

Agenda item no:	3.3TF
Enclosure no:	

Meeting:	Equality & Inclusion Board
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Date:	18 th January
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Title:	PSED (Public Sector Equality Duty) Update
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Presented by:	Yassar Mohammed Equality & Diversity Officer
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Prepared by:	Yassar Mohammed Equality & Diversity Officer
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Purpose:	Information	<input checked="" type="checkbox"/>	Discussion	<input type="checkbox"/>	Recommendation	<input type="checkbox"/>	Approval	<input type="checkbox"/>
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Linked to risk register:	No	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	Datix No:	<input type="checkbox"/>	H/M/L
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Additional resources required:	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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This report covers (tick all that apply):

Strategic objectives:	
We will nurture a culture, which provides: safe, effective, caring, responsive and well led services.	<input checked="" type="checkbox"/>
We will involve and listen to patients, carers and family's experience to continually improve services we provide.	<input type="checkbox"/>
We will be a leading provider of specialist mental health, learning disability	<input type="checkbox"/>

and children's services, proactively seeking opportunities to develop our services, building partnerships with others, to strengthen and expand the services we provide.	
Attract and retain well-trained, diverse, flexible, empowered and valued workforce.	
Resources will be used effectively, innovatively and in a sustainable manner.	✓

Evidences compliance to:						
Health & Safety Executive						
Care Quality Commission ✓	Safe	✓	Caring	✓	Responsive	✓
	Effective	✓	Well Led			✓

Have impact assessments been completed for this report / strategy?			
Quality Impact Assessment	Y/N/na	Equality Impact Assessment	Y/N/na

Number of pages in Document	1	Number of Appendices	0
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Executive Summary

The purpose of this paper is to provide an update of the Public Sector Equality Duty. The Trust has a legal duty under the Equality Act 2010 to show due regard & make available patient, corporate & workforce data on its Website. The data is presented in the Equality Hub & is refreshed annually.

1. Introduction

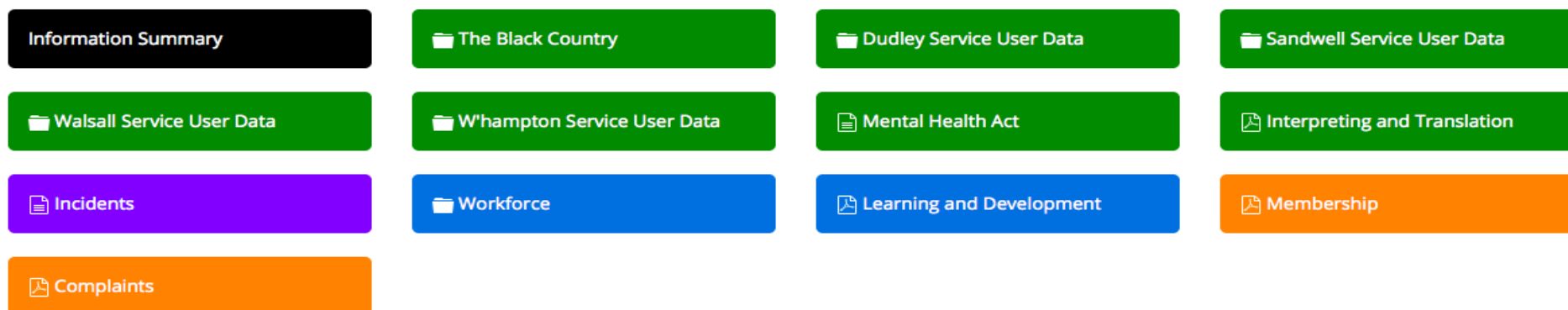
The Equality Hub is simple yet effective tool, it's focus is to provide information for decision makers, the public, CCG's, Commissioners & the CQC. In 2015-16 we have had a total of 2467 downloads.

Equality Hub screenshot from Equality pages

To provide services that are relevant and accessible to the needs of the population we serve, our workforce needs to reflect the diversity of the Black Country and we also need to build a clearer picture of the people using our services, those who might potentially need our services and those involved in helping us to develop them.

To enable us to do this we need to gather as much 'equality information' as we can. Equality information is often collected by the 9 personal characteristics protected by the Equality Act - age, disability, gender-reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex (gender) and sexual orientation.

As well as using this information to help us develop our services we are also required to share and publish all this information, as part of our equality duty as a public sector body. We are aware that there are areas for improvement where we do not have as much information or the level of detail as we would like. Improving the quality of our equality information continues to be one of our key equality objectives.















1.2 When the Workforce or Sandwell Service User Data tab is selected in the Equality Hub this is the content the user is presented with:

Workforce

 Staff Ethnic Group by Pay Band 2015-16
 Disciplinary 2015-16
 Grievance 2015-16
 Recruitment 2015-16
 Staff Age & Gender 2015-16
 Staff Assignment & Marital Status 2015- 16
 Staff Disability/ Sexual Orientaion/ Employee Catergory 2015-16
 Staff Ethnic Group Split by proffesion 2015-16
 Staff Religion, Nationality & Length of Serivce 2015-16
 Trust Ethnic Profile 2015-16

Sandwell Service User Data tab content

 Demographic Data for Sandwell IAPT 2015-2016
 Diversity Report - on OASIS - Sandwell children services community
 Diversity Report - on OASIS - Sandwell children services outpatient
 Diversity Report - on OASIS - Sandwell LD community teams
 Diversity Report - on OASIS - Sandwell LD inpatients
 Diversity Report - on OASIS - Sandwell LD outpatients
 Diversity Report - on OASIS - Sandwell MH Adult community teams
 Diversity Report - on OASIS - Sandwell MH Adult inpatients
 Diversity Report - on OASIS - Sandwell MH Adult outpatients
 Diversity Report - on OASIS - Sandwell MH Older Adult community teams
 Diversity Report - on OASIS - Sandwell MH Older Adult inpatients
 Diversity Report - on OASIS - Sandwell MH Older Adult outpatients

Data examples

2. Service User

2.1 Incidents & complaints

From 2015-16 the 18-29 year old was involved in 28% of incidents across the Trust. 11% of incidences taking place involved Black African or Black Caribbean service users. The Mental Health services received 83 informal complaints from April – September 2016, 12 of these informal complaints originated from Dale Ward of the 83 informal complaints received 26 of these related to staff attitude.

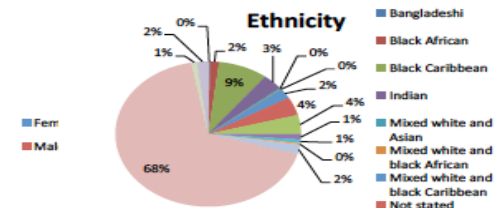
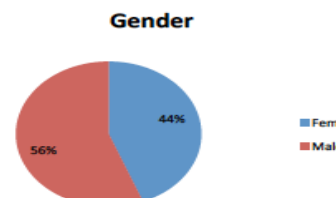
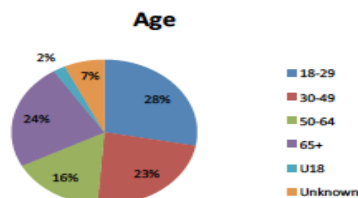
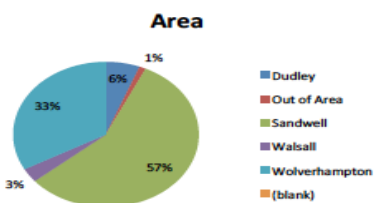
Incidents - Persons affected - 1 October 15 to 30 September 16

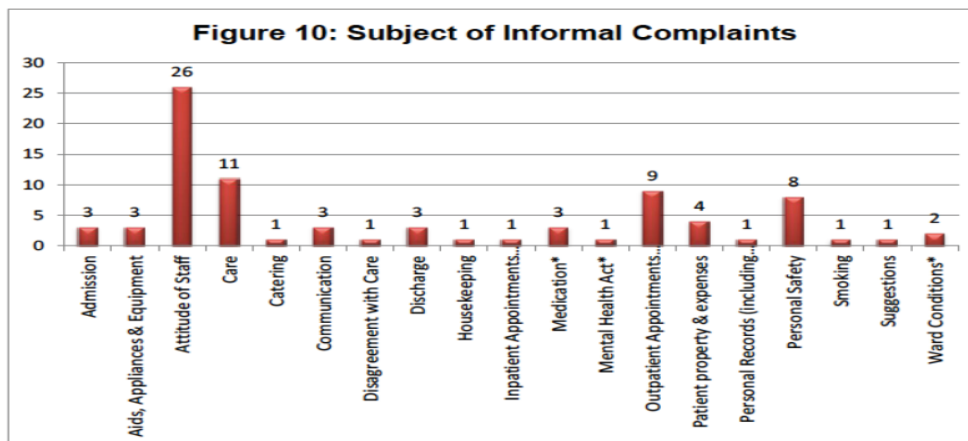
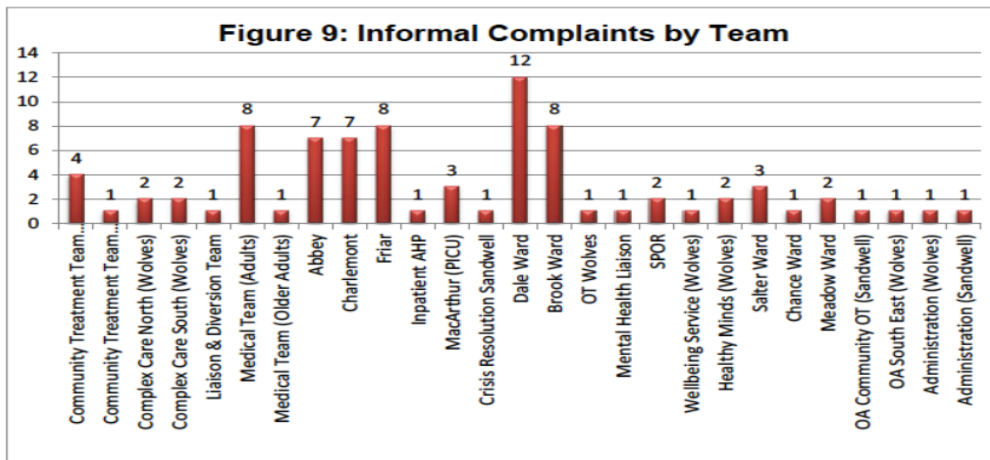
Row Labels	Count of Area
Dudley	221
Out of Area	42
Sandwell	2125
Walsall	117
Wolverhampton	1231
(blank)	
Grand Total	3736

Row Labels	Count of Age Band
6% 18-29	1046
1% 30-49	868
57% 50-64	604
3% 65+	878
33% U18	80
0% Unknown	261
100% Grand Total	3737

Row Labels	Count of Gender
28% Female	1644
23% Male	2093
Grand Total	3737

Row Labels	Count of Ethnicity	
44% Bangladeshi	11	0%
56% Black African	56	2%
100% Black Caribbean	305	9%
Indian	123	3%
Mixed white and Asian	11	0%
Mixed white and black African	4	0%
Mixed white and black Caribbean	79	2%
Not stated	144	4%
Other Asian	151	4%
Other Black	42	1%
Other ethnic category	29	1%
Other mixed	13	0%
Pakistani	72	2%
White - British	2387	68%
White - Irish	33	1%
White - other white	69	2%
(blank)		0%
Grand Total	3529	100%





2.2 Services

Dudley LD Community Teams

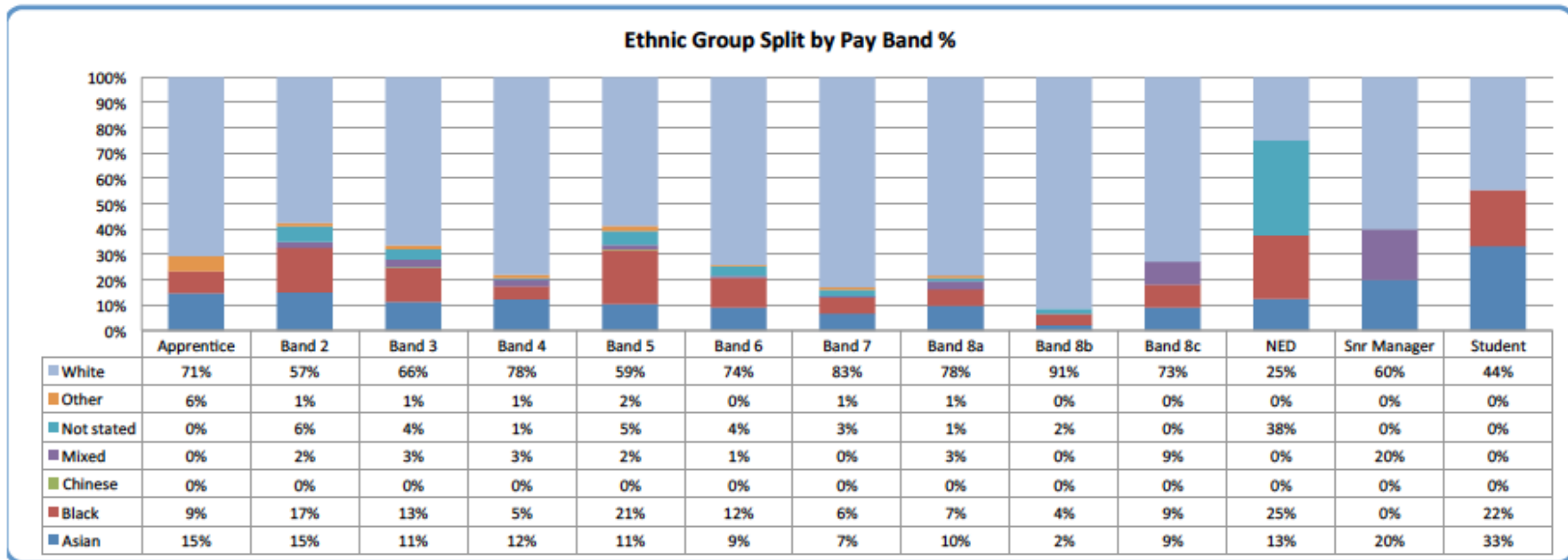
Ethnicity	2014- 15	2015-16	Increase	%
White British	1868	1972	104	6%
Black	32	42	10	31%
Pakistani	45	49	4	8%

Wolverhampton Mental Health Act Detained Patients

Ethnicity	2014- 15	2015-16	Increase	%
White British	114	111	3	-3%
Black	27	39	12	44%
Pakistani	2	3	1	50%

3. Staff

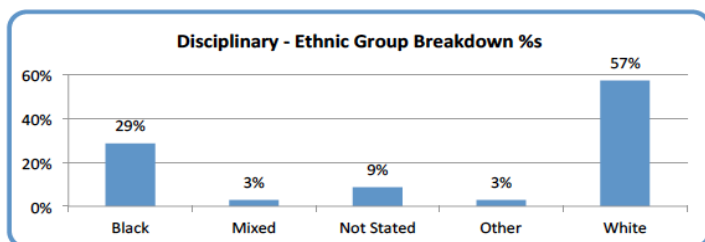
3.1 Ethnic Profile by Band



3.2 Disciplinary

29% of Black staff went through the disciplinary process 2015-16.

Ethnic Group	Numbers	%s
Black	10	29%
Mixed	1	3%
Not Stated	3	9%
Other	1	3%
White	20	57%
Total	35	100.00%



Trust Ethnic Profile

Ethnic Group	Nos	%s
Asian	261	13%
Black	253	12%
Chinese	2	0%
Mixed	40	2%
Not stated	82	4%
Other	39	2%
White	1385	67%
	2062	100%

3.3 Disability

Decline in staff declaring disability

Disability	2014- 15	2015-16	%
No	482	464	-4%
Yes	33	24	-27
Undefined	1517	1512	0%

3.4 Sexual Orientation

Decline in staff declaring sexual orientation

Sexuality	2014- 15	2015-16	%
Gay	8	6	-25%
Heterosexual	595	563	-5%
I do not wish to disclose	93	86	-8%
Lesbian	6	5	-16%
Undefined	1329	1402	6%

4. Compliance

The 2015-16 data has been refreshed & will be uploaded onto the Equality Hub by close of January 2017. The data will assist with providing information that will enable the formulation of BCPFT Equality, Inclusion & Human Rights Action Plans 2017-2019.

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