

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARY
REPORT TO THE TRUST HEALTHCARE GOVERNANCE COMMITTEE

HELD ON 22 JULY 2013

Subject:	Annual Equality and Human Rights Report and Supplementary Information 2012/2013
Supporting Director:	Neil Riley
Author:	Liz Johnson – Equality and Inclusion Manager
Status¹	N

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:

- 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 (PSED) found in S.149 of the Equality Act 2010. Publication must take place at least annually.
- The General Duty has three elements; to eliminate discrimination, harassment and victimisation; to advance equality of opportunity and to foster good relations, these three areas relate to persons who share ‘*protected characteristics*’, these are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 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 to people affected by the Trusts ‘*policies and practices*’ i.e. patients.
- The main narrative report is supplemented by objective data provided separately in a ‘supplementary document’ this is intended to complement the main report.
- Guidance issued by the Equality and Human Rights Commission sets out the type of information that should be published. This report and supplementary information takes this guidance into account.
- There is also a requirement in the Regulations to identify and progress ‘Equality Objectives’. The Trust published Equality Objectives for the first time in April 2012.
- The report includes information about progress made in relation to the Trusts Equality Objectives (p.12-14). Progress is overseen and reviewed by the Trust Equality and Human Rights Steering Group.
- The HR Equality and Diversity group oversees progress and maintains an action plan based on analysis of employment information. Progress on actions identified in 2011/12 is reported in the main report (p. 6-7).
- The Care Quality Commission Standards for Quality and Safety state that ‘*providers must consider equality, diversity and human rights in every aspect of their work.*’ (p.32), this report provides evidence supporting CQC standards.
- The report supports requirements set out by Sheffield CCG for reporting in relation to contract compliance. The format of the report this year has been changed slightly to accommodate this.

IMPLICATIONS

	Aim of the STHFT Corporate Strategy 2012-2017	Tick as Appropriate
1	Deliver the best clinical outcomes	x
2	Provide Patient Centred Care	x
3	Employ Caring and Cared for Staff	x
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATION(S):

The Healthcare Governance Committee are asked to note the report

APPROVAL PROCESS

Meeting	Presented by	Approved	Date
TEG	Mark Gwilliam on behalf of Neil Riley	yes	3 July 2013
HCGC	Mark Gwilliam on behalf of Neil Riley		22 July 2013

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