

Equality, diversity, and inclusion annual report



Contents

Foreword 3

1. Introduction. 4

2. About the Trust. 5

 Our vision. 5

 Our mission 5

 Our values 5

 Our strategic objectives. 5

 Our priorities 2022/2023 5

3. About our population. 7

4. About our workforce 8

 Monitoring our workforce 9

5. About our membership 10

6. Our strategic approach to equality and diversity 11

7. Progress during the period 2021-2022 12

 To support the collection of insight and data we have: 12

 To support our approach to capturing the voice and views of people we have: 13

 To support our approach to workforce we have: 13

 We can demonstrate an improvement in outcomes and experience for specific groups protected under the equality act, including carers: 13

8. A focus on addressing inequalities in health 15

9. Governance 17

10. Our forward view 17

11.1 Trust equality objectives 17

11.2 Trust wide involvement objectives 19

11.3 Our legal and statutory obligations 21

Foreword

At our Trust we make over 80,000 contacts a month. Behind each of these contacts is a person with their own experiences, beliefs, values and needs that we must align with to enable us to provide the best and most appropriate care.

We also strive to make our Trust a great place to work. A priority for us is valuing each of our members of staff as unique individuals with their own skills, backgrounds, and histories which shape the person they bring to work.

To achieve our ambitions, we must listen to and learn from our workforce and the people we care for so that our services can improve and become more responsive, personalised, respectful and compassionate. In doing this, we will be better equipped to address health inequalities and understand the needs of the communities we serve.

This year the Trust has made significant progress in delivering on our public sector equality duty. With involvement underpinning our work, we have ensured that equality, inclusion and equity is central to everything we do.

We've supported the collection of insight and data, captured the voice and views of people, and supported our approach to workforce with the aim of making this Trust a great place to work. In this annual report, we'll reflect on the work we've done so far and look ahead to our ambitions for the future as we continue to make improvements.

With thanks to all our staff who each day ensure that we care with all of us in mind.



Marie Burnham

Chair



Mark Brooks

Chief executive

A 'Respect' project was set up to tackle trends in negative language and behaviours relating to ethnicity, sexual orientation, and gender. The project included an art competition across the wards to promote positive identity and celebrate diversity

We successfully completed our latest inclusive leaders shadow board programme in July 2022 with a focus on supporting leaders from underrepresented groups, with evaluation to inform the next programme delivery model in progress ready for 2023

1. Introduction

Our Trust belongs to us all. It considers the voices of service users, carers, families and friends, our staff, board members and people who live in the local communities we serve. We take this responsibility very seriously. It is fundamental to how we communicate with and work alongside everyone.

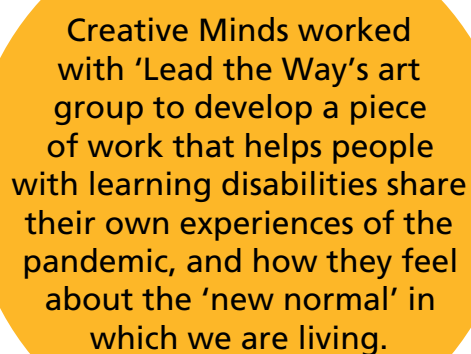
Our mission is to help everyone to fulfil their potential and live well in their community. This is supported by a clear set of values that put people at the heart of everything we do. We continue to focus on tackling health inequalities, addressing barriers to accessing services, the wider determinants of health, systemic disadvantage and impact of institutionalised racism.

Whilst we know there is still much more that we need to do, this year the Trust has made significant progress in delivering on our equality and public sector equality duty and work is progressing at pace to ensure we continue to build on our progress in the forthcoming year and beyond. To ensure we comply with our statutory responsibilities under the Equality Act 2010, especially the Public Sector Equality Duty (PSED) and the Health and Social Care Act 2022, we must consider equality and involvement at each stage of service delivery including as part of any decision-making process.

The Trust believes that an integrated approach to equality, involvement, communication, and membership will help us deliver on our inclusion agenda. We know that each of these areas has its own drivers and legal obligations which we need to adhere to and deliver on. Our approach to equality will be driven by involving people and will ensure our methods and approaches are reflective of the audience we are aiming to reach. This means that a one size fits all or single approach will not provide the right conditions. Our commitment will be to always understand our audience before we start any activity.

The Trust has an equality, involvement, communication and membership strategy and supporting annual action plans to ensure an integrated approach to delivering on our strategic objectives. The approach is insight driven and offers a joined-up approach to delivering equality and involvement in its broadest sense. The strategy identifies the processes already in place to support equality and inclusion and the breadth of insight and intelligence that already exists.

Using the principle of involvement to underpin everything we do, we will drive the equality and inclusion agenda and ensure that equality, inclusion, and equity is central to everything we do to reduce inequalities, tackle stigma, and eliminate discrimination.

A large orange circle containing text.

Creative Minds worked with 'Lead the Way's art group to develop a piece of work that helps people with learning disabilities share their own experiences of the pandemic, and how they feel about the 'new normal' in which we are living.

A large purple circle containing text.

Staff at Kirklees IAPT received training on delivering transcultural therapy combined with a focus on providing culturally sensitive supervision.

2. About the Trust

We are South West Yorkshire Partnership NHS Foundation Trust, a specialist NHS Foundation Trust that provides community, mental health, and learning disability services to the people of Barnsley, Calderdale, Kirklees, and Wakefield. We also provide some secure (forensic) services to the whole of Yorkshire and the Humber. All our services are focused on principles of recovery and co-production, working with the strengths of each person and those of their carers and wider community.

The Trust also provides services that promote health-producing communities and prevention through supported self-care, recovery focused approaches, peer support and community involvement, volunteering to supported employment. The Trust's recovery colleges, linked charities (Creative Minds, Spirit in Mind, Mental Health Museum) and significant volunteering services, as well as Altogether Better (a national organisation that is hosted by the Trust) further contribute to this. Set out below are our vision, mission, and values.

Our vision:

To provide outstanding physical, mental, and social care in a modern health and care system.

Our mission:

We help people reach their potential and live well in their community.

Our values:

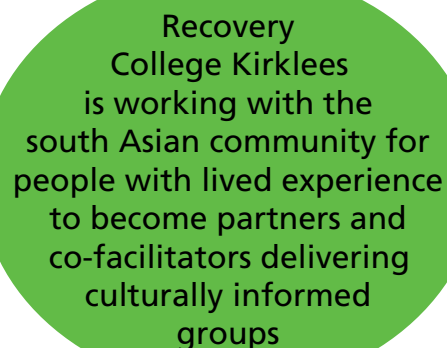
We are a values-based organisation, which means our values are followed by all our staff and underpin everything we do:

- We put the person first and in the centre
- We know that families and carers matter
- We are respectful, honest, open, and transparent
- We improve and aim to be outstanding
- We are relevant today and ready for tomorrow

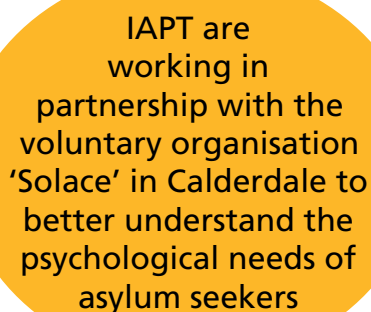
Our strategic objectives are:

- Improve health
- Improve care
- Improve our use of resources
- Make this a great place to work

Our priorities for 2022/2023 are driven by understanding equality, and addressing inequality through inclusive involvement. This is the consistent theme that runs through everything that we do, driven by our equality, involvement, communication and membership strategy.

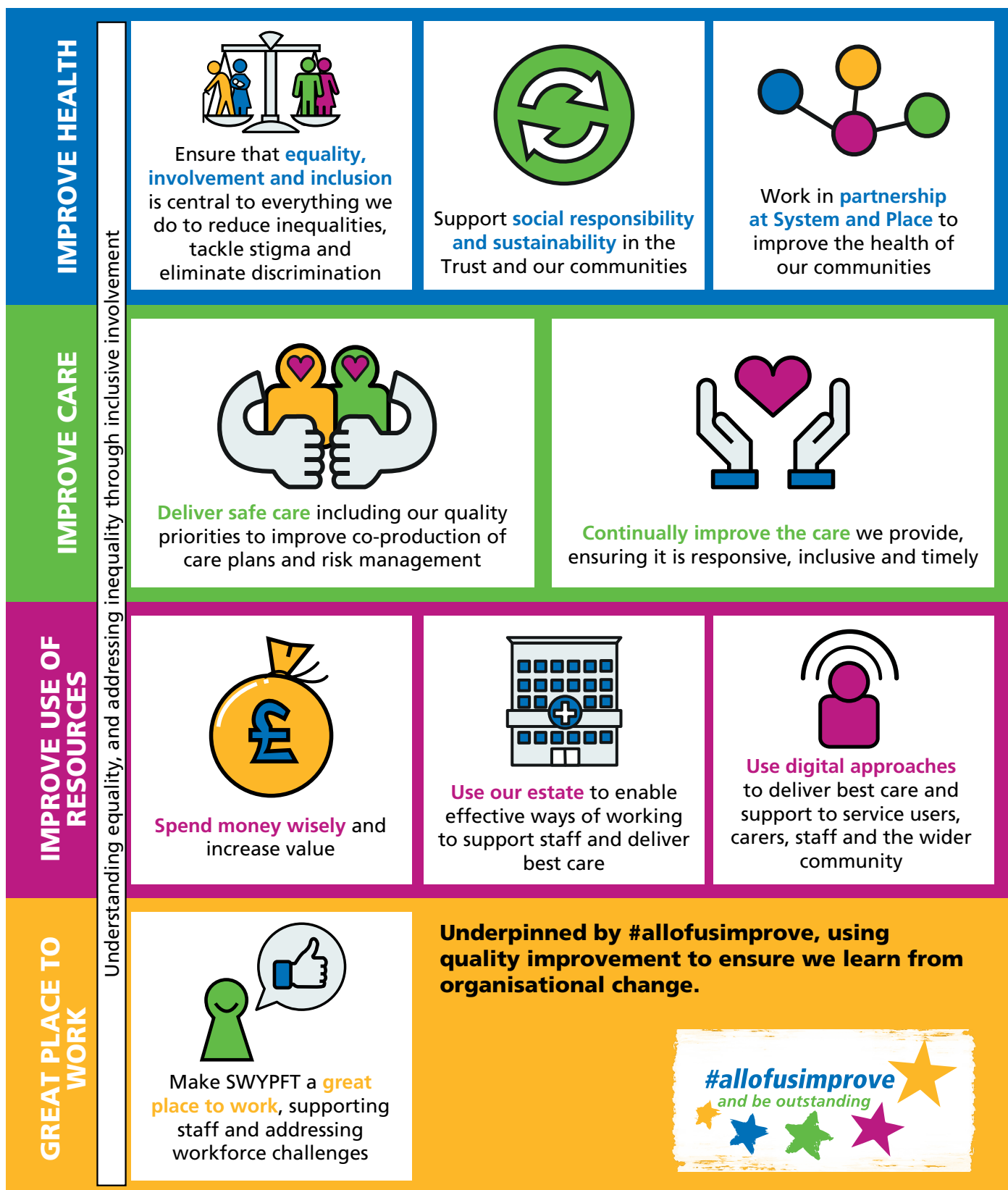


Recovery College Kirklees is working with the south Asian community for people with lived experience to become partners and co-facilitators delivering culturally informed groups



IAPT are working in partnership with the voluntary organisation 'Solace' in Calderdale to better understand the psychological needs of asylum seekers

Our Trust priorities 2022/2023



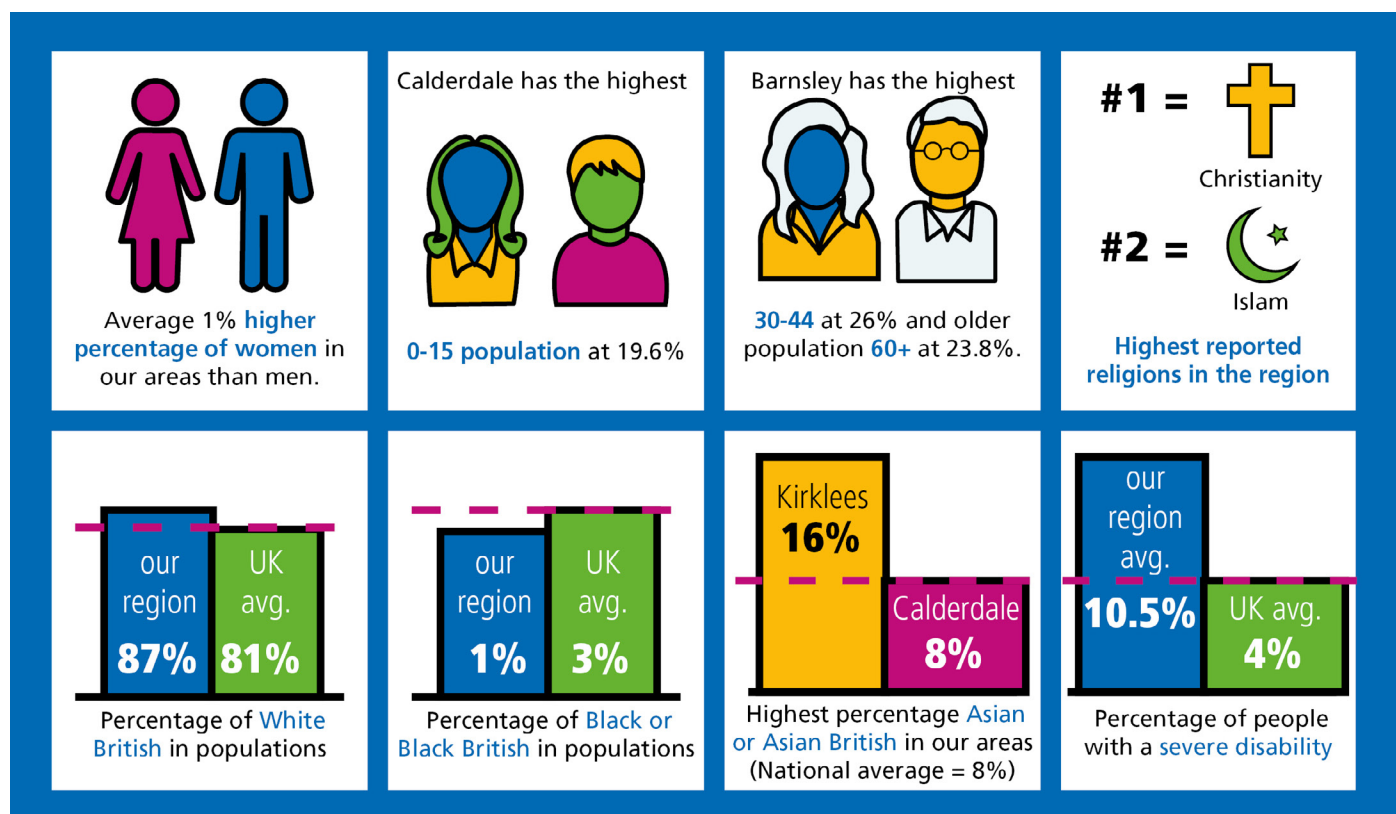
Perinatal pathways include peer support workers as key members of staff within the new pathway design.

Young people were involved in the co-creation, design and development of a choose well campaign aimed at other young people

3. About our population

We serve 1.22m people who live across South and West Yorkshire in the local authorities of Barnsley (239,300 people), Calderdale (209,800), Kirklees (440,000) and Wakefield (332,000). However, we also have services and staff in North Leeds, Sheffield, Doncaster, and Rotherham.

Most of the care we provide is delivered in local communities. This means we work in all the villages, towns, and cities, from Todmorden and Hebden Bridge in the west, to Castleford and Pontefract in the east and to Hoyland and the Dearne Valley to the south of Barnsley – and all points in between. Our population lives in a mix of rural and urban areas. In all communities the 2011 census tells us:



- There is on average across all areas a 1% difference in the population reported as male and female, with female reporting higher.
- Across all ages Calderdale has the highest 0-15 population at 19.6%, and Barnsley has a higher working age population 30-44 at 26% and older population 60+ at 23.8%.
- Christianity and Islam respectively are both the highest reported religion and belief.
- We know that white British people make up 87% of our region's local authority population, more than the England average of 81%.
- Of the other main minority groups Black or Black British people comprised 1%, less than the England average of 3%.
- Asian or Asian British people comprised 8%, the same as the England average. The local authorities with the largest proportions of Asian people are Kirklees (16%) and Calderdale (8%).
- We know that those who report having a disability that impacts them a lot is higher than the census 2011 national average of just over 4% in the communities the Trust covers. This ranges from 8% to over 13%.

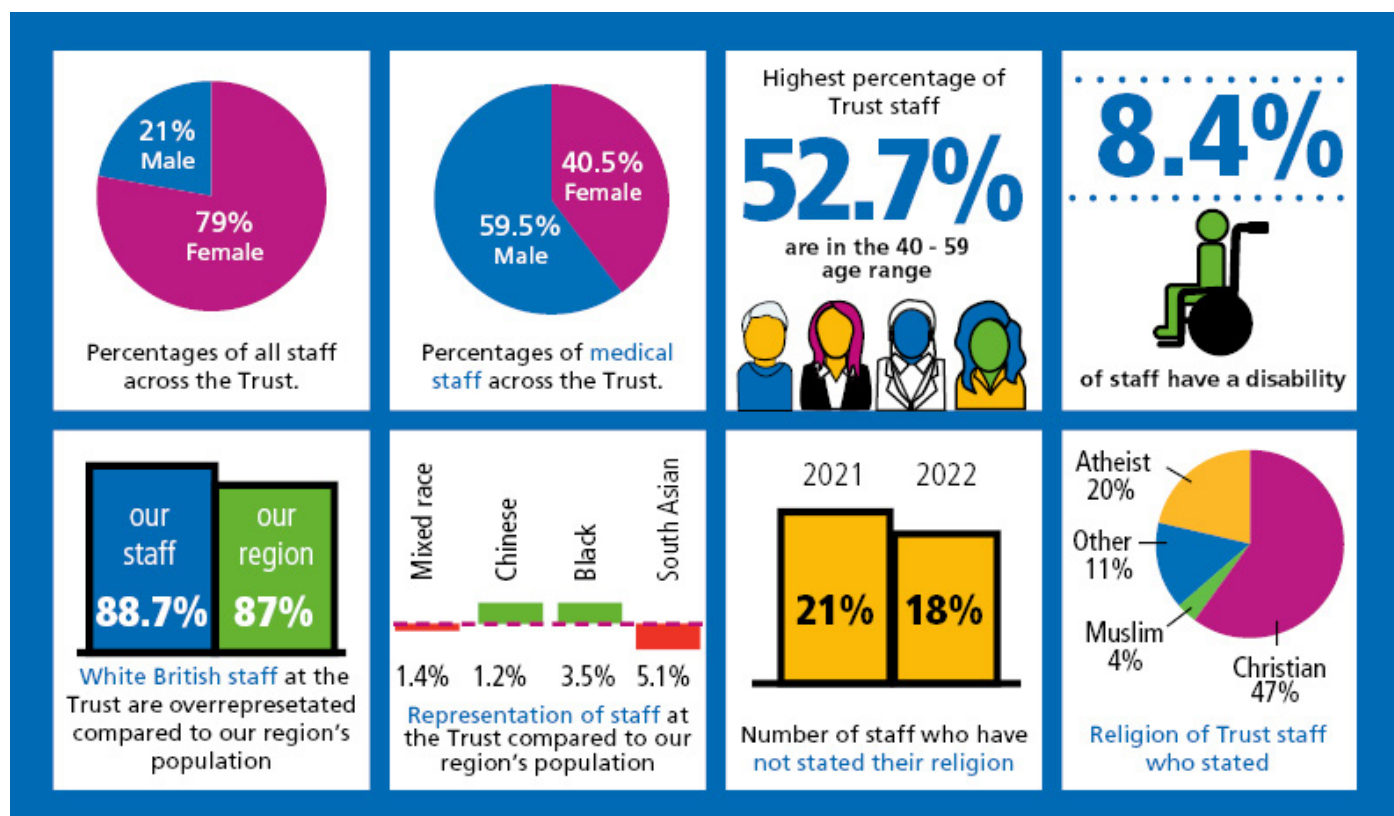
We know this profile is likely to change significantly over the next 20 years with BAME groups accounting for almost 80% of the UK's population growth (Policy Exchange, 2014).

4. About our workforce

The Trust currently employs 4,594 staff in both clinical and non-clinical support services. Our staff work hard to make a difference to the lives of service users, families, and carers (source: www.southwestyorkshire.nhs.uk/about-us-2/performance/workforce-equality/).

Services delivered include mental health, learning disability, forensic, wellbeing services, some physical health and an extensive range of community services.

The Trust board and governors believe they, and the workforce, should be reflective of communities we serve. Over the last year diversity has been retained across the board with a good balance of gender, age, and ethnicity. Governors use a targeted approach to support recruitment from local communities. Our workforce data is set out below:



- The Trust split of 79% female to 21% male staff is reflected approximately across most areas, except for medical staff (40.5% / 59.5%). As in previous years, female staff continue to make up over three quarters of Trust staff.
- As in previous years, the highest number of Trust staff fall in the age bands 40-49 and 50-59, with over 52.7% of the total staff being between 40 and 59.
- The data shows that 8.4% of our staff consider themselves to have a disability, an increase of over 2% from last year. The total number of staff is 384, this is an increase of 118 since last year.
- The Trust's staff profile has a larger white British representation than the local demographic of the people that it serves collectively. Trust wide, 88.7% of the total staff in post are white British which is down from last year by 1.3% and equates to an overrepresentation of 1.7% of the total population.
- Staff who are mixed race represent 1.4% of our workforce which is slightly below 1.5% average. Chinese staff are over-represented at 1.2%, we have 3.5% of staff who are black which is an are over-representation of the population average of by 1.06% and we have 5.1% of staff who are South Asian which is an underrepresentation based on the population average of 7.74%

- The number of staff who have not stated their religious belief (unknown) has decreased from 2021 at 21% to 18% currently. Staff who reported did so as 47% Christianity, 4% Islam, 11% other and 20% atheism.

All our staff receive mandatory equality and diversity training and over the past year the Trust has managed to retain compliance of an average 94% across all staff groups.

In addition to mandatory training, staff receive specific training, and in the last year staff received training on all protected groups using a series of lunchbox talks, developed by the community using short films. In addition, the Trust procured the development of enhanced training for equality and inclusion with a focus on bias and dominant identity with reflective practice built in.

There are four thriving Trust staff networks. Each network is set up to engage and involve staff, ensure they have a representative voice, and that they can influence the approach for our workforce. Networks can influence our direction of travel, consider equality and address inequalities through discussion, participation, and leadership.

The staff networks we have in place are:

- REaCH (race equality and cultural heritage) staff network
- Carers staff network
- Disability staff network
- LGBT staff network

Barnsley staff in community services took part in transgender training and awareness

Monitoring our workforce

The Trust requirement for recording and monitoring the diversity of our workforce is further enforced by the requirement to implement a standard for race and measure the experience of staff with a disability.

Implementing the Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES) are requirements for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. NHS organisations use the metrics data and local data to develop a local action plan and enable them to demonstrate progress against the indicators of disability equality.

You can see the full WRES and WDES data report and action plan for 2022/2023 on the Trust website:

www.southwestyorkshire.nhs.uk/about-us-2/performance/workforce-equality/

The Trust co-hosted an event with the REaCH staff network with a key national speaker. 'Recognising and addressing inclusive practice in mental health' attracted over 80 participants.

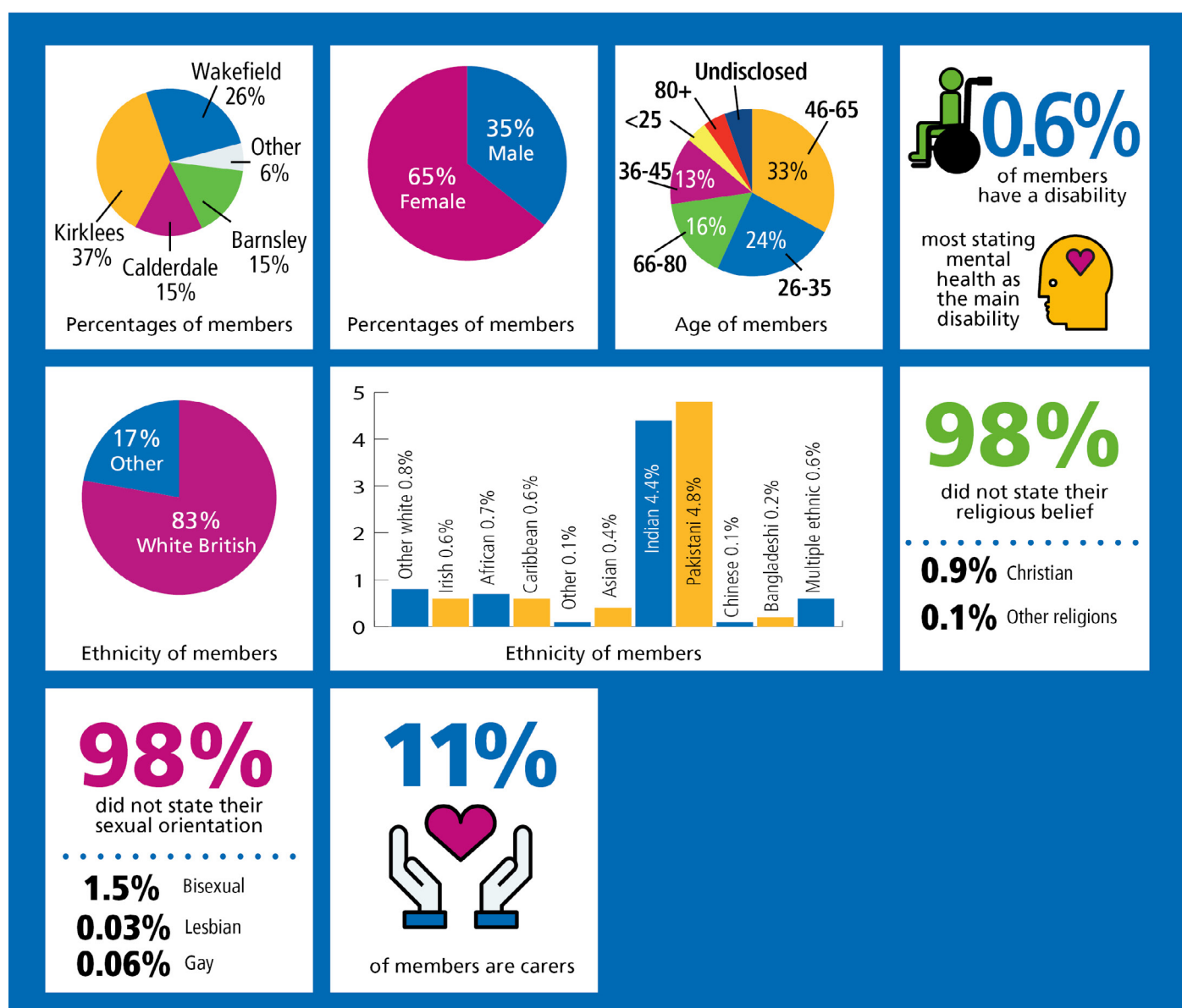
Kirklees carers of people with a learning disability project (funded by the Trust) have mapped what support is available to carers of people with a learning disability so people can access the support they need to continue their caring role

In Barnsley mental health services, a gender specific role works specifically with women to focus on physical health in the recovery college and support them to access community services

5. About our membership

Members are made up of local people and staff. Being a member of the Trust means local people and staff have a greater say in how services are provided in the areas the Trust serves and how the Trust is run. Members have an opportunity to get involved and to shape the services we provide and as a foundation trust we are accountable to our members. The Trust currently has 8,971 public and 4,259 staff members

Our aim is to develop membership which is reflective of the populations we serve. The diversity of our public members is set out below. Not all members disclosed equality data during recruitment and in particular, there are gaps for recording religion and belief and sexual orientation. All percentages relate to the total number of members who declared equality data which is 8,920 (this means 100% equals 8,920). The equality data of public members is as follows:



- Members are split across the localities as follows: 16% Barnsley, 15% Calderdale, 37% Kirklees, 26% Wakefield, 6% other parts of South and West Yorkshire.
- The members split is 65% female to 35% male.
- The highest number of members fall in the age bands 46-65 with over 33% of the total, followed by 26-35 with 24%, 66-80 follows with 16% then 36-45 with 13%. Young people under 25 represent 4% and 80+ at 4.5%. 5.5% did not disclose an age.
- The data shows that 0.6% consider themselves to have a disability, with most stating mental health as the main disability and a few stating a long-term condition or illness.

- Members are predominantly white British with 83% representation, other white at 0.8% and Irish 0.6%.
- African is 0.7%, Caribbean 0.6% and other 0.1%.
- Asian is 0.4%, Indian 4.4%, Pakistani 4.8%, Chinese 0.1% and Bangladeshi 0.2% with mixed and multiple ethnic groups 0.6%.
- Members who have not stated their religious belief is 98% (unknown) with recorded religions being 0.9% Christianity. Other religions such as Islam, Buddhist, Hindu, and other are 0.05% or less.
- Sexual orientation was 98% not recorded, leaving heterosexual 1.5%, bisexual and lesbian 0.03% and gay 0.06%
- 11% of our members declared they are carers

All members are equal, but the Trust recognises that some members may wish to be more actively involved in the life of our Trust than others. We know that an effective membership can only be achieved if we embrace an inclusive approach, encourage diverse representation, demonstrate effective involvement, and ensure accessible information and communication. We will strive to create a culture of active involvement for as many members as possible through active engagement of the membership.

The Trust's Constitution sets out the role and duties of members. Information on membership is publicly available on the members section of the website. Membership to the Trust is free, with few specific requirements apart from a lower age limit of 11 and no upper age limit, which need to be addressed as we look to recruitment in the future.

The Trust is now fully accredited and recognised as 'Carer Confident'

The Trust is now accredited as 'Disability Confident'

6. Our strategic approach to equality and diversity

The integrated 'Equality, involvement, communication and membership strategy' www.southwestyorkshire.nhs.uk/get-involved/equality-and-involvement/ was developed in 2020. Using the views of over 720 people including our diverse community, the new strategy is insight driven and offers a joined-up approach to delivering equality, involvement, communication, and membership.

The strategy is supported by accompanying annual action plans to ensure that the Trust has an integrated approach to improve the health and wellbeing of everyone. Our approach has always been to live our values and 'put the person first and in the centre', ensuring the involvement of those who use our services is representative, that care is person centred and that our services are driven by robust insight and data.

Paediatric speech and language therapy has established a Facebook page, YouTube and Twitter feed where parents can send messages via social media which is proving popular with service users

12 equality films to stimulate a conversation have been co-created with the local community. These short films have been used to create talks with staff and are available as a learning tool for teams to use.

7. Progress during the period 2021-2022

As a Trust we are proud of the progress we have made. Despite the pandemic and increased pressure on both staff and services over the past few years the Trust has continued to build on the previous years' achievements.

Our strategy clearly sets out how we would measure our progress, and how will know when we have got it right. We have rated ourselves using a traffic light system with red meaning we have not achieved anything; amber we are on our journey and green meaning we are progressing well.

Based on the information below this is how we have rated ourselves:

We know we have got it right when we....	Our rating
Ensure we gather good quality data which can be used to support performance monitoring of service use	Good
Ensure we work in partnership with partners and communities including the voluntary, community (VCS) and faith sector	Good
Ensure we provide person centred care which promotes inclusive, culturally and gender sensitive services	OK
Develop and sustain an equality-competent organisation that demonstrates inclusive and diverse leadership and workforce	OK
Ensure people who access health and social care services, families, carers, and the public are involved	Good
Use equality and demographic data to ensure we inclusively involve the right people	Good
Use the assets in our communities and create the right conditions to involve local people	Good
Ensure we are an exemplar in co-production	Good
Record, report and publish insight so people can see the information driving our service decisions	Good

In addition, we measure our progress using the Equality Delivery System (EDS). The results for the period 2021-2022 graded as 'achieving' and the detailed results can be found on our website: www.southwestyorkshire.nhs.uk/get-involved/equality-and-involvement/equality-diversity-and-inclusion/how-well-are-we-doing/

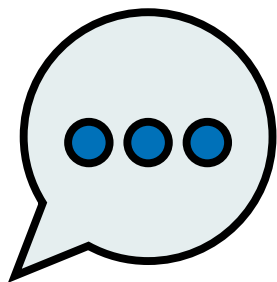
Our progress on each of these outcomes is summarised below.

To support the collection of insight and data we have:



- ✓ Developed a Trust wide mental health equality impact assessment (EIA) and toolkit
- ✓ Set up a resources library for equality publications and data
- ✓ Delivered the #AllOfYou campaign and hashtag to improve our equality data and support inclusion
- ✓ Developed a dedicated intranet page for staff to access resources and materials
- ✓ Developed a health inequalities dashboard
- ✓ Improved equality data collection of our linked charities 'Creative Minds' and 'EyUp!'
- ✓ Improved our EIA and action plans for every service and introduced a tracker to support completion and compliance

To support our approach to capturing the voice and views of people we have:



- ✓ A Trust wide approach to developing surveys led by the equality and involvement team
- ✓ Quarterly insight reports on the voice and views of people with contributions from our governors, Healthwatch and partners
- ✓ Delivered a Trust wide survey and focus groups for staff and people who use services on recovery
- ✓ Delivered a Trust wide survey about mask wearing
- ✓ Developed several insight reports and involvement approaches to inform the development of strategies
- ✓ Continued to work in partnership with the third sector to co-design and develop our service offer
- ✓ Worked with inpatients to develop an animation on what it means to be detained under the Mental Health Act
- ✓ Supported an art competition on our wards to celebrate diversity

To support our approach to workforce we have:



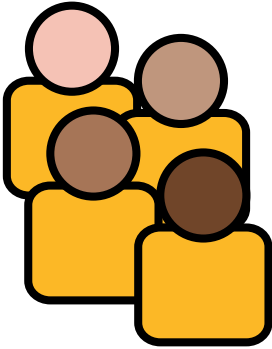
- ✓ Continued to offer a range of support to our staff
- ✓ Continued to provide our workforce with equality and diversity mandatory training
- ✓ Developed enhanced equality and inclusion training sessions for leaders and managers
- ✓ Delivered monthly lunch box talks using films created by our community with an equality theme
- ✓ Supporting our international nurses with pastoral care and buddying
- ✓ Increased awareness of our inclusive wellbeing offer for our staff which includes physical and mental health
- ✓ Continued to progress the work of 'Race Forward' which identifies how we will tackle racial abuse and harassment of staff by people who use our services

We can demonstrate an improvement in outcomes and experience for specific groups protected under the equality act, including carers:

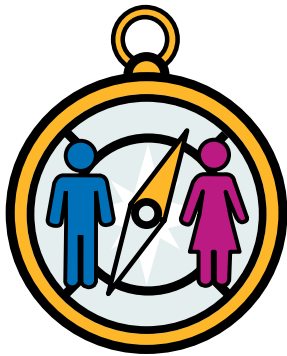


- ✓ Disabled Staff network
- ✓ Monitoring and developing action because of Workforce Disability Equality Standard (WDES)
- ✓ Disability matters event open to all staff
- ✓ New co-designed disability policy and plan on a page to highlight key actions
- ✓ Learning disability health checks
- ✓ Disability physical health checks for people with severe mental illness are delivered in partnership with our places
- ✓ Green light toolkit for people with a learning disability
- ✓ STOMP and STAMP approach to reduce over medication of adults with a learning disability

- ✓ Disability awareness through visual stories and campaigns throughout the year
- ✓ Creative interventions through our linked charity 'Creative Minds'



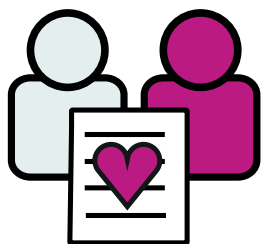
- ✓ Race equality and cultural heritage (REaCH) staff network
- ✓ Dedicated leadership programme
- ✓ Talent pool to identify BAME staff and accelerate to leadership positions
- ✓ Monitoring and developing action because of Workforce Race Equality Standard (WRES)
- ✓ Forensic services deep dive to support culturally competent care
- ✓ CAMHS Kirklees deep dive to identify and address inequalities in access to services
- ✓ Continue to report on improvements to race equality data
- ✓ Attendance at the Asian Professional Network Association (APNA) annual event with clinicians
- ✓ Celebrated South Asian Heritage Month with stories and cultural cuisine in our canteen and on wards
- ✓ Proud to support in partnership the 'Root out racism' campaign
- ✓ Specific cultural creative activities on our wards and in communities



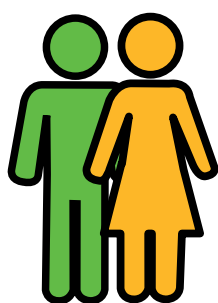
- ✓ Annual 'Pride' month-long celebrations attending community events, sharing stories, media campaign and screen savers
- ✓ Rainbow badge pledge
- ✓ Visible symbols of support in our built environment including a rainbow crossing and flags
- ✓ New transgender policy aimed at and co-designed with staff
- ✓ New transgender policy aimed at and co-designed with people who use our services and partners
- ✓ Investment in 'TransBarnsley', a newly formed group hosted by our recovery college, with a visible identity and presence
- ✓ Gender neutral toilets in all our estates
- ✓ Specific creative interventions through our linked charity 'Creative Minds'



- ✓ Widening our faith connection in each of our places to ensure we can support people in our services
- ✓ Prayer rooms in all our buildings
- ✓ Pastoral care talk line
- ✓ Befriender service in all inpatient services
- ✓ Newsletter for inpatients
- ✓ Digital pastoral offer
- ✓ Celebration of faith calendar through communication and social media



- ✓ Thriving staff network with a dedicated post to progress support to all carers
- ✓ Identifying carers and recording of carer status for people who use services
- ✓ Identifying carers and recording of carer status for our workforce
- ✓ Successfully rolling out the 'carers passport'
- ✓ Carers week celebrations including a community film, social media stories and a celebration event
- ✓ Commitment to lead on and drive a carer organisation network
- ✓ One of only a few Trusts to achieved Carer Confident status Level 1 and 2
- ✓ Support to carers for creative interventions and short breaks through a dedicated grant fund



- ✓ Menopause staff network in place
- ✓ Ran a pilot in an inpatient area to support sexual safety
- ✓ The Trust's perinatal mental health service also includes peer support workers
- ✓ Male and female focussed activities in all our recovery colleges
- ✓ Celebrating women through International Day of Women using media, stories and events
- ✓ Continuing to develop creative and recovery interventions with a gender focus through 'Creative Minds'
- ✓ Celebrating International Men's Health Day using media, stories and events

8. A focus on addressing inequalities in health

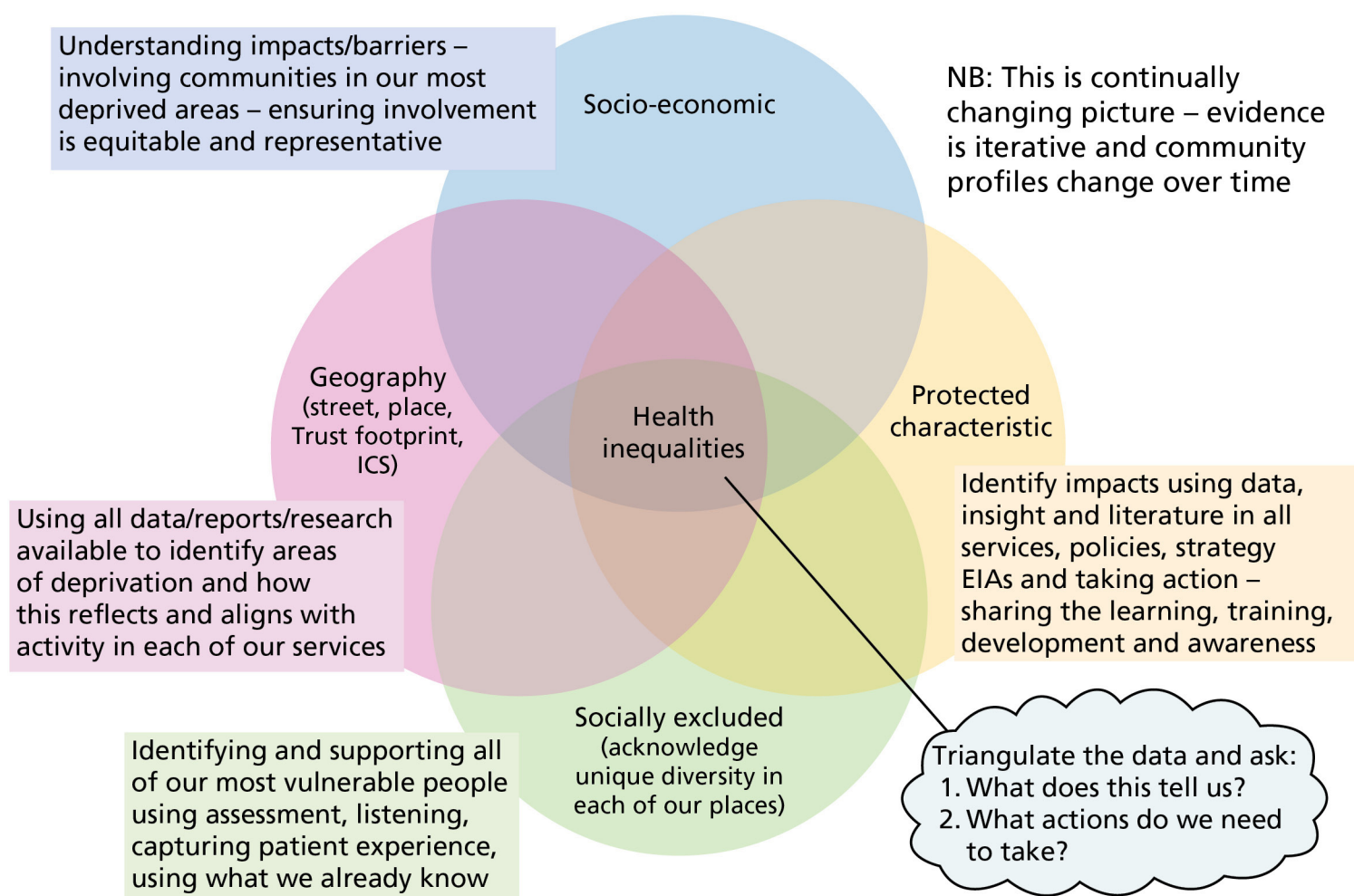
Health inequalities are unfair and avoidable. To reduce health inequalities, we need to act to tackle inequalities through actions with a specific focus on disadvantaged groups and deprived areas. We know that there are groups who are more adversely impacted. The Trust is using the CORE20PLUS5 approach to identify the target audience and the areas of improvement. Work has already taken place to address inequalities in the following areas:

- Kirklees child and adolescent mental health services (CAMHS) used our interactive tool to identify the postcodes of activity. The data told us that two specific areas which are predominantly BAME were underrepresented in services. More work to identify why this is with the local community has resulted in plain language and translated information and work with community groups
- A deep dive into Trust admissions data for forensic services indicated service users aged 18 to 64 from mixed, black, and other ethnic groups and Asian population aged 35 to 64 are more likely to be admitted and detained. Work to understand what we need to do to address this inequality is starting with a piece of work to identify cultural competency in forensic services
- Learning disability services have been doing lots of work to ensure that people receive health checks to ensure we address inequalities in health outcomes for people who have a learning disability

Inequalities in health, housing, income, barriers to accessing services and discrimination remain and there is need for improvement across each of our places. We know these inequalities put people at greater risk of ill health, mental ill health, or distress. We also know that people who are mentally ill, those with a learning disability and those who live in poverty face wider health consequences as a result. Systemic racism and prejudice also affect our black, Asian and minority ethnic communities. More work needs to be done to ensure our services are accessible to everyone and reflect the populations we serve by ensuring we understand, inform, communicate, and involve those communities.

Our approach to improving and developing services is through the comprehensive use of Equality Impact Assessments (EIA) in every service. Our service EIAs include population data and service activity data (including staff profiles) broken down by each protected characteristic. This information means that we can identify at a service level any under or over representation in services, determine if the workforce is reflective of the population which may determine a barrier for access and if there are specific areas of inequality these groups experience which can be picked up in clear action plans. We have over 170 services who review their EIAs on an annual basis. EIAs also drive Trust policies and ensure that the approaches we develop consider and mitigate against any barriers for protected groups.

In addition, we also use a service improvement approach. We are using the Kings Fund tool to help us drill down further into the service level data so we can further capture and collate insight to inform a more targeted approach. The diagram below sets out our Trust approach:



9. Governance

The Trust's equality, inclusion and involvement committee and sub-committee has been established to act on behalf of the board and to ensure the Trust improves the diversity of its workforce and embeds diversity and inclusion in everything it does. The committee oversees the implementation of the equality, involvement, communication and membership strategy to improve access, experience, and outcomes for people from all backgrounds and communities. This includes people who use, work, and volunteer for our Trust services and those who work in partnership with the Trust with the strategic aim of improving health, care, resources and making our Trust a great place to work.

The Trust works with a range of partners across the system including West Yorkshire and South Yorkshire Integrated Care Board (ICB) to ensure a partnership approach to system transformation. In addition, senior leaders work at a place-based level, led by local authorities and commissioners, to ensure the Trust is part of local decisions and can respond in partnership to protect and support the most vulnerable. The Trust uses the Joint Needs Assessment (JNA) intelligence to understand the local population and the Equality Impact Assessment (EIA) as a tool to inform service impacts, identify actions and ensure service improvement.

10. Our forward view

The Trust will continue to focus on providing high quality care that is culturally and spiritually appropriate with staff who are reflective of the local population through inclusive recruitment and retention. We will also ensure all our priority programmes are driven using robust data and insight that ensure we hear the voice and views of everyone and identify and address health inequalities. Our Trust objectives set out in our equality, involvement, communication and membership strategy and the actions are set out below.

11.1 Trust equality objectives

To ensure we gather good quality data which can be used to support performance monitoring of service use and improve outcomes among those from the most deprived neighbourhoods including black, Asian and minority ethnic communities, people with a learning disability, ASD and autism and people who identify as LGBTQ+, young people and carers.

Action 2023/2024:

- Refresh all equality data in line with population census 2021
- Continue to promote the #AllOfYou campaign to improve data quality and collection for all protected groups
- Ensure we record carers, capture digital and communication preferences
- Support staff to identify the right approach to capture equality data which is trauma informed through development sessions
- Continue to improve the equality, inclusion and involvement committee dashboard and metrics, identifying any specific areas of concern for improvement work
- Continue to improve the Trust's insight to ensure the data we collect can be intelligently analysed
- Develop a 'health inequalities' tool for staff using the Kings Fund approach to help identify and address health inequalities

To ensure we provide person centred care which promotes inclusive, culturally and gender sensitive services, delivered by a diverse and representative workforce who seek to understand and pro-actively address inequalities and challenge discrimination.

Action 2023/2024

- Ensure every service has an up-to-date equality impact assessment and accompanying action plan to address impacts
- Ensure staff are compliant with equality, diversity and inclusion (EDI) mandatory training
- Ensure managers and leaders receive the enhanced EDI training
- Offer staff development sessions
- Embed the transgender policies with a quick guide
- Develop a readers panel
- Continue to collect reflective images for use in all information/social media and publications
- Embed the accessible information/disability policies and develop a short how to guide
- Using a change approach and QI methodology in service improvement areas
- Ensure our estates reflect the needs of our staff and communities

To ensure we work in partnership with partners and communities including the voluntary, community and faith sector to improve access to services and ensure those from our most deprived neighbourhoods have equal access to pathways of care.

Action 2023/2024

- Reach out to a range of community faith networks to improve the Trust offer of 'Spirit in Mind'.
- Continue to develop awareness of different religions and beliefs through information and communication channels
- Refresh and continue to celebrate the faith calendar giving visible parity to all religion and beliefs
- Increase the befriender offer in the Trust
- Continue to increase our Creative Minds offer using creative interventions in partnership with the voluntary and community sector (VCS)
- Continue to work with and co-design our service offer in partnership with the VCS sector
- Continue to build on our commitment to carers

To develop and sustain an equality competent organisation that demonstrates inclusive and diverse leadership and workforce addressing the balance of power and ownership at all levels and improve equality of opportunity for staff and volunteers.

Our relationship with third sector organisations has strengthened and the Trust now has over 200 voluntary and community sector partners who want to work with us, and over 50 projects who have benefitted from grant funding

The Trust tested out 'Discovery interview' involvement methodology in forensic services to capture the experience of people who have been detained and developed an animation from this feedback

Action 2023/2024

- Focus on inclusive recruitment and retention at all levels in the Trust
- Commence a co-produced approach to leadership and talent management
- Deliver the 'Flair' survey to understand racial bias and deliver an action plan on improvement
- Appoint a dedicated lead for equality, diversity and inclusion in the people directorate with a focus on workforce
- Deliver on Race Forward and align to #AllOfYou
- Increase the recruitment of diverse peer support workers
- Continue to support staff networks
- Trust approach to emerging women's strategy
- Assess against the national LGBT framework

We aim to ensure we involve and encourage the active participation of all our stakeholders to ensure our services are designed to meet the needs of our communities and support our workforce.

11.2 Trust wide involvement objectives

To ensure people who access health and social care services, families, carers and the public are involved in shaping health and care proposals and plans. To use what we already know as a starting point, so we do not repeat conversations or create involvement fatigue.

Action 2023/2024

- Develop a Trust wide understanding of involvement
- Ensure that all priority programmes use insight data and involvement to drive activity
- Continue to transfer the offer of a central Survey Monkey account to ensure management of surveys including use of equality monitoring
- Finalise a Trust wide survey toolkit
- Develop a Trust wide insight bank using survey findings
- Embed a framework for consultation using the older people's services transformation approach

To use equality and demographic data to ensure we inclusively involve the right people at the very beginning of a process in order to influence the development and design of services.

Action 2023/2024

- All involvement approaches include a clear stakeholder map to help ensure we reach the right target audience as part of a planned approach to involvement
- Joint Needs Assessment (JNA) and equality impact assessment demographic data is used and analysed to ensure we use the right methods and approaches for involvement
- Public membership database is used to ensure we reach people in each of our communities
- Annual recruitment to the members' council is shared through our community networks to increase representation and ensure the council is reflective and representative
- Assess involvement in decision making to ensure we are reflective and representative
- Increase the diverse representation of volunteers in the Trust
- Evidence our approach using Equality Delivery System (EDS) 2 to demonstrate compliance with our Public Sector Equality Duty (PSED)

To use the assets in our communities and create the right conditions to involve local people, going to where people and ensuring they remain involved.

Action 2023/2024

- Deliver a programme of training four times a year to increase our asset database
- Maintain the asset-based approach administration offer through our core volunteer service
- Continue to recruit a diverse pool of assets to ensure reach into all our geographical locations, groups and settings
- Utilise our assets to deliver programmes of work ensuring they use the resources available
- Continue to support our governors to involve people in our local communities
- Work with the voluntary and community sector organisations in each of our places to deliver programmes of work

To ensure we are an exemplar in co-production - through equal and reciprocal relationships with communities and professionals; recognising that both partners have vital contributions to make and ensuring we have a clear reward and recognition approach.

Action 2023/2024

- To develop a number of tools which can support co-production
- To develop and deliver development sessions on co-production approaches to managers
- To gather case studies which demonstrate our approach to co-production
- To roll out our reward and recognition approach across the Trust
- Increase our peer support worker approach to ensure we have lived experience represented in all service settings
- Deliver a volunteer to career approach in targeted areas of deprivation

To record, report and publish insight so people can see the information driving our service decisions and actively demonstrating how we are using the intelligence we capture to deliver service improvement and patient centred outcomes.

Action 2023/2024

- To use what we already know as a starting point by developing a framework to capture insight
- To continue to ensure we record and report involvement activity using templates and recording equality data
- To publish timely involvement reports on the website and provide updates
- To align our approach with our service improvement, change and quality Improvement approach
- To ensure involvement and insight reports inform all strategies
- To continue to consolidate insight through a quarterly insight report and update using 'you told us, we listened'
- To develop a patient stories approach that is trauma informed

The Trust has updated its transgender policy and accessible information policy. Both policies have been co-designed with the voice and views of staff, lead managers, staff side, staff networks and service users, carers, and families

The Trust delivered a 'Disability matters' event in August 2022. The event captured feedback from participants on how we can deliver on our disability/reasonable adjustment policy.

11.3 Our legal and statutory obligations

The Trust is committed to being responsive and supporting the needs of the diverse population it serves, reflected in the Trust's values. Equality and diversity is not an 'add on', it is central to all we do as a provider of services, as an employer, and as part of the public sector. People who use the Trust's services are all different and diverse in their requirements and needs. Equality is about creating a fairer organisation in which everyone can fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense and treating everyone with fairness and understanding, not necessarily treating everyone the same.

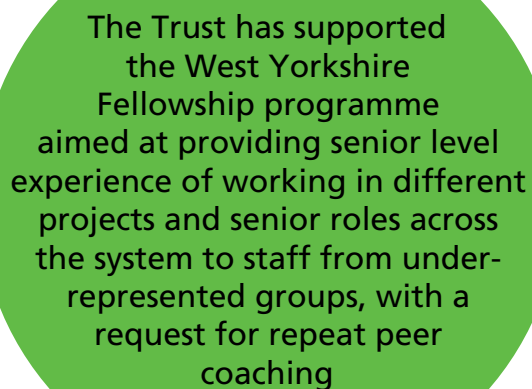
To ensure we comply with our statutory responsibilities under the Equality Act 2010, especially the Public Sector Equality Duty (PSED) and the Health and Social Care Act 2022, we must consider equality and involvement at each stage of service delivery including as part of any decision-making process. Information on the obligations we have to work to can be found on the following links:

The Equality Act 2010: www.gov.uk/guidance/equality-act-2010-guidance

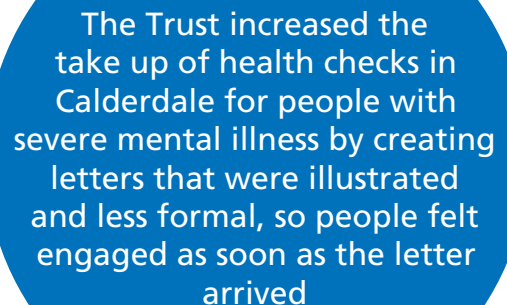
Public sector equality duty: www.gov.uk/government/publications/public-sector-equality-duty

NHS Constitution: www.gov.uk/government/publications/the-nhs-constitution-for-england


Health and Care Act 2022 (legislation.gov.uk):
www.legislation.gov.uk/ukpga/2022/31/contents/enacted




The Trust has supported the West Yorkshire Fellowship programme aimed at providing senior level experience of working in different projects and senior roles across the system to staff from under-represented groups, with a request for repeat peer coaching



The Trust increased the take up of health checks in Calderdale for people with severe mental illness by creating letters that were illustrated and less formal, so people felt engaged as soon as the letter arrived



Following on from service user consultation in ward settings, pieces of art and murals have been co created to brighten up communal spaces



Wakefield CAMHS mental health support team have developed leaflets in a variety of languages based on their target audience

If you require a copy of this information in any other format or language please contact the Trust.

إذا كنت تريد نسخة من هذه المعلومات بأي تنسيق (صيغة أخرى) أو لغة أخرى من فضلك اتصل بالأمانة
(Arabic)

Jestli potřebujete tento dokument v jiném formátu nebo jazyce, prosím kontaktujte Trust. (Czech)

اگر شما به نسخه ای از این اطلاعات در قالب یا زبان دیگری نیاز دارید، لطفاً با بنیاد (Trust) تماس
حاصل نمائید (Farsi)

Si vous souhaitez obtenir une copie de ces informations dans un autre format ou dans une autre langue, veuillez contacter la Trust. (French)

Ja jums ir nepieciešama šīs informācijas kopija jebkurā citā formātā vai valodā, lūdzu, sazinieties ar trasta uzņēmumu. (Latvian)

如果您需要此信息的任何其他格式或语言的副本，请联系国民保健服务基金会信托基金。
(Mandarin)

W razie potrzeby uzyskania kopii tych informacji w innej formie lub języku, prosimy o kontakt z Funduszem (Trust). (Polish)

ਜੇ ਤੁਹਾਨੂੰ ਕਿਸੇ ਹੋਰ ਫਾਰਮੈਟ ਜਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਇਸ ਜਾਣਕਾਰੀ ਦੀ ਇੱਕ ਕਾਪੀ ਚਾਹੀਦੀ ਹੈ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਟਰੱਸਟ ਨਾਲ ਸੰਪਰਕ ਕਰੋ (Punjabi)

اگر آپ کو ان معلومات کی کاپی کسی اور فارمیٹ یا زبان میں چاہیے تو براہ کرم ٹرسٹ سے رابطہ
کیجئے۔ (Urdu)