Sandwell and West Birmingham Hospitals **NHS**

NHS Trust

Report Title	**Fulfilling Our Equality, Diversity and Inclusion Commitments - Update**		
Sponsoring Executive	Frieza Mahmood, Chief People Officer		
Report Author	Nick Bellis, HR Business Partner		
	Frieza Mahmood, Chief People Officer		
Meeting	Public Trust Board	**Date**	4th February 2021

1.	**Suggested discussion points** *[two or three issues you consider the Trust Board should focus on]*

There was a detailed EDI Paper with associated proposals discussed at the December Trust Board

This paper provides an update on progress to date in relation to the associated actions

1.	**Alignment to 2020 Vision** *[indicate with an 'X' which Plan this paper supports]*					
Safety Plan		Public Health Plan		People Plan & Education Plan	x
Quality Plan	x	Research and Development		Estates Plan	
Financial Plan		Digital Plan		Other *[specify in the paper]*	

2.	**Previous consideration** *[where has this paper been previously discussed?]*
n/a	

3.	**Recommendation(s)**
The Trust Board is asked to:	
a.	Note the contents of the report
b.	Receive a further update following release of national publication compliance data

4.	**Impact** *[indicate with an 'X' which governance initiatives this matter relates to and where shown elaborate]*						
Trust Risk Register						
Board Assurance Framework						
Equality Impact Assessment	Is this required?	Y		N		If 'Y' date completed	
Quality Impact Assessment	Is this required?	Y		N		If 'Y' date completed	

SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS TRUST

Report to Trust Board: 4th February 2021

Fulfilling Our Equality, Diversity and Inclusion (EDI) Commitments – Update

1.   Introduction

1.1   Following presentation at Trust Board in December 2020, a number of actions have been taken and are planned going forward to meet our EDI commitments.

1.2   Positive steps have been taken to address the issue of resourcing, outlined below. This is especially important at a time when existing resources and capacity is impacted by competing priorities.

2.   Resourcing Our EDI Challenge

2.1   Two focussed full time permanent EDI roles have been developed (outlined below) and advertised with an interview date of 8th February 2021; it is hoped successful candidates will be available to commence by April 2021 (potentially sooner if the successful candidates are from existing staff

- Head of Equality, Diversity and Inclusion – up to 1.0 wte. Band 8b
- Equality, Diversity and Inclusion Manager – up to 1.0 wte. Band 7

This dedicated team will give impetus and focus to our EDI agenda and, alongside the existing 1.0 wte EDI Advisor role, will enable us to effectively work in partnership with internal and external stakeholders to deliver against our Action Plan.

3.   EDI ACTIONS

Following feedback, the EDI Action plan has been refocused on the following key priorities:

- Efficacy of recruitment and employee relations practices
- Equitability of access to career progression and employee development opportunities
- Fairness in relation to the application of pay and related benefits
- Relevance and timeliness of support for those with additional needs/requirements

3.1   Below is an update in relation to current EDI activities linked with Trust and STP priorities:

3.1.1   Black Lives Matter

Following a focussed listening session with our BAME Staff Network, a local Black Lives Matter action plan was developed with significant input into the delivery of related STP work:
- Positive interventions at a leadership and cross organisational level to raise awareness of systemic racism supported by the ground breaking "Memorhyme" organisation.
- Gaining commitment and funding for facilitated STP Board Development sessions to tackle unconscious bias in decision making and to develop a plan for personal accountability for change, to include support for a new reverse mentoring scheme.
- Facilitating cross organisation networking for Trust BAME Network leads so that network led initiatives can be coordinated and enhanced across the STP region.
- Surveying of staff experience of racism and health inequalities across STP organisations.

3.1.2   BAME representation at senior levels

There is limited BAME staff representation (15%) above Band 7 level for non-clinical staff. According to our staff survey, only 76% of our responding staff in the National Staff Survey staff feel there us fairness in career progression within the Trust. Work commenced and ongoing to address this includes:
- Revision of the Trust's Recruitment Procedure to ensure fair process and an inclusive approach to recruitment.
- Utilisation of recruitment data to identify areas of concern in both process and location and to enable focussed work with stakeholders to try and address this.
- Focussed training for Recruiting Managers and panels to ensure fair practice and to reduce unconscious bias.

3.1.3   Disability Visibility and Awareness

Only 2.8% of our staff describe themselves as disabled with 18.9% choosing not to declare a disability, steps to address this will include:
- Introduction of reasonable adjustment passports for disabled staff.
- Communications to reinforce the rights of disabled staff, the definition of 'disabled' and to encourage those not declaring a disability to do so to ensure that we can represent the needs of our staff with a disability.
- Ensuring adequate guidelines for staff about the needs of disabled patients.

3.1.4   Gender Pay Gap/Gender Equality

The Trust's median pay gap is 9.51% with the mean average gap at 22.6%. This is mainly concentrated in the staff groups of Nursing and Midwifery, Allied Health Professionals and Administration and Clerical Staff (including Management roles bands 8a-9). Steps to try and bridge the pay and gender equality issues will include:

- Representative recruitment panels
- Focussed advertising for areas where females are underrepresented
- Review of areas where females are paid less than their male counterparts.
- Aim for the Trust Board to be 50:50 Male/Female by the end of 2021
- Launch the Trust's Menopause Policy and raise awareness to coincide with the 'Menopause Like Madonna' event to break down barriers to accessing support.
- Review of pay award, incremental pay progression and promotional uplift processes

3.1.5   Increased Focus on EDI issues around patients and their communities.

It is recognised that the Trust's EDI action plan is currently very Workforce focussed and that listening to and addressing EDI issues amongst patients such as understanding how different cultures and religions experience the healthcare they receive alongside our treatment of Trans and also disabled patients is a key area of improvement. Steps to address this will include:

- Making this work a specific focus of the new EDI roles.
- Engaging champions from within the Trust's clinical Groups to ensure the patient voice is heard when it comes to EDI issues.
- Working with colleagues in the governance directorate to understand the themes from patient complaints alongside feedback from staff who have also experienced our services as patients.

4.   Staff Networks

4.1   January has seen the bi monthly meetings for two of our staff networks.

- BME Network – our new Chair, Trina Masih, will progress work around a comprehensive network structure to support work going forward, including a renewed focus on the effect of Covid-19 on BAME staff and patients.

- LGBT Network – the network focus this month was on initiatives and communications for LGBT History Month in February, as well as aiming to increase its members and ensure a significant presence in the event that Birmingham Pride goes ahead this Summer by joining forces with other Trusts in Birmingham and the Black Country.

The Staff with Disabilities and Long Term Conditions Network have not met this year but continue to contribute to the development of signposting for disabled staff and patients across Trust sites.

Following agreement at the previous Trust Board, following a review of the activities and purpose of the Muslim Liaison Group, they have now also been officially recognised as a Staff Network in their own right, benefitting from the same facilitated support as other networks.

5.   Recommendations

5.1   The Trust Board is asked to:

a. Note the contents of the report
b. Receive a further update following release of national publication compliance data

Nick Bellis, HR Business Partner
Frieza Mahmood, Chief People Officer

27th January 2021