

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARY
REPORT TO THE TRUST HEALTHCARE GOVERNANCE COMMITTEE

HELD ON 24 SEPTEMBER 2012

Subject:	Equality and Human Rights Report 2011/12 and Supplementary Data
Supporting Director:	Mr Neil Riley, Trust Secretary
Author:	Liz Johnson, Equality and Human Rights Manager
Status¹	A

PURPOSE OF THE REPORT

To present (for publication), information about how the Trust has complied with the 'Public Sector Equality Duty' (PSED) found in the Equality Act 2010. The report meets requirements for annual reporting set out in the Equality Act 2010 (Specific Duties) Regulations 2011.

KEY POINTS**Context**

The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities such as NHS Foundation Trusts to publish 'information' to demonstrate that they have had 'due regard' to meeting the general public sector equality duty found in S.149 of the Equality Act 2010.

The general duty has three elements; to eliminate discrimination, harassment, victimisation; advance equality of opportunity and to foster good relations, these three areas relate to persons who share 'protected characteristics', these are; age, disability, race, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership and religion or belief. The type of information that can be published is broad but must include information relating to people who share a relevant protected characteristic who are Trust employees and people affected by the Trusts 'policies and practices' i.e. patients. Unlike previous public duties there is no statutory list of what to include, although there is non-statutory guidance from the Equality and Human Rights Commission about what type of information they would expect to see included. The information in the supplementary report and the presentation of the main report takes this guidance into account.

Structure of Report

The annual report produced in 2011 contained detailed information in the form of data in the appendices with a narrative in the main body of the report. For the 2012 report it was felt that the report needed to be more user friendly and that detailed data and information would be provided in a supplementary report.

Timing of Reports

Due to changes in legislation, following production of the last full Equality and Human Rights report in July 2011, data was also updated and published by STH in January 2012. In line with legislation this data was used to inform the production of the Trust Equality Objectives. The current report therefore has been produced only a few months after detailed analysis took place in relation to the data published in January 2012.

Trend Analysis

There is a general lack of data for most groups so the emphasis at present is on resolving this. This is highlighted in the Supplementary Report. For employment data a comprehensive data refresh is on-going with targets that are being reported through a HR sub group led by Debbie Padwick. For patient data there are issues with fields available to collect the data, for example a field for sexual orientation data and the detail of information that is required to be collected when recording complaints, issues such as this have been raised nationally through the SHA but are still not resolved. Local level rates of data recording has been reviewed and there is an Equality Objective agreed to take this forward. This is being monitored through the Equality and Human Rights Steering Group. Details of the Trust Equality Objectives are in the main report, these were set in April this year therefore progress to date reflects this.

Assurance

The HR sub group described above has an action plan in place to take forward action based on analysis of the data reviewed in 2011 and 2012. These actions include developing quarterly reporting and review of recruitment and disciplinary cases in response to observations made on this data; details of the actions of the sub group can be found on page 5 of the main report.

The Equality and Human Rights Steering group have agreed four year Equality Objectives which are based in part on analysis of the data presented in the supplementary report. There is an annual action plan in place for 2012/13 to take forward the Equality Objectives. Details of the content of the action plan are on p.14 of the main report. Details of the Trust Equality Objectives can be found on the Trust internet site at:

<http://www.sth.nhs.uk/about-us/equality-and-diversity/our-equality-objectives> .

IMPLICATIONS

	Aim of the STHFT Corporate Strategy 2012-2017	Tick as Appropriate
1	Deliver the best clinical outcomes	
2	Provide Patient Centred Care	
3	Employ Caring and Cared for Staff	
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	
	CQC Outcome	1 Respecting and involving people who use services 12 Recruitment

RECOMMENDATION(S)

To agree the reports for publication

APPROVAL PROCESS

Meeting	Presented	Approved	Date
TEG	Trust Secretary		12 September 2012
HCGC	Trust Secretary		24 September 2012

¹ Status: A = Approval
A* = Approval & Requiring Board Approval
D = Debate
N = Note