



## **EQUALITY & DIVERSITY GROUP ANNUAL REPORT 2010 – 2011**

### **Foreword**

'We care, we discover, we teach' is at the heart of everything we do at the Christie and is something most evident within the work of the equality and diversity group. This group, made up of interested and committed individuals representing the range of services at the trust, really cares about ensuring people who use the services are treated fairly, and with dignity and respect, regardless of their background, culture or sexuality. This year, this has included:

**Care** – for all privacy and dignity matters, such as eliminating mixed sex accommodation. Our staff advisor network is available to ensure that any concerns staff may have about harassment or bullying are appropriately channelled.

**Discover** - using data e.g. the findings of the Staff Survey and workforce equality data, to understand our position with regard to equality practice and to plan for ongoing improvement as necessary.

**Teach** - ongoing training and education of staff about equality and diversity through the delivery of formal training sessions in the trust. Raising awareness about the importance of equality and diversity, and in particular about new initiatives and legislation such as the Equality Act 2010.

*Jane Sykes*

*Acting Director of Nursing & Governance and Chair of the Equality & Diversity Group*

### **1. Governance and Aims**

The purpose of the Equality & Diversity Group is to steer the ongoing development of an organisational culture of best practice in equality and diversity (E&D), on behalf of the trust.

The group is comprised of a representative and diverse body of people, including staff from all levels, a governor, a patient representative, a member and a trade union representative, as well as individuals with protected characteristics (Equality Act 2010). It is chaired by our Acting Director of Nursing & Governance. The group meets every second month, to defined terms of reference, and reports to the Management Board.

*“As a governor [the Equality & Diversity Group] gives me close contact with Christie staff so I am aware of issues facing various departments. It makes me more aware of what the trust is trying to achieve and I can see how all levels of staff, members and volunteers are working to get there. It also reassures me to see how seriously the trust takes equality & diversity issues and how open it is to new ways of working that will benefit patients.” Abigail Tomkins, Governor*

## **2. Trust equality & diversity achievements in 2010-11**

### **Improving equal access and outcomes in patient services**

*The National Inpatient survey 2010 involved patients from 161 acute and specialist trusts. In response to the question: ‘Overall, did you feel that you were treated with respect and dignity while you were in the hospital?’ the Christie scored 96 out of a maximum of 100. The highest score achieved was 97.*

#### **Single Sex accommodation**

We are compliant with the Government’s requirement to eliminate mixed-sex accommodation, except when it is in the patient’s overall best interest, or reflects their personal choice. We have the necessary facilities, resources and culture to ensure that patients who are admitted to our hospitals will only share the room where they sleep with members of the same sex, and same-sex toilets and bathrooms will be close to their bed area. Sharing with members of the opposite sex will only happen when clinically necessary (for example where patients need specialist equipment such as in the Critical Care Unit, or when patients actively choose to share (for instance Young Oncology Unit).

#### **Development of a Single Equality Scheme and equality policy**

A Single Equality Scheme was developed to set out our corporate equality and diversity aims, current position and progress made, and details action plans for ongoing improvement. The trust’s Equality & Diversity policy was revised in line with the requirements of the Equality Act 2010. Both were developed in partnership with the diverse members of the Equality & Diversity Group and the trade unions.

*“My role on the Equality and Diversity Group is to represent the Corporate Development division, highlighting concerns to the group and feeding back key messages at team meetings. More specifically, I represent trust membership and am working to encourage recruitment and engagement with minority groups, in an effort to ensure that our membership represents the population that we serve.” Nicola Jackson, Membership & Marketing Officer*

## Improving equal access and outcomes in employment

*NHS Staff Survey results 2010*

*The trust scored favourably compared to other acute trusts in several key areas, including:*

- *5% of Christie staff reported experiencing discrimination in the last 12 months, compared to an average of 10%.*
- *56% of Christie staff reported having equality and diversity training in the last 12 months, compared to an average response of 45%.*

### **Staff Adviser Network (Harassment & Bullying)**

The trust operates a zero tolerance approach to harassment and bullying at work. In September 2010, we launched our network of eleven Staff Advisers; these are staff who have been trained to listen to a colleague's concern in confidence and provide information and support to help resolve the issue, in line with trust policy. This service to support staff at work was widely promoted in Team Brief, Chinwag and on the trust intranet.

*"I think the staff advisor network is of vital importance as an independent first port of call for staff who are unsure of what to do and who to talk to if they feel they are being undermined/bullied". Susan Barlow, Staff Adviser*

*"I enjoy being a staff adviser as it gives me a great sense of satisfaction to think I have helped someone just by listening to them, being able to talk through a difficult issue with them and that they have chosen me to discuss this with. This is a great compliment." Jane Hadfield, Staff Adviser*

### **Workforce equality monitoring**

Equality legislation requires the trust to monitor workforce composition to assess whether employment policies and practices are achieving fair and consistent outcomes. Following a major Electronic Staff Record data cleansing exercise, workforce equality data has increased considerably, particularly with regard to disability, sexual orientation and religion, although staff are not required to disclose this information.

### **3. Our aims for 2011 – 2012**

The Equality & Diversity Group will play a key role in understanding and communicating the trust's duties arising from the Equality Act 2010.

The group will develop, analyse and use local population data to support service developments to meet needs of local population. Similarly, workforce data will be reviewed and analysed across all protected characteristics so that any potential barriers to opportunity in employment are identified and steps taken to remove or minimise these barriers.

Optimal care pathways will be developed for vulnerable patients (e.g. those with learning disabilities, mental health problems, the elderly patient) intended to ensure improvement to the vulnerable patient experience and outcomes.