

Report to:	Board of Directors (Trust Board)
Date of Meeting:	26 th September 2018
Title of Report:	Annual report Equality and Diversity Activity Report 2017-18
Action sought:	For Noting
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Authorised by:	Cathy Walsh Associate Director of Patient and Carer Experience
Presented by	Avril Devaney, Director of Nursing Therapies and Patient Partnerships

<p>Strategic Objectives that this report covers:</p> <ul style="list-style-type: none"> • SO1 Deliver improved and innovative services that achieve excellence. • SO2 Ensure meaningful involvement of service users, carers, staff and the wider public. • SO3 Be a model employer and have a competent and motivated workforce. • SO5 Performance Manage all services using an evidence based approach within a Risk • Management Framework. • SO6 Improve quality of information to improve service delivery and longer term planning. • SO8 Develop Trust's brand value

Distribution

Version	Name(s)/Group(s)	Date Issued
2	Trust wide Equality & Diversity Group	25 th September 2018
1 & 2	POD SC	17 th September 2018
2	Trust Board	26 th September 2018

1. Purpose of the report

This report is to provide the Board with assurance that CWP are meeting their equality and diversity obligations. The report also provides details of our current performance, ongoing work to date, identified challenges and sets key actions for moving forward.

2. Background

The Equality Act (2010) brought together existing legislation and frameworks that relate to discrimination and inclusion. The spirit of the Act is intended to recognise that people are all different and everyone has characteristics about them that mean they may be subject to discrimination or exclusion. The Act clarifies characteristics that lead to discrimination and places a duty on public sector organisations to eliminate unlawful discrimination and promote equality between people who have protected characteristics and those who do not. The characteristics are:

Protected Characteristics		
Age	Disability	Gender
Gender Reassignment (Trans)	Marriage/Civil Partnership	Pregnancy/Maternity
Race	Religion or Belief (including lack of belief)	Sexual Orientation

The Equality and Human Rights Commission (EHRC) is the body that is charged with ensuring compliance and has similar powers to the CQC. As future guidance emerges from the EHRC, the Trust will incorporate it into plans and actions around equality:

3. Progress

Person Centred Framework

CWP's person-centred approach is about connecting with people as unique individuals with their own strengths, abilities, needs and goals. The eight overarching principles celebrate and support us and shares how we relate to the people who access our services as well as how we relate to each other as colleagues.

It is important for the Trust to know what matters to each person we meet. CWP will be adaptable in our approach, working in partnership to provide care, which, as far as possible, takes into account each person's preferences

NHS England Diversity and Inclusion Partners Programme

CWP were successful with their application to be chosen to be part of the NHS England 2017/18 diversity and inclusion partners' programme. The programme supports participating trusts to progress and develop their equality performance over a period of 12 months, and is closely aligned to the Equality Delivery System(EDS2).

The focus of the programme was based on four developmental modules that provided trust with detailed strategic policy support and opportunity to undertake personal development. It also provided a forum to share good practice and network with fellow colleagues in the NHS, and other diversity and inclusion subject matter experts.

Equality Delivery System Assessment 2 (EDS2): Appendix 1

The main purpose of the EDS2 was, and remains, to help local NHS organisations, in discussion with local partner's including local people, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS2, NHS organisations can also deliver on the public sector Equality Duty (PSED).

The EDS2 assessment has four Goals:

- Goal 1 Better outcomes for all
- Goal 2 Improved patient access and experience
- Goal 3 Empowered, engaged and well supported staff
- Goal 4 Inclusive Leadership'

The rating scale is graded using four levels Underdeveloped, Developing, Achieving and Excellent.

Grading is based on simple criteria for each of the standards as highlighted below.

1. Undeveloped	Evidence provided for 0-2 protected characteristics
2. Developing	Evidence provided for 3-4 protected characteristics
3. Achieving	Evidence provided for 5-7 protected characteristics
4. Excelling	Evidence provided for 8-9 (all) protected characteristics

Healthwatch for Cheshire East and West were invited to attend the CWP NHS Equality Delivery System 2 assessments, to score the Trust against EDS2 Goals 1 and 2. The events took place at CWP Redesmere Trust Board base in Chester in May 2018. The assessment was designed to allow key partners such as Healthwatch to undertake and contribute to assessing the performance by CWP in their strategic implementation of the Equality Delivery System 2 (EDS2).

Organisations have also been involved in a number of equality and diversity meetings throughout the year across the trust. The various meetings and visits by CWP provided the trust with the opportunity to update the groups on the trusts work in the area of equality and diversity and provided the various groups the opportunity to inform CWP of their achievements and work in the local communities.

Stakeholders - Partners CWP had worked with throughout the year:

Wirral	Cheshire West	Cheshire East
<ul style="list-style-type: none"> • Wirral Cultural Network • Wirral Change • Wirral Older People's Parliament • Mencap • Wirral Royal Society for the Blind • Age UK 	<ul style="list-style-type: none"> • Deafness Support Network, • Cheshire Halton and Warrington Race Equality Centre, • Body Positive. • Healthwatch Cheshire West 	<ul style="list-style-type: none"> • Body Positive • Healthwatch Cheshire East • Cheshire East Multi Cultural Forum • Motherswell • Deafness Support Network

The EDS2 assessment provided opportunities for Healthwatch to ask questions of CWP staff. CWP provided evidence produced by respective services against the EDS2 goals. The Healthwatch representatives then rated and scored the CWP Trust performance against the EDS2 rating scale.

The EDS2 assessment for Goals 3 and 4' was completed by staff side representatives the Trust equality and diversity co-ordinator presented the information at the staffside meeting which consist of all staffside partners i.e. Royal Collage of Nursing (RCN) UNITE and UNISON the Trust scored 'Achieving' for both goals.

EDS2 partners' assessment grades for goals 1 and 2 with comparison between 2016-2017 and 2017-18

The information below highlights the difference in the assessment scoring for each goal and outcomes between last year 2016-17 and this year 2017-18.

Developing (D)   Achieving (A) =

Outcome grades for:: Goal 1	Trustwide	
	2016-17	2017-18
1. 'Better health outcomes for all' CWP Trustwide:		
EDS2 Outcome 1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving	Achieving
EDS2 Outcome 1.2 Individual people's health needs are assessed and met in appropriate and effective ways	Achieving	Achieving
EDS2 Outcome 1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	Achieving	Achieving
EDS2 Outcome 1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	Achieving	Achieving
EDS2 Outcome 1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	Achieving	Achieving

Outcome grades for:: Goal 2	Trustwide	
	2016-17	2017-18
2. 'Improved patient access and experience' CWP Trustwide:		
EDS2 Outcome 2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds	Achieving	Developing Additional evidence being provided for Achieving

EDS2 Outcome 2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving	Achieving
EDS2 Outcome 2.3 People report positive experiences of the NHS	Achieving	Achieving
EDS2 Outcome 2.4 People's complaints about services are handled respectfully and efficiently	Achieving	Achieving

Equality Delivery System 2 Goal 3:	
Goal 3. 'Empowered, engaged and well-supported staff'	Verified by: Staffside Reps Unison Unite and RCN: March 2018
CWP Trustwide	2016-17 and 2017-18 Received the same assessment score
EDS2 Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Achieving
EDS2 Outcome 3.2 The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	Achieving
EDS2 Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving
EDS2 Outcome 3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Achieving
EDS2 Outcome 3.6 Staff report positive experiences of their membership of the workforce	Achieving

Equality Delivery System 2 Goal 4:	
4. 'Inclusive Leadership'	
CWP Trustwide	2016-17 and 2017-18 Received the same assessment score

<p>EDS2 Outcome 4.1</p> <p>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p>	<p>Achieving</p>
<p>EDS2 Outcome 4.2</p> <p>Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed</p>	<p>Achieving</p>
<p>EDS2 Outcome 4.3</p> <p>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p>	<p>Achieving</p>

Responses and actions to the Equality Delivery System 2 (EDS2) assessments will be developed and embedded into the Trust 4 year Equality Objective Plan 2016-20 action plan and some business plans completed by the clinical service units to improve services to people accessing services that help support delivery of personal fair diverse services and monitored via the diversity framework.

Diversity Framework

The Trust Diversity Framework continues to develop and embed into the locality structure. Each locality has established a locality wide partnership network / group, which consists of members from the diverse community, the three groups, are at different stages of maturity and effectiveness. The purpose of the locality groups is to respond to the EDS2 assessment and drive improvement in how we provide services locally to people with protected characteristics and provide assurance to the Trust wide Equality and Diversity Group of the quality of equality and diversity in their local services. This group reports through the People Operational and Development group.

Diversity partners: Tomorrows Woman, Age UK, Deafness Support Network, Irish Community Care Merseyside, Wirral Lesbian Gay Bisexual Transgender (LGBT) / Terrence Higgins Trust, Wirral Multicultural Centre (BME), Merseyside Society for Deaf People, Body Positive LGBT, Cheshire East Multi Cultural Forum (BME) Sahir House, Older Peoples Parliament

Workforce Race Equality Standard (WRES) Appendix 2

The NHS Equality and Diversity Council agreed in July 2014 that action across the NHS needs to be taken to ensure employees from black and ethnic minority (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

The Workforce Race Equality Standard (WRES) consists of nine metrics. Four of the metrics are specifically on workforce data and one metric on the percentage difference between organisations' Board voting membership and its overall workforce.

Four of the metrics are based on data derived from the national NHS Staff Survey indicators and highlights the differences between the experience and treatment of White staff and BME staff in the NHS.

The CWP 2017 NHS Staff Survey was completed by 1683 staff, which is a response rate of 53%, which is above average (45%) for combined mental health / learning disability trust in England. It compares with a response rate in the Trust in 2016 of (47%) in 2016 staff highlighted their ethnic background as white 97% and BME 3% in 2017 the ethnic background figures were white 96% and BME 4%.

Workforce: There are four workforce indicators and the standard compares the metrics for White and BME staff. Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation has highlighted a significant decrease in BME staff entering the formal disciplinary route in 2017-18 compared to 2016-17, and BME staff entering the disciplinary process has returned to the 2015-16 figure of 1 BME staff member.

	Entering Formal Disciplinary Process		Headcount		Relative likelihood of staff entering the Disciplinary process	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
White	53	29	3224	3272	1.64%	0.89%
BME	4	1	126	139	3.17%	0.72%
Not Stated	1	0	1	77		
2016-17	Relative likelihood of BME staff entering the formal Disciplinary Process compared to white staff				1.93 Times more likely	
2017-18					0.81	

The organisation recognised the increase of BME staff entering the formal disciplinary process. The Trust included this issue within the action plan for improvement. Data analysis was completed to understand the cause of the increase and to breakdown the information into locality service lines, reasons and possible themes. Disciplinary cases involving BME staff members were examined to look for common themes/issues.

The subject of ethnicity was also built into HR team meetings to ensure that this subject was raised and explored. The 2017-18 WRES results have seen a significant improvement in the 2016-17 WRES data. In addition, opportunities to set up a focus group for BME staff to get a better understanding of BME issues in the workplace and how best to implement these have been debated and examined and these have been advertised widely across the organisation.

NHS Staff survey: there are four questions regarding the NHS staff survey and responses are highlighted below comparing 2016-17 results to the 2017-18 results

	Indicator	Data for reporting year 2017	Data for previous year 2016
5	<p>KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p> <p>Experiences of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months has seen the figures for white staff stay the same and increase by 6% for BME staff.</p>	<p>White staff: 24%</p> <p>BME staff: 42%</p> <p>Average (median) for combined MH/LD and Community Trusts</p> <p>White staff– 25%</p> <p>BME staff- 28%</p>	<p>White staff: 24%</p> <p>BME staff: 34%</p>

6	<p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p> <p>Experiences of experiencing harassment, bullying or abuse from staff in last 12 months has seen an increase of 1% for white staff and 2% for BME staff.</p>	<p>White staff: 17%</p> <p>BME staff: 17%</p> <p>Average (median) for combined MH/LD and Community Trusts</p> <p>White staff– 20%</p> <p>BME staff- 23%</p>	<p>White staff: 16%</p> <p>BME staff: 15%</p>
7	<p>KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion</p> <p>Experience of white staff has seen a decrease of 1% and BME staff 7% believing the Trust provides equal opportunities for career progression.</p>	<p>White staff: 90%</p> <p>BME staff: 90%</p> <p>Average (median) for combined MH/LD and Community Trusts</p> <p>White staff: 88%</p> <p>BME staff: 76%</p>	<p>White staff:91%</p> <p>BME staff: 97%</p>
8	<p>Q17. In the last 12 months, have you personally experienced discrimination at work from any of the following?</p> <p>b) Manager/team leader or other colleagues</p> <p>Experience of white staff has seen a 1% increase from 2017 and there has been an increase of 5% from 2017 for BME staff</p>	<p>White staff: 5%</p> <p>BME staff: 8%</p> <p>Average (median) for combined MH/LD and Community Trusts</p> <p>White staff: 6%</p> <p>BME staff: 11%</p>	<p>White staff: 4%</p> <p>BME staff: 3%</p>

Workforce Race Equality Standard (WRES) action plan 2017-18

At a NHS England WRES workshop in 2017 the NHS England lead for the WRES at the time Roger Kline made the recommendation that WRES action plans need to more specific with only a few actions therefore the CWP 2017-18 WRES action plan consisted of only 3 specific actions covering Diverse Workforce, Recruitment, Disciplinary Processes

Diverse Workforce

Whilst the Trust can show representation in the various bandings in our workforce as a whole there is work to be done to attract minority staff across the range of job opportunities and in particular into senior roles.

Recruitment

Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts is still an area for development although there has been a slight increase in 2017-18. The Trust will monitor and address any imbalance and review reasons for the outcome of BME staff not being appointed after interview.

Disciplinary Processes

Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. The 2017-18 data highlighted a significant decrease in BME staff entering the formal disciplinary route compared to 2016-17, and BME staff entering the disciplinary process has returned to the 2015-16 figure of one BME staff member the Trust will monitor data throughout the year and address issues if they arise.

4.3 Board Representation Indicator:

For this indicator, compare the difference for white and BME staff

	Indicator	Data for reporting year	Data for previous year												
9	<p>Change to question in 2017-18</p> <p>Percentage difference between the organisations' Board voting membership and its overall workforce</p> <ul style="list-style-type: none"> membership and its overall workforce disaggregated by voting membership of the board By executive membership of the board <p>2017-18</p> <p>14 Board members: 1 BME and 12 White 1 not stated</p> <p>2016-17</p> <p>14 Board members: 1 BME and 13 White</p>	<p>Percentage difference between the organisations' Board voting membership and its overall workforce 3.16%</p> <p>2017-18</p> <table border="1"> <thead> <tr> <th>Board Member-</th> <th colspan="2">Overall W/F</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>85.71%</td> <td>93.81%</td> </tr> <tr> <td>BME</td> <td>7.14%</td> <td>3.98%</td> </tr> <tr> <td>Not Stated</td> <td>7.14%</td> <td>2.20%</td> </tr> </tbody> </table>	Board Member-	Overall W/F		White	85.71%	93.81%	BME	7.14%	3.98%	Not Stated	7.14%	2.20%	<p>Percentage difference between the organisations' Board voting membership and its overall workforce is 3.44%</p> <p>By executive membership of the board</p> <p>Board Directors:</p> <p>White: 92.86% BME: 7.14%</p>
Board Member-	Overall W/F														
White	85.71%	93.81%													
BME	7.14%	3.98%													
Not Stated	7.14%	2.20%													

Data: Appendix 3

CWPs workforce for April 2017–March 2018 reasonably reflects the characteristics of local populations across the areas that CWP serves. There has been a slight increase over the last twelve months in the number of staff from Black and Minority ethnic backgrounds 3% 2016-17 to 4% in 2017-18. The challenges for the Trust in improving representation is understanding the distinct differences in community make up across the large geographical area we serve and working with the number of small and locality based services that are spread out across the Trust.

CWP aim to provide a personal, fair and diverse working environment for all of our staff and the majority of the Trusts evidence from the NHS Staff Survey results to demographic information suggest this is felt by our staff too.

Staff Profile Highlights Headlines: As of March 2018 CWP employed 3489 people of which:

- **80%** are women
- **25.67%** are aged under 35 and **26.95%** are aged over 55
- Across Cheshire West & Chester, Cheshire East, Wirral and Trafford there are between **3% - 9.38%** of staff from Black Minority and Ethnic Communities depending on where staff are located across the Trust.
- **3.53%** of staff disclosed that they consider themselves to have a disability, **90.43%** of staff told us they do not consider themselves to have a disability with the remainder either unknown or chosen not to disclose.
- **80.10%** of staff disclosed as Heterosexual and **1.54%** as Lesbian, Gay or Bisexual with the remainder unknown or chose not to disclose.
- **50.88%** of staff considers themselves Christian, **14.61%** as Atheists and the third biggest group at **8.56%** choosing to define their religion as Other
- **20.15%** choose not to disclose their religion or belief.

Interpretation & Translation: Appendix 4

In order to meet the needs of people accessing our services whose first language is not English, the Trust has a varied list of recognised service providers in place to meet interpretation and translation requirements. This includes telephone interpretation, face to face interpretation, written translation, British Sign Language, Easy Read, Audio, Braille and Large Print.

The Trust continues to promote its Interpretation & Translation Best Practice Guidance for booking interpretation and translation services. The CWP website has the Browse Aloud facility, which adds speech, reading and translation support to the Trust website facilitating access and participation for those people with print disabilities, dyslexia, low literacy, mild visual impairments and those with English as a second language

Accessible Information Standard: Appendix 5

The Accessible Information Standard aims to ensure that people who have a disability, impairment or sensory loss are provided with information that they can easily read or understand with support so they can communicate effectively with services. Examples of the types of support that might be required include large print, braille or using a British Sign Language (BSL) interpreter.

The Trust has promoted the Accessible Information Standard and has begun to implement the five requirements of the standard:

- Ask people if they have any information or communication needs, and find out how to meet their needs.
- Record those needs clearly and in a set way.
- Highlight or 'flag' the person's file or notes so it is clear that they have information or communication needs and how those needs should be met.
- Share information about people's information and communication needs with other providers of NHS and adult social care, when they have consent or permission to do so.
- Take steps to ensure that people receive information which they can access and understand, and receive communication support if they need it

CWP's Commitment to Delivering Personal, Fair and Diverse Healthcare Services Equality Priorities 2016—2020: Appendix 6

In 2016, CWP produced its Trust wide 4 year Equality Objective Action Plan 2016-2020, the actions in the plan were agreed after reviewing information and evidence from the various EDS2 assessments, NHS England initiatives and issues raised by staff and the local E&D network groups

CWP Equality Priorities for 2016-2020

Improving our Intelligence:

- Develop a Trust-wide approach to collecting equality information
- Review the data available relating to those currently accessing CWP services data/information in order to identify gaps in equality and diversity information reporting.
- Work with lived experience representatives to further consult with people who access CWP services and their carers in relation to Trust E & D objectives and action plan
- Formalise relationships with Local Authority, third sector and other statutory bodies to enable greater sharing of data and intelligence information in relation to equality groups and health inequalities

Developing our Staff:

- Continue to review the training offered for staff and provide a summary of mandatory and non-mandatory training by ethnic groups providing data for the Trust wide Equality & Diversity group
- Develop a WRES action plan to encourage a more diverse workforce in the various bandings and attract minority staff across the range of job opportunities and in particular into senior roles.
- Develop a range of successful community and staff engagement events and activities that highlight different communities and demonstrate the Trusts commitment to being a personal, fair and diverse organisation
- Provide opportunities for staff to be involved in the setting up of staff network groups for BME LGBT, Woman Adopted Staff and staff with a disability or long term medical condition

Working with our Communities:

- Corporately and locally develop robust partnership working with third sector providers including the sharing of information and intelligence, partnership service delivery and shared training events
- Develop leaflets with partnership organisations to ensure they are reflective, meet the needs of our targeted communities, and ensure our website is truly reflective of our personal, fair and diverse services we deliver.
- Invite representatives from the various diverse community to present information and training sessions on issue relating to their specific group,
- Support local community events across the CWP footprint example: Chester Pride

Quality Contracts

Contract Guidance recommends that commissioners' service specifications should clearly set out requirements for protected groups where there is a need to do so. Through their contract monitoring, commissioners ensure that providers are working towards better health outcomes for all and improved patient access and experience. The EDS2 provides a tool to flag issues of concern that can be dealt with through the contract monitoring process.

Trust Diversity Information

This year the Trust has published a variety of reports and information to meet both its statutory and contractual obligations: these reports can be found on the CWP website:

<http://www.cwp.nhs.uk/about-us/our-vision-and-values/equality-and-diversity/>

- Equality Delivery Standard 2 (EDS2) Appendix 1
- Workforce Race Equality Standard (WRES) Appendix 2
- Staff Equality Monitoring Report 2017-18 Appendix 3
- CWP Interpretation and Translation Report 2017-18: Appendix 4
- CWP Equality & Diversity 4 Year Objective Action Plan 2016-2020 Appendix 5

Equality Impact Assessments

Equality Impact Assessments are completed on all CWP policies strategies and proposed changes to services. The CQC CWP inspection report published in December 2015 after the inspection in June 2015 highlighted 'All the policies we saw had a comprehensive equality impact assessment'. The Trust has reviewed its Equality Impact Assessment process and guidelines and will review it in partnership with 3rd sector organisations in 2018-19

Challenges identified 2018/19

- EDS2 evidence needs to be more specific on how services are provided to all members of the diverse communities. A decision has to be made regarding EDS2 assessments being locality based or service groups based
- Changes to Carenotes in relation to gathering information on gender, example 'asking if you are male or female' it had been highlighted by our partners in the LGBT community that some people don't see themselves a male or female hence the reason for asking for an option of other/ prefer not to say
- Introduction of the Workforce Disability Equality Standard (WDES) in late 2018- the NHS staff survey (2017) highlights CWP staff with a disability responses to non- disabled staff and these need addressing for staff with a disability, the setting up of the CWP Disabled Staff Network should assist in addressing the points highlighted in the report
- Workforce Race Equality Standard (WRES) the 2018 report has highlighted the positive improvements in BME staff not entering the disciplinary process compared to 2016-17 the Trust will continue to monitor BME staff entering the disciplinary process as an action in the WRES action plan.
- Accessible Information Standard (AIS) the Trust will continue to raise the profile of the AIS to staff and monitor developments and progress against the standards although the CWP IT systems need upgrading in order to achieve improvements in the collection of data
- The development of staff networks for BME LGBT Disability Woman and Staff who have been Adopted, the challenge relates to the Trusts geographical footprint and how staff can be actively involved in the networks

Action taken or in progress:

- EDS2 Evidence: worked with Healthwatch and have had guest speakers coming to the Trust to meet the CWP Equality Champions to discuss issues relevant to their specific groups: i.e. Unique: Transgender Organisations, Body Positive: LGBT group Wirral Change Refugees & Asylum Seekers
- To address the issues relating to data collection the Trust have: highlighted certain areas that need to be improved on care notes, the collection of data on sexual orientation.
- The Trust have promoted Stonewalls publication 'What's it got to do with you' this publication highlights reasons for collecting data, this has been promoted on the CWP internet, CWP Essential and will be promoted across the Trust in 2018-19
- Copies have been sent to all 3 Locality Equality leads and Champions and raised at the CWP Equality & Diversity Committees
- Workforce Disability Equality Standard (WDES) begin to prepare for its introduction towards the end of 2018.
- Staff network groups the process of setting up staff network groups for BME Disability Woman and LGBT has begun, a request has been made to set up a group for staff who have been through the adopting process.

The Trust wide equality and diversity group will continue to monitor the actions in response to these challenges.

Recommendations, The Board of Directors are asked to note the following:

- Regarding the responses to point three of the WRES Report: Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. The increase was recognised, an action plan implemented and there has been a significant reduction in BME entering the disciplinary process.
- The Trust is compliant with the requirements of the Equality Act and the CCGs Equality and Diversity Quality Requirements, regular updates are provided to the various commissioners as requested in the quality contact
- The progress made in embedding the Equality and Diversity Framework across Trust is updated at the Trust Equality & Diversity Group the Equality Delivery System 2 (EDS2) assessments have been completed by the Healthwatch and a process for collecting evidence for the EDS2 assessments for 2018-19 has been agreed and the updates will be presented to the Healthwatch at stages throughout the year, and the Trusts progress will be updated to the Trust wide Equality and Diversity Group
- CWP's Commitment to Delivering Personal, Fair and Diverse Healthcare Services 2016—2020 There are governance arrangements in place to monitor progress of the Trust Equality and Diversity 4 year 2016-2020 objective action plan and updates will be provided to the various CWP committees.

Appendix: 1: Workforce Race Equality Standard Report (WRES) 2017-18



18-19-107 WRES to
Ops Board July 2018 I

Appendix: 2 Equality Delivery System 2 (EDS2) 2017-18



EDS2 Trustwide
EDS2 Report 2017-18

Appendix: 3 CWP Staff Equality Monitoring Report 2017-18



CWP Staff equality
monitoring report 201

Appendix: 4 CWP Translation and Interpretation Report 2017-18



Translation and
Interpretation Report

Appendix: 5 NHS England Accessible Information Standard



Accessible+Informati
on+Standard+poster

Appendix: 6 CWP Personal Fair and Diverse Commitment 2016-2020



**4 Year Equality
Objective Plan 2016-:**



**E&D poster priorities
2018-19.pdf**