

**Solent NHS Trust Diversity and Inclusion Annual Report 2019 -20**

**EDS2 Progress**

In July 2019 our performance was reviewed against the EDS2 criteria and guidance in order to ensure that we are engaging with our service users and workforce.

The review shows that the Trust is developing or achieving on all of the goals. The areas that the Trust are achieving in are “Better health outcomes for all” and “Improved patient access and experience.” The areas of “A representative and supported workforce” and “Inclusive Leadership” are the areas that are developing and there are plans underway in order to improve these ratings. Since the report was written the Trust has developed further its LGBT and BAME groups and established multifaith and disability resource groups. It is anticipated that the creation and activities of these groups, who are supported by the Head of Diversity and Inclusion, will improve goal 3 which focuses on a representative and supportive workforce.

Solent NHS Trust has a Diversity and Inclusion Strategic group that ensures that these issues are integrated into the Trust at a strategic level.

How is EDS2 strategically supported by the board?

**Workforce Race Equality Standard (WRES)**

The WRES was launched in 2015 as a tool to measure improvements in the workforce for Black and Ethnic Minority (BME) staff through a set of 9 indicators. It is hoped that progress through these indicators will also result in improvements for all staff, and a valued and supported workforce is known to provide better care for patients and service users.

Solent’s WRES data shows that 79.5% of BAME staff believes that the Trust provides equal opportunities for career progression or promotion which is above the national 2018 figure of 72%. There is also positive data for BME staff accessing non-mandatory training and CPD with the relative likelihood of white staff accessing training compared to BME staff being 0.64. This is a decrease from the previous year.

However, the WRES action plan is focusing on the areas that clearly require improvement: increasing amount of BME staff, especially at senior levels and decreasing the reported incidences of bullying and harassment of BME staff. These action plans will be published on our website.

**Our workforce**

**Occupations by Ethnicity –** 6 % of clinical staff and 2% of non-clinical staff identify as BME. Add in Hampshire ethnicity data. There is a lack of BME staff at senior levels in both clinical and non-clinical posts. The amount of BME staff in each band is below the national average (apart from bands 2, 5, 8D and VSM). Figures for band 8D and VSM may appear misleadingly positive whereas the actual figures show 4 out of 32 staff being from a BME background at band 8D and only 1 out of 6 at VSM. It is clear that the Trust needs to increase the amount of BME staff especially at senior levels and this is a key focus of the WRES action plan.

**Age of workforce**

**Workforce Data – local community demographics - DRAFT**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Solent Workforce | Southampton | Portsmouth | Hampshire | Isle of Wight |
| White British |  |  |  |  |
| White Other (list )  Polish  Romanian  etc |  |  |  |  |
| Asian British |  |  |  |  |
| Black British |  |  |  |  |
| Etc…….. |  |  |  |  |

**Gender Pay Gap all staff including non AFC**

**Sexual Orientation**

74% of the our staff describe themselves as heterosexual/straight, 24% chose not to answer, 1% identified as gay or lesbian and less than 1% identify as a sexual orientation that was not listed.

The Trust has recently introduced the rainbow lanyards for staff and currency a quarter of staff have signed up to the scheme. The lanyard wearers carry a responsibility and opportunity to send a positive message of inclusion for both staff and service users. A resource group for LGBT staff has also been established in the later part of 2019 to support staff and act as a resource.

**NHS Jobs – applications, shortlisted and appointed**

**Staff Training on Mandatory Equality, Diversity and Inclusion**

The latest figures for mandatory equality, diversity and inclusion training are from March 2019 and show that 93% of staff have completed the training. This is above the target set by the Trust of 90% and the previous months show a consistent rate of more than 90%.

**Workforce Data**

86% of staff identified as white and 13% as BME. Less than 1% did not disclose their ethnicity. A BME resource group has been established within the Trust the purpose of which is to provide a supportive voice for BAME staff working for Solent NHS Trust that will support the organisation and its commitment to race equality.

25% disability of staff declared themselves to have a disability compared to 72% with no disability. However, out of this 25% less than 1% specified their disability. This is especially problematic when the undisclosed disability may be hidden, and reasonable adjustments are not made.

**Occupation by Gender**

**Our Patients (Different Protected Characteristics)**

**Key Activities 2019**

A new Diversity and Inclusion strategy was written in 2019 that aims to deliver great care to our patients and service users by having learning from people’s lived experience and having an inclusive culture. It focuses on adheringto the Public Sector Equality Duty; threading diversity and inclusion throughout the organisation and having a supportive organisational structure. There will be regular monitoring and review of the strategy to ensure that it is reaching it’s objectives.

In April 2019 Solent completed the NHS Employers Diversity and Inclusion Partnership programme.  The programme supports health and social care organisations to progress and further develop their equality and diversity programme and create a more inclusive workplace culture. What changed as a result of being on this? What was the learning?

The Trust attended several local events over the year in order to promote the Trust. These events included Southampton and Portsmouth Pride and Southampton Mela. The Mela is an international festival which focuses on families and the local community and celebrates different cultures. What did we do at Mela?

Parwan Lull is participating in the WRES Experts programme. This programme aims to equip NHS organisations with in-house expertise to increase workforce equality. Parwan has also spoken to the board about her experience of taking part in the “Stepping Up” Programme. Ask Parwan for more information about both of these programmes.

The Trust appointed a Head of Diversity and Inclusion in 2019 to ensure that the programme of work for diversity and inclusion receives sufficient senior, strategic support. The Head of Diversity and Inclusion also works closely with the Community Engagement team to ensure that the Trust is representing the needs of its stakeholders.

Mental health project in Portsmouth

Veteren project John Bashford

Community Partners Sarah

Nichhols Town GP Project John Bashford

L&D

OD

Equality Impact Assessment