services by ethnicity.
 - Monitoring the take-up of lifestyle programmes such as weight management, smoking and alcohol services by ethnicity, gender and sexual orientation.
 - Monitor and review the take-up of cervical and breast cancer screening by sexuality, disability and ethnicity.
- Improve equality monitoring of complaints data to ensure a robust approach is in place that will identify any equality themes/ patterns.

Measures:

- **Improved data collection for all protected characteristics.**
- **Greater utilisation of monitoring data by business groups to demonstrate improved health outcomes for protected groups.**

- **Improved monitoring of complaints received by protected characteristic.**

EDS Goal 2

Improved patient access and experience

Objectives:

- Roll-out the Accessible Information Standard across the Trust.
- Pilot Browse Aloud on the Trust website.
- Review Interpreter contracts and pilot skype access to BSL in the Emergency Department.
- Expansion of the RAID team to support people with mental health needs in the Emergency Department and other departments including targeted promotion of mental health services among minority groups.
- More detailed equality assessment of patients accessing the Emergency Department, including those missing the 4 hour target, admission to inpatient beds and readmission.
- Review of interpreting services to ensure fit for purpose.

Context:

- The Accessible Information Standard – directs and defines a specific, consistent approach to identifying, recording, flagging, sharing and meeting the information and communication support needs of patients, service users, carers and parents, where those needs relate to a disability, impairment or sensory loss.
- Browsealoud will enable us to make our online content accessible and increase our compliance with the Accessible Information Standard (AIS).
- The Trust has just launched a new interpreter policy which promotes the use of telephone interpreting. A focused communication campaign will highlight the change to staff during 2017 together with a pilot of interpreternow (BSL skype) in the Emergency Department.
- An expansion of the RAID team is underway; equality monitoring will enable us to determine whether the service is equally accessed by minority groups in our community.
- Without the complete range of equality monitoring data it is not possible for the Trust to determine if any groups in our community are facing access issues in the Emergency Department and differing outcomes which may well have impact on efficiencies. For example work has been ongoing with our homeless patients to prevent repeat visits to the Emergency Department.
- Initiate procurement process to find best provider for face to face foreign language interpreting service.

Measures:

- Accessible Information Standard rollout during 2017.
- Browsealoud on Trust website.
- Interpreter contract reviewed and a provider in place plus interpreter now pilot undertaken in the Emergency Department.
- Access to mental health RAID team equality monitored and any access issues identified for minority groups.
- Equality monitoring of inpatients, outpatients and patients accessing ED in place and any issues identified.

EDS Goal 3**A representative and supported workforce****Objectives:-**

- Complete an equality impact assessment on the voluntary redundancy application process to ensure any disproportionate impact is justified.
- Introduce a system to complete equality impact assessments on all papers presented at the People and Performance Committee.
- Introduce and monitor a pilot scheme to facilitate a Healthier Together Equality Group representative to sit in on one 8a+ interview Panel per month.
- Improve staff declaration rates around disability, religion/ belief and sexual orientation monitoring.

Context:

- Equality Impact Assessments are incorporated into our policy approval framework but the assurance process, particularly around service redesign, requires further refinement.
- Whilst our staffing as a whole is representative of the local Black and Minority Ethnic (BME) community there is a lower representation of BME staff at bands 8-9, VSM and Board level. The relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.58 times greater.
- Low declaration rates around disability, religion/belief and sexual orientation mean that the data produced is poor and any patterns of discrimination are hard to spot.

Measures:

- Equality Impact assessment completed and published on the Trust website.
- Improvement in success rate for BME candidates at senior level

positions.

- **Improvement in appointment rates for BME shortlisted candidates overall.**
- **Improvement in equality monitoring data and therefore data analysis.**

EDS Goal 4 Inclusive leadership

Objectives:-

- Board members to proactively champion delivery of equality objectives.
- Trust Chair to continue to promote equality at annual ED events – providing board support.
- Commitment to undertake an equality impact assessment on all major change initiatives.

Context:

- Sustained change will only be made by determined board leadership and commitment.
- All strategies and projects listed in the strategic plan should be equality impact assessed. All committees responsible for overseeing and performance managing the plan should receive update reports that are broken down by protected characteristics. These in turn will inform future plans and enable informed decisions that better shape service delivery and reduce health inequalities.

Measures:

- **Increased scrutiny and commitment to deliver equality objectives at Trust Board.**
- **Equality Impact assessment completed and published on the Trust website with evidence of informed decision making for future plans.**