

## Appendix 1

# Equality, Diversity & Inclusion Annual Report 2020

Shrewsbury and Telford Hospital  
NHS Trust



# Executive Summary

Our Annual Equality, Diversity & Inclusion report provides assurance and an account of how at SaTH we are progressing this very important agenda to our Trust Board. This report provided an overview of the EDI activity during 2020.

The report highlights our activity against the general equality duty as outlined in the Equality Act 2010, to have due regard for the need to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations between people who share a protected characteristic and those who do not.

Promoting and supporting diversity in the workplace contributes towards employee wellbeing and engagement and a diverse workforce can drive an organisation's effectiveness through enabling people to reach their full potential, in turn improving innovation and decision-making, as well as meeting the needs of a diverse population.

The Trust is committed to creating a culture of openness and transparency. As a requirement of the Public Sector Equality Duty, the Trust must capture a range of equality related information and report on it.

# Covid-19 Response

In March 2020 the COVID-19 pandemic started to affect the UK. As a result changes were made to services and policies to support and protect SaTH's most vulnerable staff and patient groups.

We established our Staff Networks to help us to better understand, and respond to the concerns and anxieties of our staff. Together we developed our Risk Assessment toolkit and guidance for managers and these are being continually updated and reviewed.

Our International recruitment was suspended in May 2020 due to the global travel restriction and increasing spread of the virus. The nurses that did manage to join us in March/April 2020 were provided with dedicated pastoral care and support to enable them to adjust to their new work and living environments

There has been a focus on staff health and wellbeing and supporting staff through the change in physical work environment and shift in job role in response to urgent priorities throughout the NHS and local authorities

# Vaccinating vulnerable, marginalised and hesitant groups

As part of the roll out of the COVID-19 vaccination, a number of groups of people have been identified as either being especially vulnerable to serious illness, hospitalisation or death should they contract COVID-19. There are also communities and individuals who are marginalised and may not wish or be able to engage with mainstream provision. Local insight identified the following groups to develop a specific and targeted engagement approach. Information has been available in alternative formats and languages other than English so that everyone has access to the information that they need



# Legal Requirements


The Equality Act 2010:




This places key duties on statutory organisations that provide public services. It protects people from unfavourable treatment and discrimination, and this refers particularly to people with the following protected characteristics:

- Age
- Disability
- Sex (gender)
- Sexual orientation
- Gender reassignment
- Race (including national identity and ethnicity)
- Religion or belief
- Pregnancy and maternity
- Marriage and civil partnership.



# Equality Objectives



## Our Equality Objectives

### Engage to create inclusive healthcare

- Develop our Trust Board and Senior Leadership as E, D & I champions.
- Meaningful and targeted patient engagement and data collection, driving service improvement to reduce health inequality.
- Establish our staff networks and patient group to help shape our services and culture.

### Empower to achieve

- Engender of culture where staff feel a sense of belonging and allyship
- Culturally enrich our organisation by reflecting the diverse communities we serve.
- Enrich our Organisational Development offer, so staff are informed and empowered.

### Embed and celebrate

- Develop an E, D & I Reward and Recognition framework for the Trust
- Seek external accreditation to demonstrate continuous improvement
- Annual E, D & I conference

# Workforce Data:

**80% of our staff are  
Female**

**Same as 2019**

**13% of our staff are  
Black, Asian  
Ethnic, Minority**

**11.3% in 2019**

**3% of our staff have  
informed us of a  
disability**

**2.6% in 2019**

**2.5% of our staff  
have informed us  
that they identify as  
LGBTQ+**

**2% in 2019**



# Workforce Initiatives

In line with our Equality Objectives – **Engage, Empower and Embed**, we have been focussing our work on our Cultural journey and our commitment to engender a sense of belonging for all staff.

**SaTH is now a member of Employer Network for Equality & Inclusion ( ENEI) [www.enei.org.uk](http://www.enei.org.uk)** , which is the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace. They work with our Members to achieve and promote best practice in equality and inclusion in the workplace. We focus on delivering high quality practical advice, products and services.

Our greatest asset is our staff and we have now established our 3 staff networks who will work with our EDI Lead to enhance our work further and help shape our priorities for 2021-2022.

We have celebrated a number EDI events during 2020-21:

- Black History Month in 2020 with national, regional and local speakers, sharing their lived experiences of racism and encourage Allyship to support the priorities.
- Installed Rainbow Crossings at each site as part of LGBT History Month
- As part of Interfaith Week we organised learning about the Eid and other religions and faiths from across the world
- We have refreshing the Rainbow Badge Scheme and seeking Allyship to support our LGBTQ+ colleagues
- Our Staff Network Chai shared their personal stories as part of the 'National Day to raise awareness of Rare Diseases
- We delivered workshop raising awareness on Neurodiversity and how we can better support colleagues and managers
- We celebrated South Asian History Month with food, Asian sweets and Bhangra dancing

The Unconscious bias workshops have been very well received – 150 staff have attended so and found them excellent and recommend that they are more widely available and mandatory for managers.

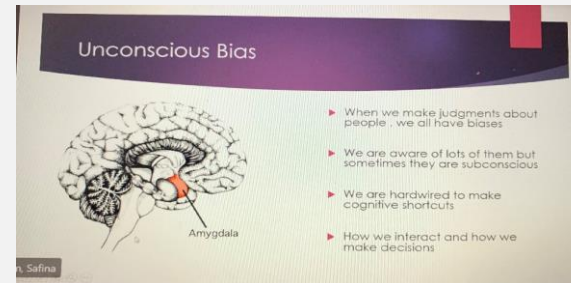


# Workforce Initiatives



## BIM2020

DIG DEEPER, LOOK CLOSER, THINK BIGGER



## Stand up to racism



# Patient and Community initiatives:

## The Trust Equality, Diversity and Inclusion Advocate Group:

The EDI Advocates Group are members of the community who work with the Trust to promote equality, diversity and inclusivity and work to challenge and resolve inequalities on behalf of patients, staff, visitors and all other SaTH communities.

Examples of work the EDI group have been involved in are:

- Involvement in the new Trust Equality Impact Assessment template
- Development of a demographic data capture sheet to capture demographic data of people accessing services within the Trust
- Reviewing action plans developed by services in response to feedback gathered at the EDI stakeholder event
- Reviewing the Trust recruitment process to ensure it is accessible for applicants and supports the Disability Confident Scheme

## Access to translation and interpretation:

Access to translation services is available on the Trust intranet, translation can be booked at any time of the day or night improving accessibility: <https://intranet.sath.nhs.uk/patients/interpretation.asp>

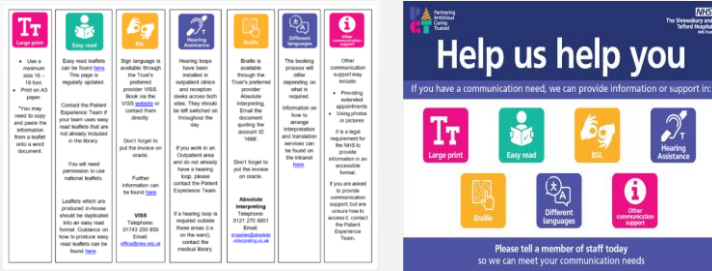
A page on translation has been posted on the Trust website to highlight to members of the public that translation and interpretation support is available within the Trust: <https://www.sath.nhs.uk/patients-visitors/advice-support/communication/>

The Trust website uses Browsealoud to support accessibility and this translates information from text to speech in 99 languages, large text and highlighted backgrounds, however this does not replace the need for written translation of patient information.

The Trust Interpretation and Translation Policy incorporates a language identification card to support areas in identifying the language required for an interpreter.

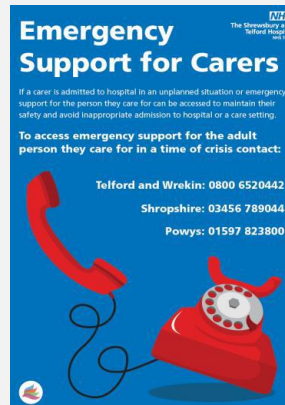
# Patient and Community initiatives:

Within ITU communication boards are available to support ventilated patients in communicating, boards are available with pictures, the alphabet and plain for patients to write on. The Wards have communication books with images and basic phrases in a range of languages to support basic communication.



## Supporting and signposting carers:

- Hospital Carer Link Workers are available to provide signposting, information and support for carers.
- Unpaid carers awareness sessions are available to increase awareness of the role of carers and support available within the community
- Carers pages have been published on the Trust website to provide information and signpost carers to both local and national support. The pages were developed in partnership with the Shropshire and Telford and Wrekin Carers Leads and Hospital Carer Link Workers: <https://www.sath.nhs.uk/patients-visitors/advice-support/information-for-carers/>



## Supporting patients with mental health:

- The Trust has two Mental Health Matron / Leads to provide support across adult and children and young people services
- A Mental Health Liaison Team is a service provided by Midland Partnership Foundation Trust to help improve staff awareness and skills in dealing with mental illness, reduce readmission and support patients return to their own home

# Conclusion:

In the past year we have made significant progress with our equality and inclusion work and have seen a significant amount of activity, which has helped to raise confidence and trust within our workforce.

Throughout the last year there has been considerable pressure on the NHS and staff due to the COVID-19 pandemic. There have been changes for both patients and workforce, but equality and ensuring wellbeing have been at the core of decision making. We can learn from some of the changes made due to COVID-19 and ensure they work for staff and patients in the future.

We recognise that we still have work to do to address the issues identified with the staff survey and our Workforce Race Equality Standard data relating to bullying and harassment. Our Cultural Change platform will enable us to have a deeper understanding of the issues faced by our colleagues and enable us to be more responsive.

**End of Report** If you would like any more information on our Equality, Diversity and Inclusion work or this report in a different format please get in touch with [David.Cousins@nhs.net](mailto:David.Cousins@nhs.net)