

**Equality and Human Rights Steering Group  
update to Workforce & Transformation Board  
of Assurance Group**

(January 2017) – Update on Trust’s Equality Objectives

*Great care, close to home*

## 1.1 LCHS Equality Objectives 2016/17 update

The Trust's Equality objectives listed below as the equality priorities for the financial year 2016-17.

**Priority 1:** Increase uptake of the Family & Friends Test

**Priority 2:** Improving access and experience for local communities through engagement

**Priority 3:** Implementation of the Workforce Race Equality Standard (WRES)

**Priority 4:** Implementation of the Equality Delivery System (EDS2)

### Priority 1: Increase uptake of the Family & Friends Test (FFT)

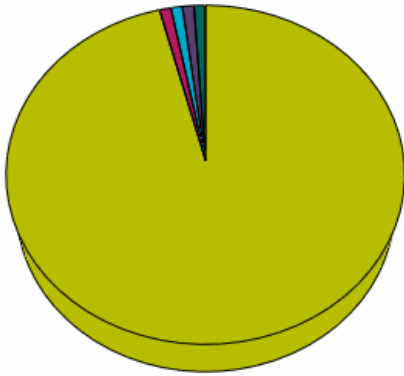
This report is looking at the ethnicity equality monitoring data for the FFT from June 16 – Dec 17. This data shows that we are now beginning to collect feedback on services from our Eastern European Community in Lincolnshire. This has been supported by the Health Link Worker.

#### Table of Responses

##### 9 - What is your ethnic group?

	June 16	Jul 16	Aug 16	Sept 16	Oct 16	Nov 16	Dec 16	Total
White	402 95%	767 96%	861 97%	642 97%	952 93%	739 97%	215 89%	<b>4578</b> <b>95%</b>
Mixed ethnic group	7 2%	6 1%	7 1%	8 1%	12 1%	7 1%	6 2%	<b>53</b> <b>1%</b>
Asian or Asian British	4 1%	6 1%	8 1%	6 1%	34 3%	5 1%	3 1%	<b>66</b> <b>1%</b>
Black or Black British	1 0%	7 1%	5 1%	4 1%	10 1%	1 0%	3 1%	<b>31</b> <b>1%</b>
Chinese	-	1 0%	-	-	-	-	1 0%	<b>2</b> <b>0%</b>
Polish	6 1%	3 0%	2 0%	-	11 1%	8 1%	6 2%	<b>36</b> <b>1%</b>
Latvian	1 0%	2 0%	6 1%	1 0%	4 0%	1 0%	2 1%	<b>17</b> <b>0%</b>
Russian	-	-	-	-	1 0%	1 0%	2 1%	<b>4</b> <b>0%</b>
Lithuanian	1 0%	2 0%	2 0%	1 0%	3 0%	-	2 1%	<b>11</b> <b>0%</b>
Other ethnic group	-	3 0%	1 0%	1 0%	1 0%	3 0%	1 0%	<b>10</b> <b>0%</b>

**9 - What is your ethnic group?**



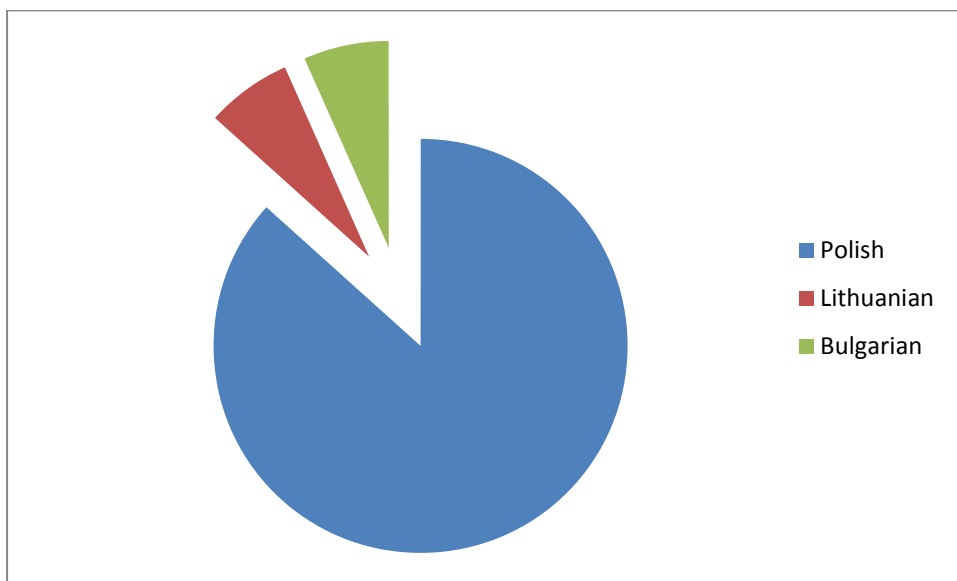
White	4578	95%
Mixed ethnic group	53	1%
Asian or Asian	66	1%
British		
Black or Black	31	1%
British		
Chinese	2	0%
Polish	36	1%
Latvian	17	0%
Russian	4	0%
Lithuanian	11	0%

## Priority 2: Improving access and experience for local communities through engagement

The Health Link Worker has now been in post since June 16. Anna has been engaging with the local Eastern European Community in Boston as part of her role working for the 0-19 Services.

### International Group

The first meeting was held on the 10<sup>th</sup> December in Boston, 15 members from the local Eastern European community attending. The group has decided they would like to meet twice monthly and on the fourth meeting to have a health representative to talk to the group. Next meeting in January 2017 the TB team are due to attend.



### Volunteers

The Health Link Worker has also approached over 10 members from the Eastern European Community who are willing to be volunteers for LCHS. They are presently going through the Volunteers process.

## Priority 3: Implementation of the Workforce Race Equality Standard (WRES)

The WRES data for LCHS was published in August 2016. It was identified that data for two indicators were not collected. Below is the data collected so far from April 16 to present date.

### WRES indicators 3&4

3. Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
4. Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff

### **Priority 3 Update**

**With regards to WRES indicator 3:** Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. Data has been collected from April 2016. Three people entered the formal disciplinary process regarding an allegation of Bullying & Harassment, all three identified as British.

**With regards to WRES Indicator 4:** Relative likelihood of BME Staff accessing non-mandatory training and CPD as compared to White staff – awaiting data to be compiled.

### **Priority 4: Implementation of the Equality Delivery System (EDS2)**

EDS2 is included in the NHS standard contract and the Clinical Commissioning Group (CCG) Assurance framework. It has been designed to help NHS organisations to continuously improve their equality performance and help meet its equality duties under the 2010 Equality Act. All NHS organisations are obliged to use EDS2 as part of their contractual and assurance obligations. The Care Quality Commission (CQC) will also look at a Trust's EDS to look for areas to potentially inspect, and to determine if the Trust is 'well led'.

### **Priority 4 Update**

#### **Goal 1: Better Health Outcomes**

- FFT – work done to increase uptake of FFT responses. New provider in place. Collection of Equality Data changed to include local ethnic groups
- 15 steps programme in-place

#### **Goal 2: Improve Patient Access and Experience**

Work has commenced to engage with Lincolnshire's local Eastern European Communities.

- Appointment in June 2016 of a Health Link Worker = Anna Kusztyb from the local Polish Community
- Community engagement work with Boston Mayflower, Bakkavor food factory, TB Team, Health visitors, school nurses, children's centres and local Polish Newspaper.
- Community group meeting at Boston Body Hub held.
  - In attendance 13 Polish, 1 Lithuanian and 1 Bulgarian
  - The group would like to meet bi-weekly and on the 4<sup>th</sup> meeting would like a health care provision to attend to discuss services provided by LCHS
  - Next Meeting 7<sup>th</sup> January – TB team to attend
- Attendance to Catholic Church Sunday meetings - LCHS and LCC promoting school admission event. (Over 50 people at the service – people mainly wanted to talk about children's services and flu jabs.
- Articles around LCHS Services and activities translated into Polish and placed into the Polish Newspaper (online/hard copy) – weekly if articles available

- Contact made with Hana Rafajova who has started a group called 'Boston More in Common'.
- She is working closely with the Police as a volunteer and she works for Boston College.
- Plans under discussion to launch a Staff Group for Black, Minority and Ethnic (BME) in the New Year.
- LCHS is involved with the National development of collecting LGBT data for patients

### **Goal 3: A representative and supported workforce**

- First two year of the Workforce Race Equality Standard (WRES) published, identified work now being undergone to gather data on indicators 3 and 4.
- Staff Networks relaunched.
- LGBT multi agency conference February 2017 – Chief Executive and Chair attending
- LCHS stall at Lincoln Pride in September 2016 – theme of 0 – 19's health and well-being
- LCHS is involved in developing National Guidance for Workforce Disability Equality Standard (WDES)

### **Goal 4: Inclusive Leadership**

- WRES data published in August 16
- Executive Diversity sponsors for protected characteristics planned for Board Development Day.
- Trust Board & NED posts to be advertised locally and different languages
- Diversity Conference planned for May 17 during the NHS Employers Equality week