

# Equality Report 2020



## 1. Commitment



### **Statement from Stacey Hunter, Chief Executive Officer:**

*“I am privileged to be the CEO of Salisbury NHS Foundation Trust. I am really pleased to have been given the opportunity to input into this year’s Equality report.*

*I am passionate about equality and fair treatment for all and want to promote a culture that does not tolerate discrimination and injustice.*

*I know that colleagues here at SFT recognise how fundamental it is to remain committed to the delivery of fair, equitable and inclusive services both as a health care provider and as an employer.*

*Structural inequalities and racism are not simply intelligent concepts – COVID 19 has once again shown us that inequality is real. It impacts upon our physical health as well as our mental health and it shortens lives. I recognise that for many these are tough and uncomfortable views however it is critical we are able to be open to hearing what more we need to do together to effect change.*

*We need to re-double our efforts to ensure we seek out the voices that are seldom heard and often ignored so that we can change outcomes for patients, our people and the communities we serve.*

*I recognise that this takes commitment and hard work but I know you will want to support me as we continue to progress our ambitions to deliver truly inclusive services and ensure that all of our people at SFT feel that this is a place where they can bring their whole selves to work and truly belong.*

*Diversity in our teams brings benefits for everyone both employees and patients – the evidence clearly shows that it improves experiences for our people, leads to better patient outcomes and is associated with being more innovative and efficient . I look forward to working with you all as we seek further continuous improvements on this critical agenda over the coming year.”*

## 2. Executive Summary



PIC-COLLAGE

### **Rex Webb** **Head of Diversity & Inclusion**

At Salisbury NHS Foundation Trust we respect and value the diversity of our patients, their relatives and carers, and our people and we are committed to meeting the needs and expectations of the diverse communities we serve, providing high quality care.

The Annual Equality Report is a legal requirement and a real opportunity to update the Board and the public on progress being made towards the development of a culture of inclusion as a service provider and an

employer, where all people are valued and respected for their individual differences in accordance with the Trust values.

The report also provides the Board and the public with assurance about the steps taken to meet the Trust's commitment to comply with the Public Sector Equality Duty under the Equality Act 2010, our compliance with equality and diversity requirements of the NHS standard contract, NHS Constitution and CQC criteria. (See Appendix 1 for details of Public Sector Equality Duty requirements).

The following pages identify the demographics of the people within our organisation and the patients we care for. On the 31<sup>st</sup> March 2020 the Trust employed 3863 people, this amounts to an increase of 7% on the previous year.

The Trust employs people from 72 different countries and during the year there was an increase of 4% (175) in the number of people employed from a BAME background.

When we look at the equality data of our workforce we see that we still have a low number of people who are identifying as LGBT+. This amounts to 2% (85) of all our people which remains the same as the previous year.

There is also a similar situation when we look at people who identify with a disability. On our ESR system 3% (98) of our people disclosed a disability, whereas in the NHS staff survey 330 people identified as having a disability.

For the first time this year we have included the equality data for our volunteers. We have a total of 600 volunteers and you will see we do not have accurate equality data for all of them. The report details the action we are taking to rectify this.

During the past twelve months we ran a number of events and programs to celebrate and promote equality, diversity and inclusion. Full details of these are recorded in this report. Activity was disrupted by the Covid-19 Pandemic and this made us all think creatively about how we maintain the focus on equality, diversity and inclusion issues.

The pandemic has focussed us on supporting the most vulnerable groups within our workforce and patients. We have engaged closely with all our people and in particular those who were disproportionately affected (e.g. BAME people and people with a health conditions.)

We have continued to develop and support a number of staff networks. At the present time the following networks are operating at various stages of development:

- BAME Forum
- Rainbow Shed Network – LGBT+ network
- Women’s network
- Mental Health First Aiders Network
- #LoveOUREUStaff network

Work has also started on creating a Disability network.

The Trust EDI Committee has been meeting throughout the year and is a link between the Staff Networks and the OD& P Management board. The Committee is continuing to align our work programmes to The NHS People Plan and the results of the Best Place To Work program. They are also mindful of other external factors detailed later in this report (see section 15).

The close link between EDI and the Freedom To Speak Up Program has continued over the past twelve months. The head of Diversity & Inclusion and The Freedom To Speak Up Guardian regularly running training sessions together and attending Trust Induction every Monday. During the year April 2019 to March 2020 they engaged with 1058 of our people in this way.

The Trust has continued to meet its legal and contractual duties by engaging with the Workforce Race Equality Standard, Workforce Disability Equality Standard and the Gender Pay Gap reporting program. Summaries of the relevant reports for 2020 are included in this report. The original reports are available on the Trust website.

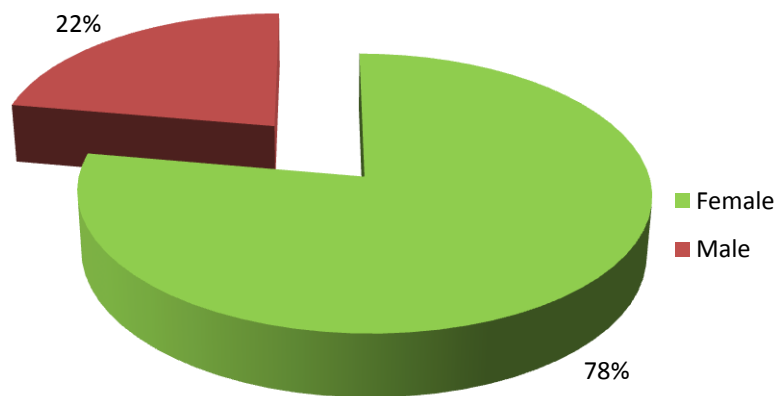
During the past twelve months the Trust has reviewed its EDI Policy, introduced a new Equality Impact Assessment process and updated its equality pages on the Trust website.

The full EDI Report 2020 provides greater detail and includes a number of recommendations in section 16.

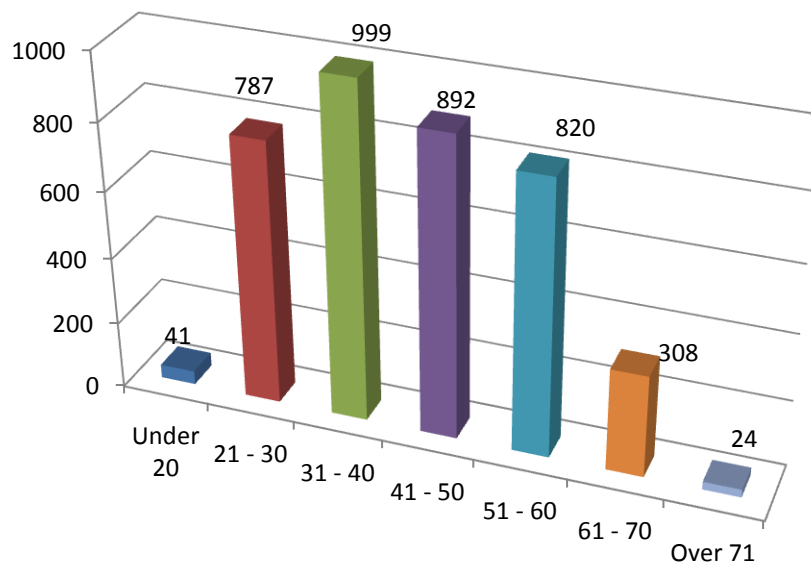
### 3. Our Workforce Demographic

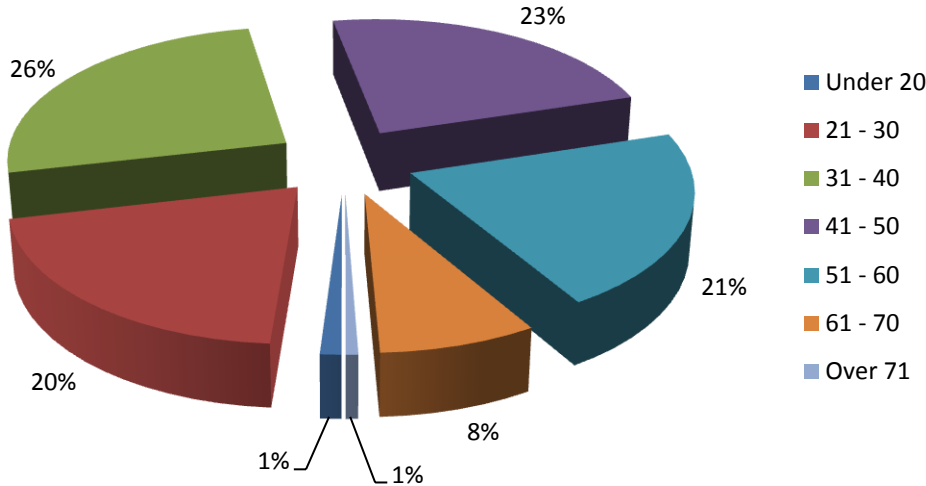
On the 31<sup>st</sup> March 2020 our paid workforce consisted of a total of 3863 people. The following graphs show the percentage of our people with differing protected characteristics.

#### Sex:



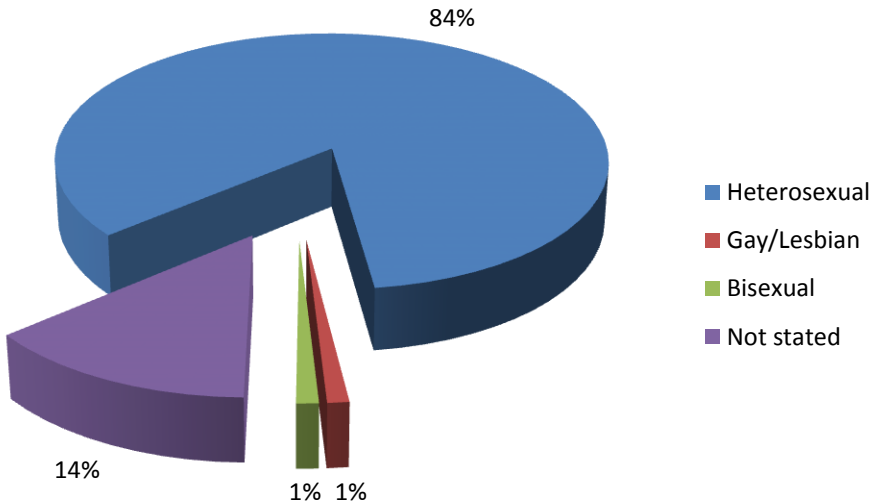
#### Age:





As can be seen in the above graphs there is an even spread of our people between the ages of 21 and 60.

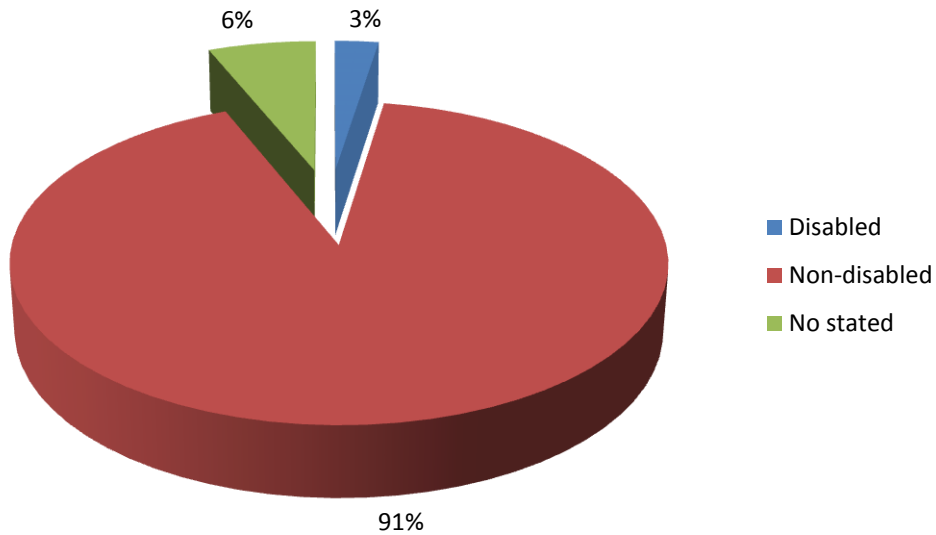
**Sexual orientation:**



Individuals who have identified as Lesbian, Gay, or Bisexual has not changed since the last annual report.

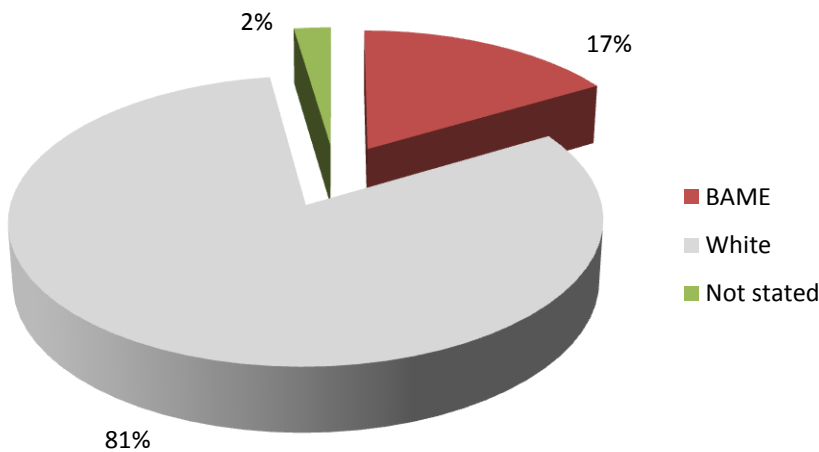
N.B. The majority of photographs in this report were taken pre Covid-19.

**Disability:**



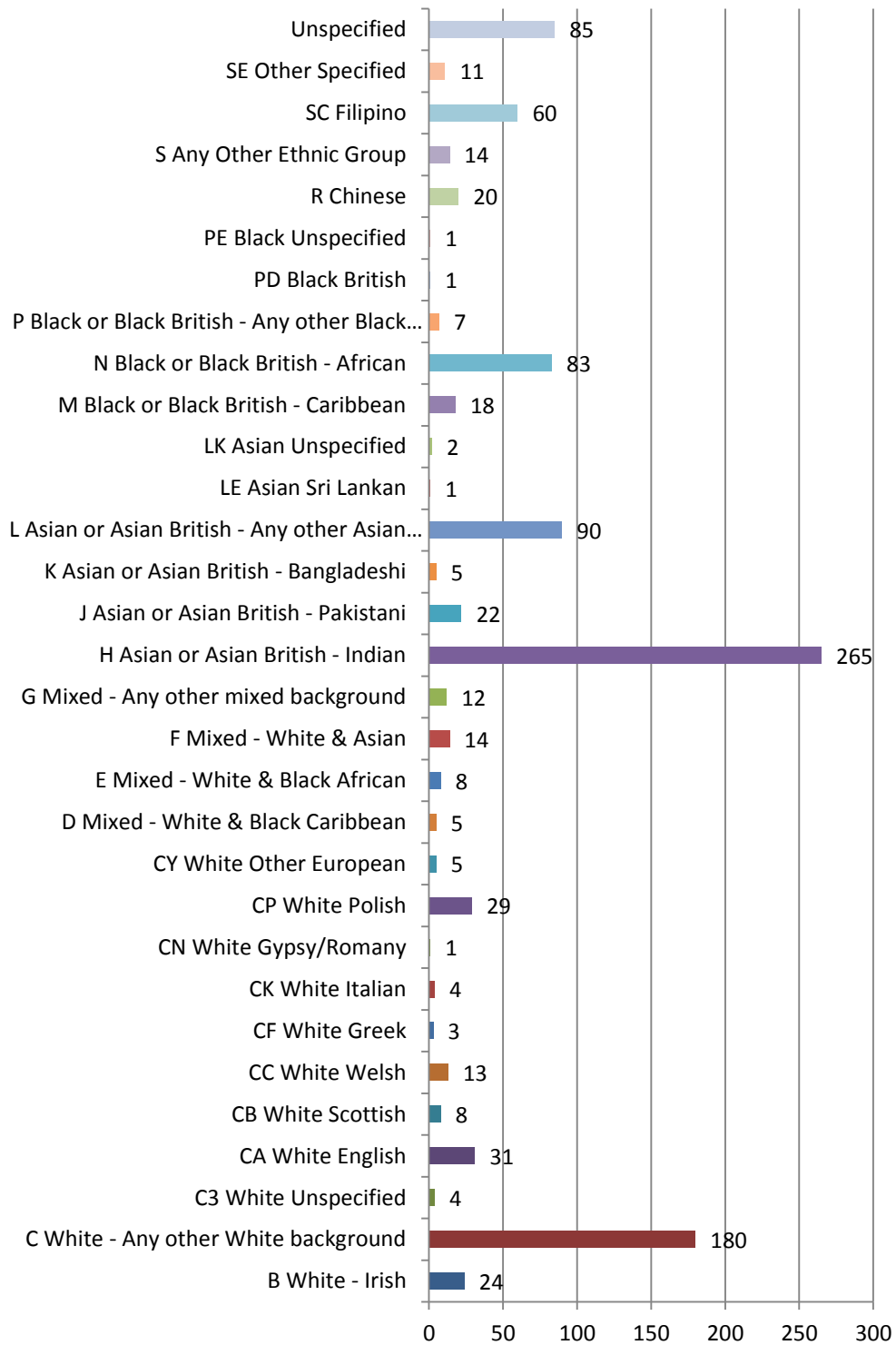
3% of our people have indicated that they have a disability, this equates to 98 people. The Workforce Disability Standard (WDES) Report, referred to in section 13 of this report, has identified that the number of our people identifying with a disability in the NHS Staff Survey is much higher and does not reflect this number. We are working with the disability network to encourage our people to feel confident to disclose their relevant disabilities.

**Ethnicity:**



In 2019/20 our BAME workforce increased by 4% (175) on last year and now makes up 17% of our total workforce. This equates to 638 people.

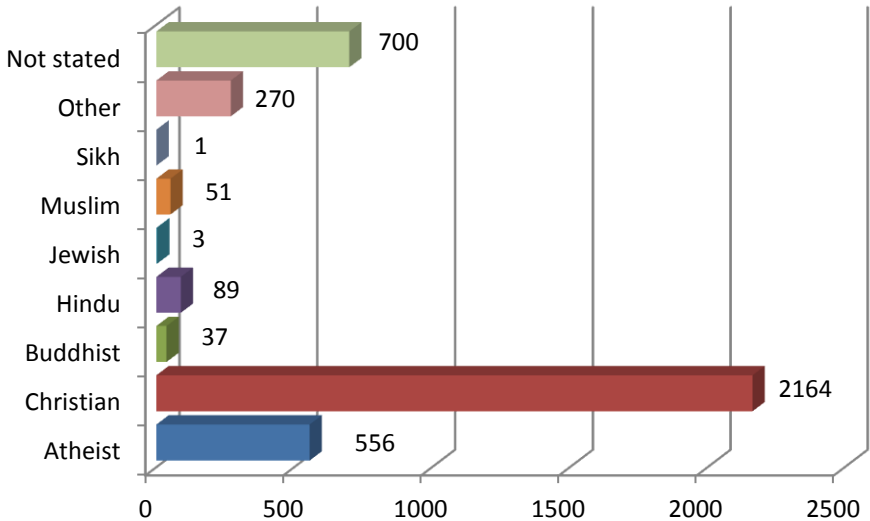
On closer examination we have identified that we have people from 72 different countries working for the Trust.



N.B. The majority of photographs in this report were taken pre Covid-19.

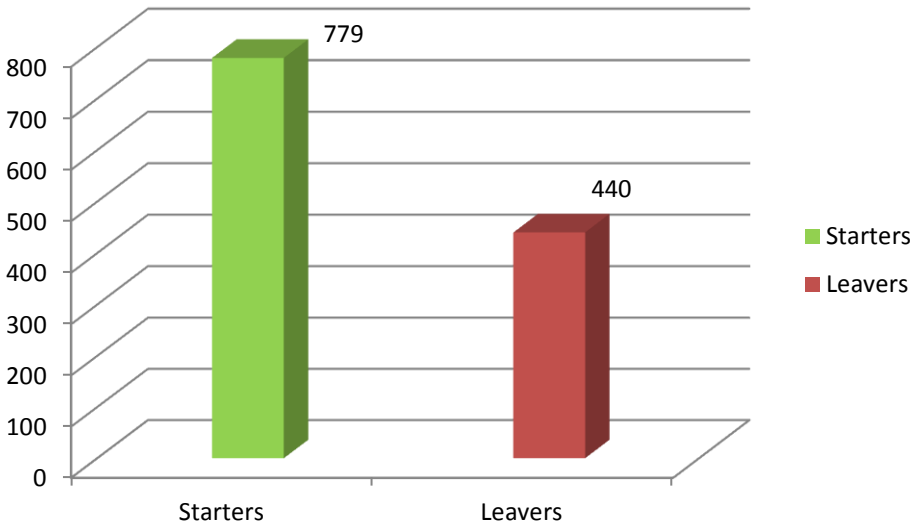


**Religion and Belief:**



**4. Starters and Leavers**

In the year 2019/20 a total of 440 of our people left the Trust and 779 people joined. This gives a net increase of 339.

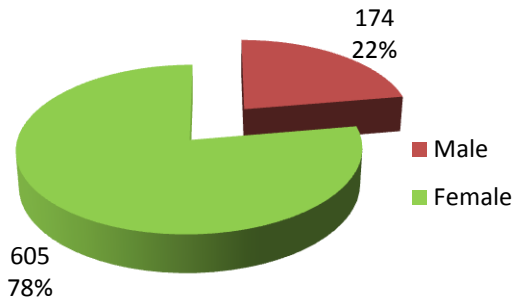


N.B. The majority of photographs in this report were taken pre Covid-19.

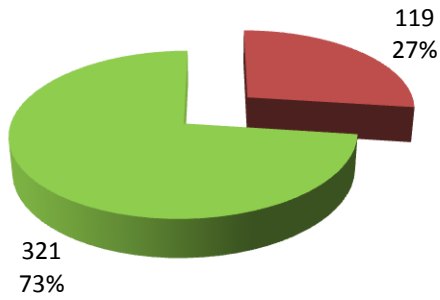
The following graphs show the numbers of people who joined and left by their known protected characteristics.

**Sex:**

Starters

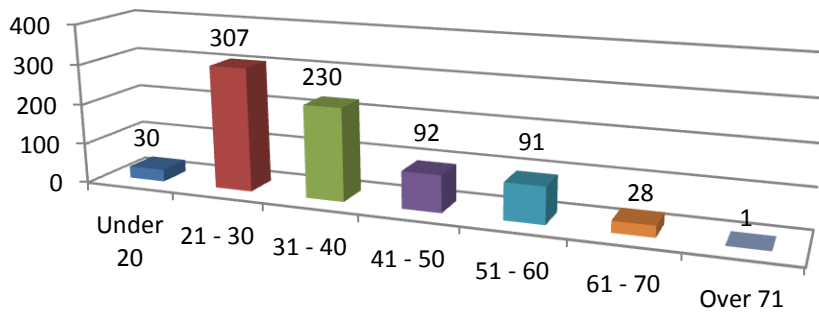


Leavers

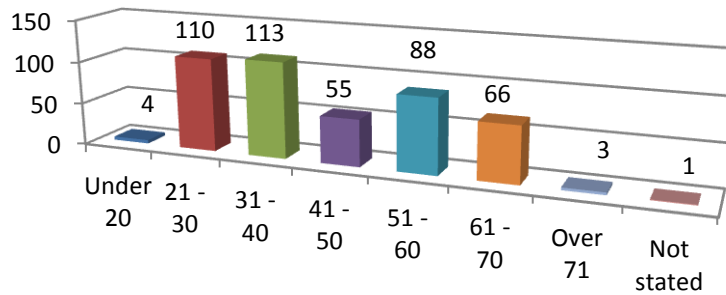


**Age:**

Starters



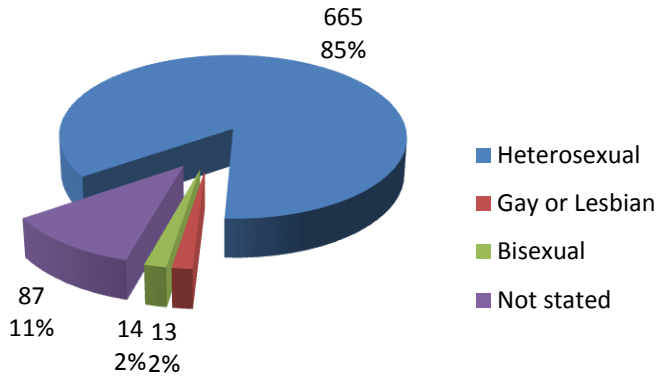
Leavers:



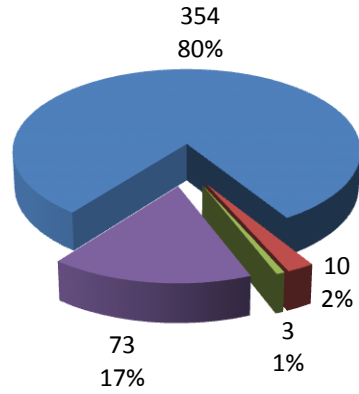
N.B. The majority of photographs in this report were taken pre Covid-19.

**Sexual Orientation:**

Starters

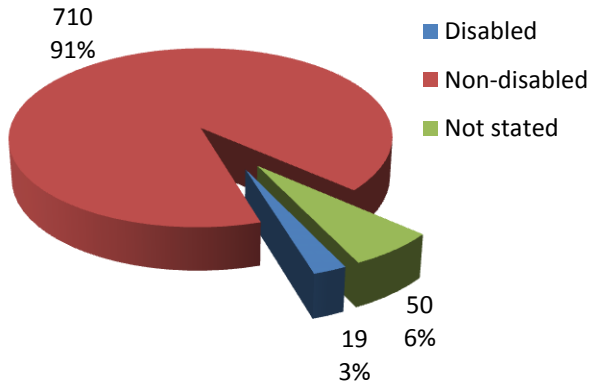


Leavers

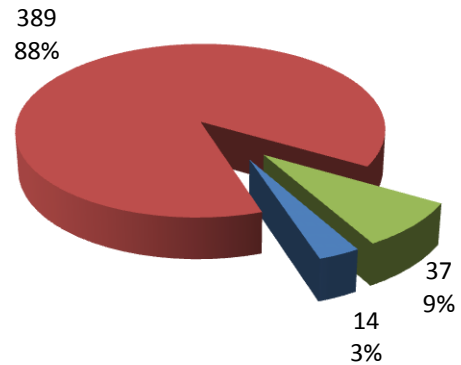


**Disability:**

Starters

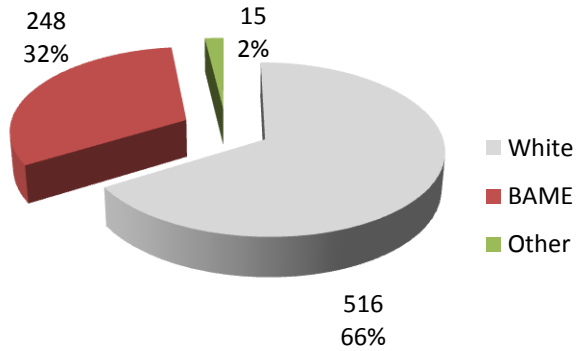


Leavers

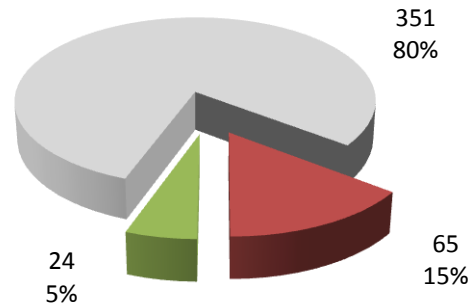


**Ethnicity:**

Starters

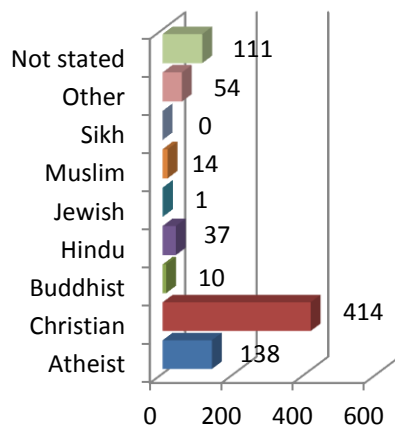


Leavers

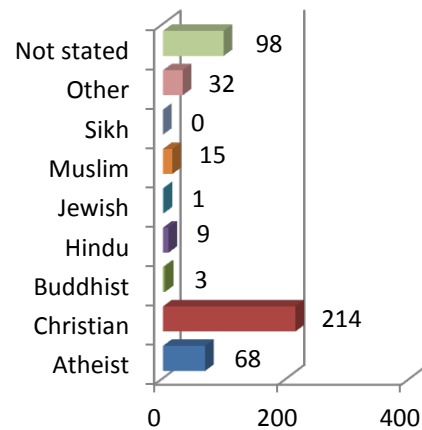


**Religion and Belief:**

Starters



Leavers



**5. Volunteers**

In the past the Trust has only kept one full years' worth of equality data, so although this does not provide data for the full 600 volunteers, it will give a snapshot of the demographics of our volunteers.

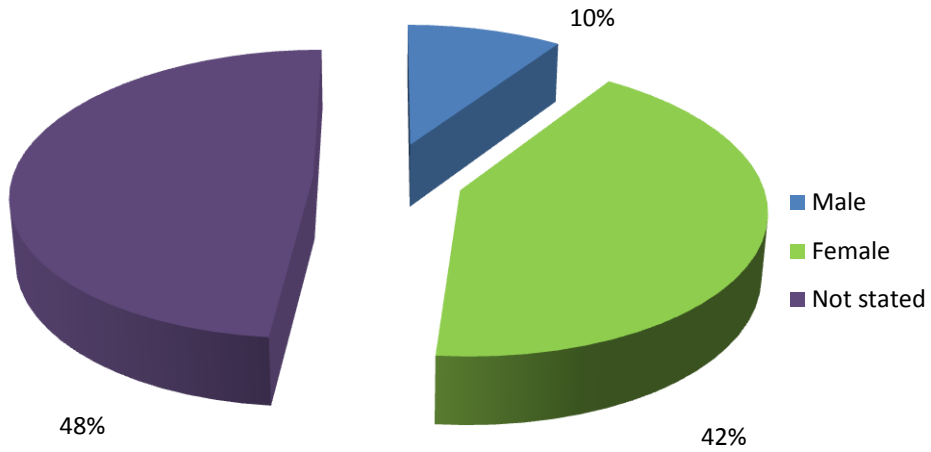
This is the first year that equality data on volunteers has been included in the Annual Equality Report. In future the Trust will ensure that we capture this data electronically so that we can provide the relevant information.

During the Covid-19 pandemic the majority of volunteers have not been attending the hospital site. As we slowly return our volunteers back to their roles we will ask volunteers to complete new equality information and next year we will have a whole picture of the volunteers on site.

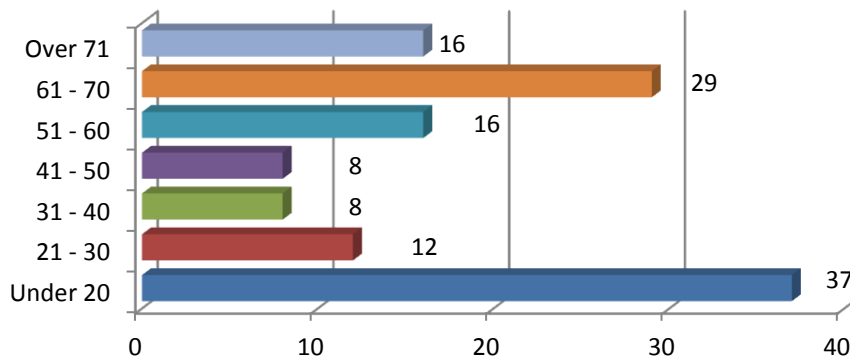
The following graphs show the equality data relating to 126 volunteers who joined the Trust in 2019.

**Jo Jarvis**  
*Voluntary Services Manager*

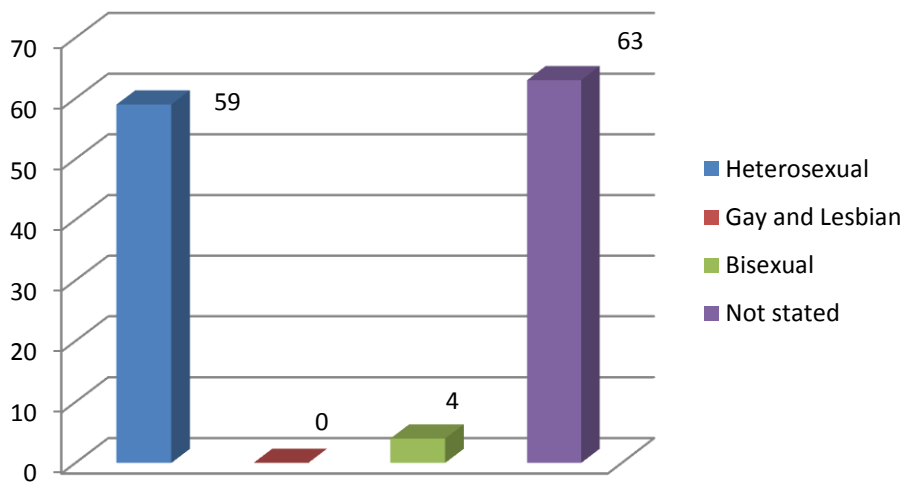
**Sex:**



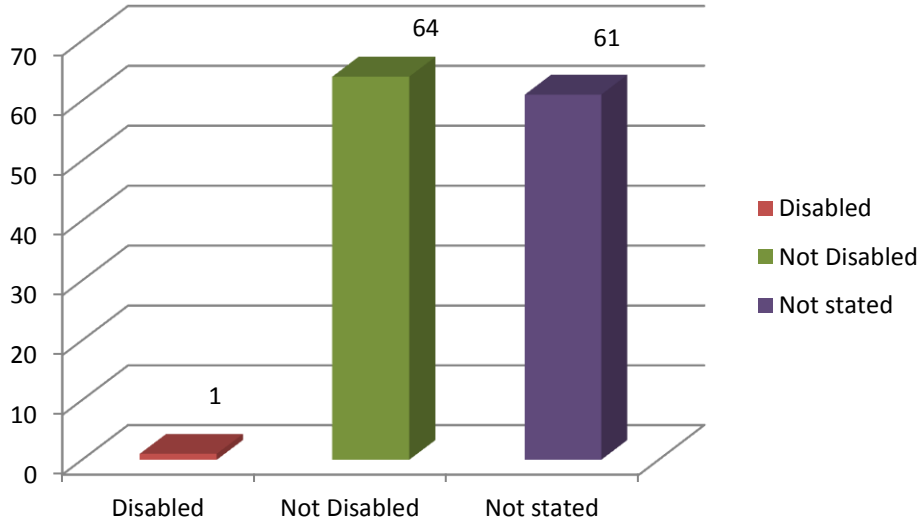
**Age:**



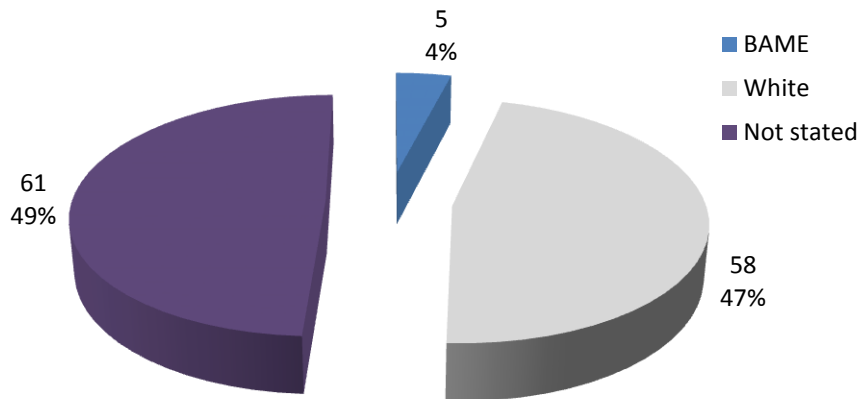
**Sexual Orientation:**



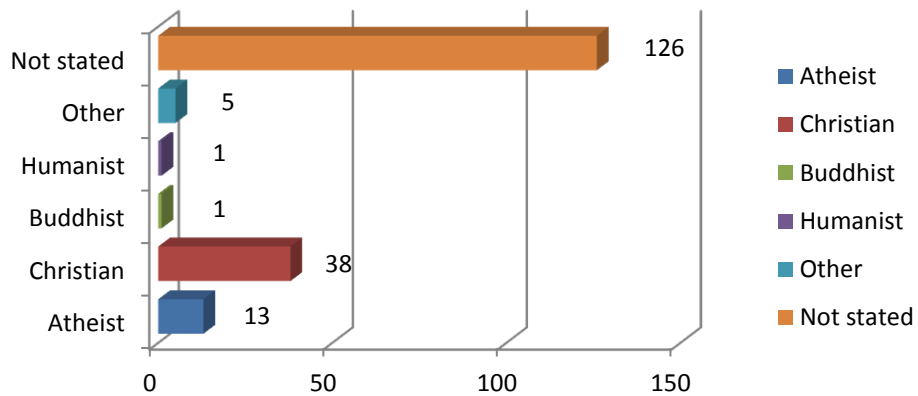
**Disability:**



**Ethnicity:**



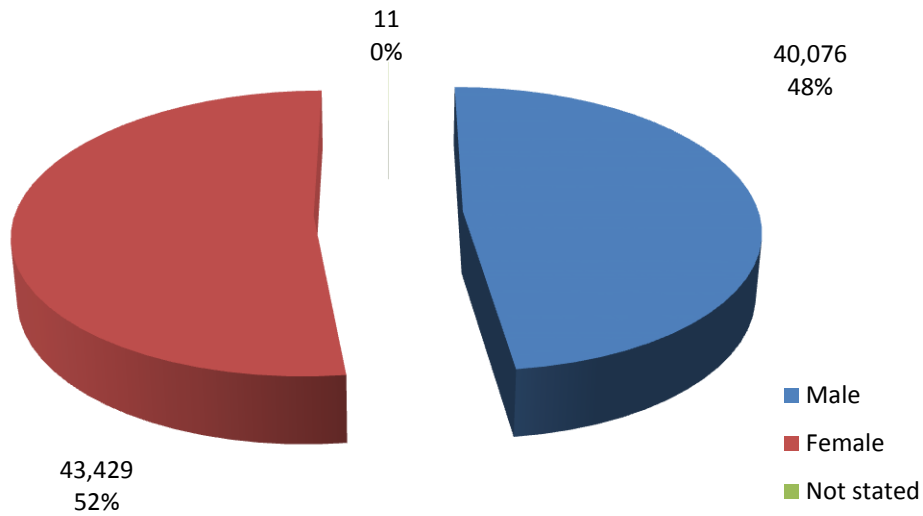
**Religion and Belief:**



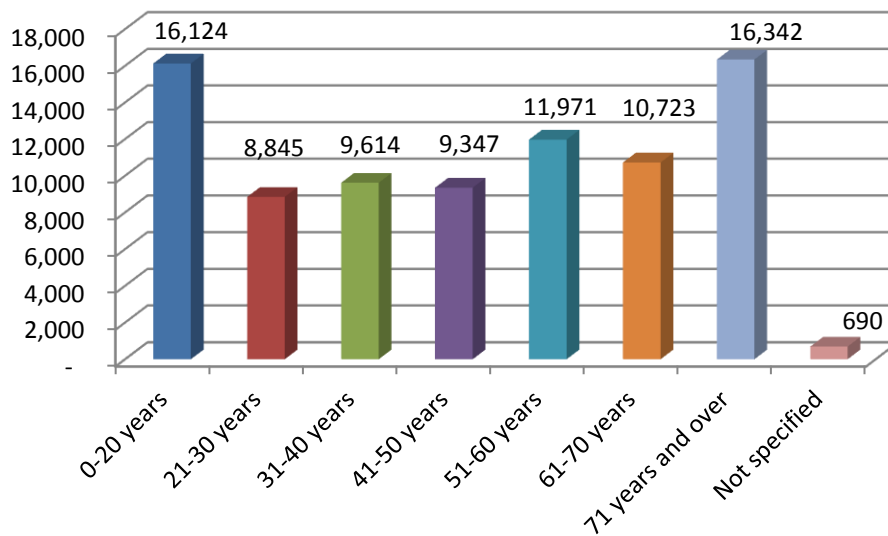
## 6. Our patients.

During the financial year 2019/20 Salisbury NHS Foundation Trust cared for 83,516 patients.

### Sex:



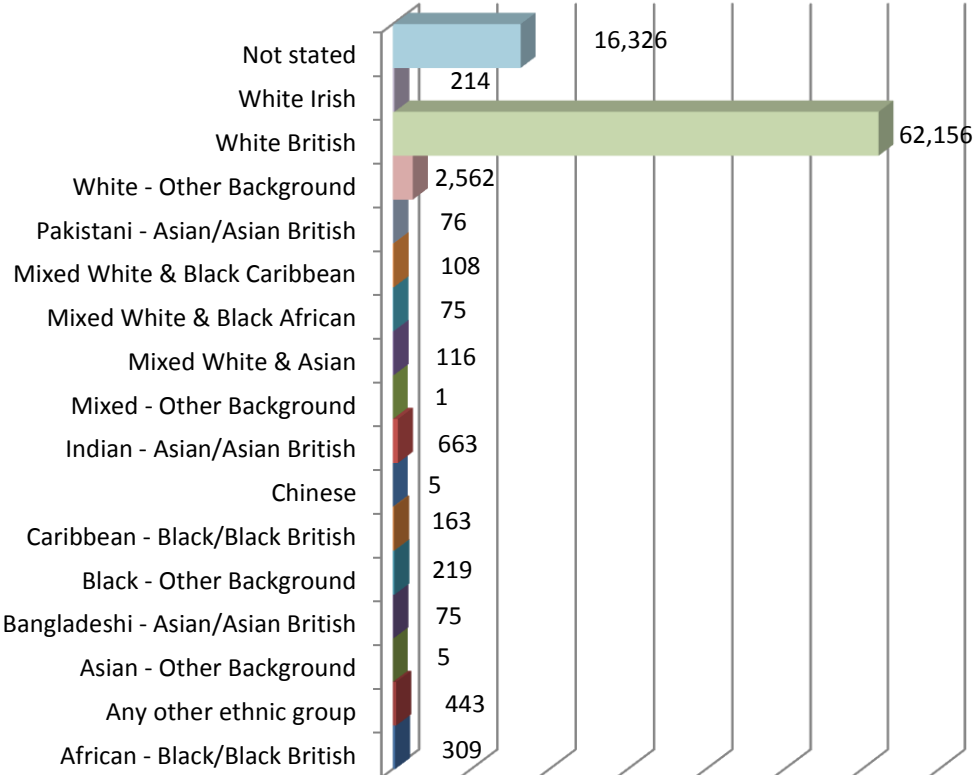
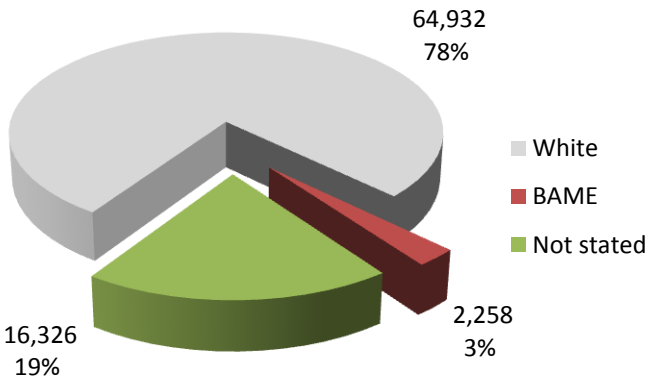
### Age:



**Sexual Orientation:**

At the present time the Trust does not record the sexual orientation of its patients.

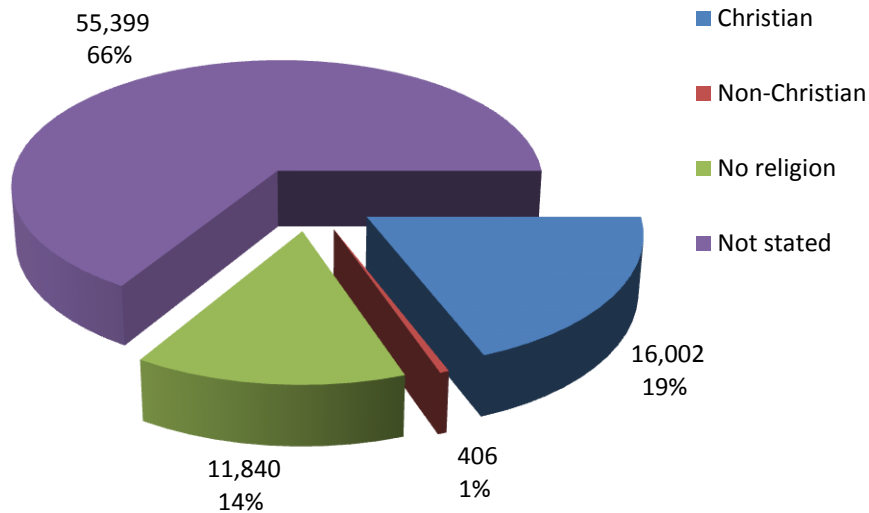
**Ethnicity:**



N.B. The majority of photographs in this report were taken pre Covid-19.



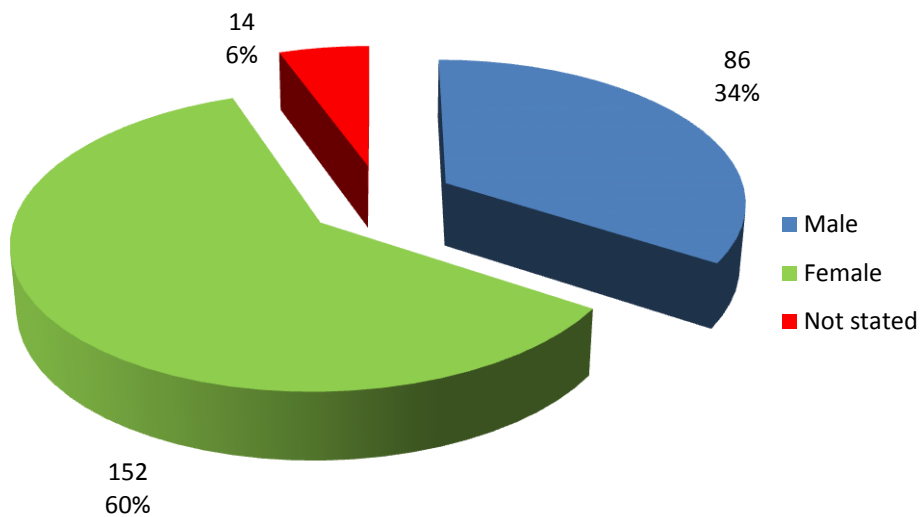
**Religion and Belief:**



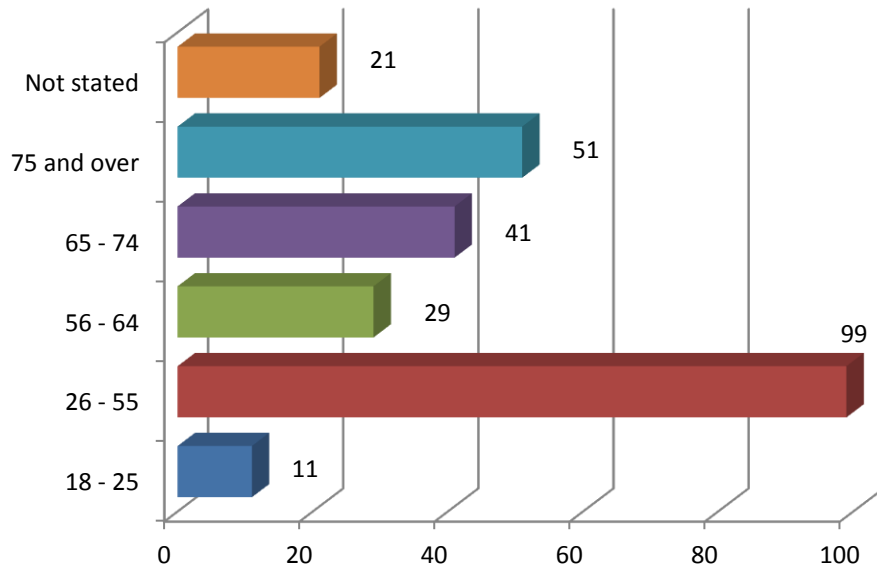
**Complaints:**

During 2019 there were 252 complaints received from patients. The following graphs show the equality data relating to the complainants.

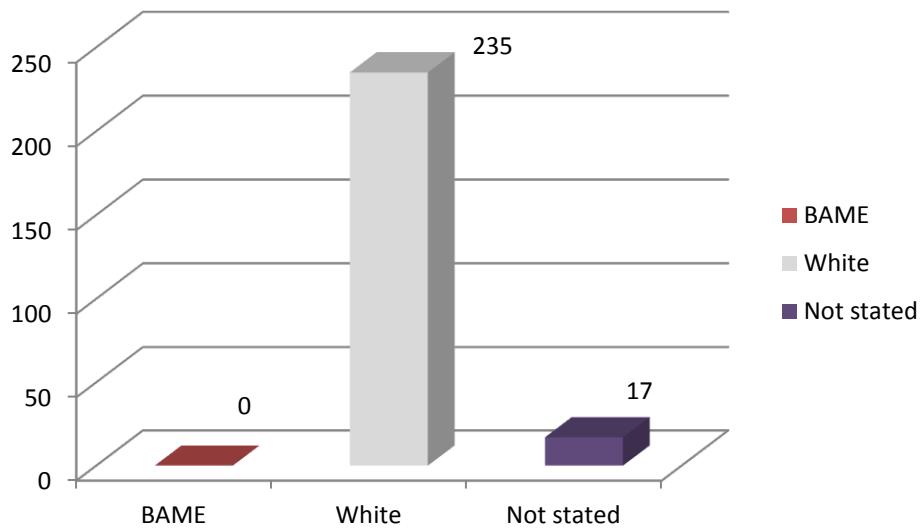
**Sex:**



**Age:**



**Ethnicity:**



## 7. EDI Activity since October 2019

October is a significant month in the equality calendar, being both Black History Month and Freedom To Speak Up month. In 2019 a number of events were organised by the BAME Forum within the Trust to celebrate Black History Month.

These included organising an awareness stand in Springs Restaurant in association with the Royal College of Nursing, arranging a week of special meals in the Springs Restaurant on the theme of food from around the world and a special screening of the BBC series "Small Island".

The BAME Forum also took an active part in raising awareness of Freedom to Speak Up Month. Together with the Freedom to Speak Up Guardian and people from across the Trust they took part in the national #SpeakUpToMe campaign.



In November the Trust organised an event to raise a flag as an act of remembrance on the International Transgender Day of Remembrance. People from the Trust were joined by representatives from the Police, Local Council and the Salisbury Pride Committee to take part in a short act of remembrance before the flag was raised outside the Trust Offices.

In February 2020 the Trust celebrated LGBT+ (Lesbian, Gay, Bisexual, Transgender plus) History month by organising a multi-agency event and a flag-raising. Representatives from the local councils, Police, Army, Churches and Salisbury Pride Committee joined a number of our people in the Board room for a small ceremony prior to raising the flag. The flag was flown on site for the majority of the month.



On Valentine's day 2020 the BAME Forum organised an awareness event to raise awareness of the network. They held a trolley dash around the hospital giving away cards and sweets engaging with a diverse range of our people and patients.



February also saw the launch of a reverse mentoring programme entitled “Walk in My Shoes!” The programme involves members of the Trust Board together with representatives from the BAME Forum working together over a six month period. This is covered in more detail in the WRES report.



In March 2020 the Trust began to feel the effects of the Covid-19 pandemic. This had a dramatic effect on activity around EDI. A number of equality champions were either diverted from their roles, were shielding or working from home.



Originally the NHSE/I suspended the Workforce Race Equality Standard and the Workforce Disability Equality standard programmes. However when it became clear that the effects of the pandemic had a direct effect on equality, diversity and inclusion issues the programmes were reinstated. This years WRES and WDES reports are referred to later in this report (see sections 12 and 13).

Covid-19 was responsible for the cancellation of a number of EDI events and meetings. The pandemic also highlighted disproportionate effects on people from BAME communities and those with disabilities. This is evidenced in the WRES and WDES reports referred to later in this report. During this period the Trust has engaged closely with the BAME Forum in particular to identify the issues and help to resolve them.

During this time there was an opportunity to review the Trust Equality, Diversity and Inclusion Policy and to develop a new Equality Impact Assessment (EIA) Policy and process. Both of these have now been completed and authorised by the Trust

governance process. The impact and assurance resulting from these developments will be reviewed and included in the 2021 annual report.

An implementation plan is now being developed for the new EIA process.

The following section of this report documents the progress of our staff support networks during 2019/20.

## 8. Staff Support Networks

### **BAME Forum:**

Over the past year our BAME Forum members have worked together to develop the network. This involved creating a What's App Group and having regular meetings throughout the year.

Covid-19 has posed some problems for the Forum although they are now regularly meeting virtually to continue to develop the network and engage with our BAME colleagues.

This year has brought to the forefront longstanding challenges and health inequalities faced by the BAME community. Within the NHS there has been a call to action to raise the profile of the BAME networks within NHS organisations. Salisbury NHS Foundation Trust have started that journey, the network has active Executive Engagement, collaboration with our communications and recruitment and contribute towards the COVID-19 response.

Our members have had the opportunity to participate in advertising campaigns and share their stories with leaders within the organisation. This is just the beginning, we aim to continue to grow the network and work with the organisation on the Workforce Race Equality Standard and People plan.

**Candice Berry**  
**Chair of the BAME Forum**





The Rainbow Shed Network has been in existence for some time as the Trust LGBT+ network. Efforts have been made during the year to engage with LGBT+ people within the Trust to ensure that they can come to work and be who they really are.

The current pandemic has postponed and cancelled many LGBTQ+ community events for 2020. Therefore we have not been able to promote the connection we have made between Salisbury Pride UK and The Rainbow Shed Network at Salisbury District Hospital. The Rainbow Shed Network is a proud partner of Salisbury Pride UK.



The network goals are to encourage, welcome and celebrate the LGBT+ community and diversity in Salisbury NHS Foundation Trust.

During 2019-2020, The Rainbow Shed Network hosted local events and invited local Salisbury City Council Wiltshire Police, Dorset and Wiltshire Fire Service, NHS Employers, Wiltshire Council, Salisbury Pride UK and many more which included LGBT history month, Transgender day at Salisbury District Hospital.

**Craig Douglas, Elizabeth Swift, Joe Cousins**  
**Rainbow Shed Members**



## **Women's Network:**

The Women's Network was launched in June 2019 with an event on the subject of the menopause. This event was well attended and we received very positive feedback on the talk given by Dr Annie Hawkins and the information that was shared.

We now have 8 core committee members and are meeting on Teams to discuss how we would like to this network to move forward.

We have particularly been reflecting on the challenges and pressures faced by all during the pandemic, and will be discussing the impact this may have had on our staff here at the Trust; including but not limited to workplace pressures, working from home, home schooling, and being isolated from friends and family. Each of these could have an impact on the mental and physical wellbeing of women who work at SFT and we would like to explore how we can best respond to this.

One avenue being explored is working closely with Odstock Health and Fitness, who are keen to support the network. We are in the early stages of identifying what advice and support we could provide together. The on-going, overarching aim of the network is to provide information and support on the areas that women who work here need the most; the menopause was suggested by staff as a topic last year and this year the pandemic is something that has affected everyone.

We hope to continue to engage with staff to understand what support they would like, and to empower the members to play an active role to enable this to be a success.

**Kelly Kerrigan**  
**Chair of the Women's Network**





## Mental Health First Aiders Network



A number of Mental Health First Aiders have now completed training within the Trust. The aim of this network of first aiders is to provide peer support and signposting for our people with issues relating to their mental health. They will also assist in breaking the myths of talking about mental health in the workplace.



In aiming to prevent the development of mental health problems among employees, as an organisation we should develop a comprehensive mental health and wellbeing strategy. This Strategy should be integrated with the broader health and Wellbeing policy, and should address work-related risks to employee mental health, using a systematic approach to planning, implementation and monitoring.

In order to ensure sustainability, the mental health and wellbeing strategy should be integrated within the organisation's broader strategic management processes and should not be seen as an 'added project'.

An ideal mental health and wellbeing strategy should be systematically implemented and evaluated and should cover the following:

- The development of a positive work environment that supports and encourages mental health
- Effective management of performance issues
- development of a mental health and wellbeing policy
- Provision of mental health education.
- 

We currently have 18 mental health first aiders in the organisation. This is quite an achievement. Our aim is for us to have a workforce that sees mental and physical wellbeing as one entity.

**Sandy Woodbridge**  
**Mental Health First Aider Lead**

## Disability Network:

A specific action was included in the 2019 WDES action plan to work with the Disability Diversity Champions to facilitate the development of a Disability Network. During the year we have run a number of workshops, attended by the champions, a number of our people with disabilities and managers to begin the development of the network. This work has been disrupted by the onset of the Covid19 pandemic.



I joined Salisbury Hospital in February 2016 and work within Informatics as a Project Manager. I have always worked in the public sector, previously with Wiltshire Police and Wiltshire Council and am proud to feel that I make a difference (if only a small one!)

One of my anxieties over the past few years is how I could cope with work, being a single mum and how my disability may hold me back. Needless to say, my outlook has changed; I have found a work environment that is inclusive, one where I feel a valued member of a team. Not for what I can't do, but for how I add value.

As one of the Disability Champions I am here to support those with disabilities and Mental Health problems.

**Wendy Ashton**  
**Disability Diversity Champion**



## EU Staff Support Network: #LoveOurEUStaff

The Trust has two EU Diversity Champions, who have been working since 2017 to raise awareness for our EU people and support them during the lead up to Brexit and prepare them for the new EU settlement regulations. During 2019/20, following the NHS settled status trial, these Champions, together with the support of the Trust and the Head of EDI, assisted Trust EU staff in taking part in the government settled status programme which opened to all as part of #LoveOurEUStaff (NHS Employers campaign) .



Since we started we have organised a number of activities including various advisory drop-in sessions in the Education Department (attended by people from 8 different nationalities) and promotional display stands, to help people register for settled status.

A device was provided in the Education Department to support our people through the application process, we supported more than a 100 of our people to process their settled/pre-settled status applications, while others took the opportunity to get in touch for advice. Following this success, we both carried on supporting the EU staff network, with the purpose of identifying issues that our people may have as the UK leaves the European Union.

We set up a Webinar get together inviting OD Personnel / EDI / Union lead. This webinar was organised by NHS Employers (recording) aiming to ensure the Trust had an understanding of the background of the scheme and the importance of applying and supporting our people.

While COVID has meant no physical meeting since March, in the last 12 months six eBulletins (example: July 2020, October 2020) were published and distributed by EMAIL, Daily Staff Updates (08/01...) via the Trust Communications Department, and distributed using our cascading networks.

**Stéphane Guégan and Isabel Cardoso**  
EU Diversity Champions

## 9. Freedom To Speak Up Program



I have been the full time Guardian at Salisbury NHS Foundation Trust for the past two years. This role is independent, autonomous and has direct access to the CEO and is supported by a Non-Executive Director.

**Elizabeth Swift**  
**Freedom To Speak Up Guardian**



**Promoting FTSU** – the FTSUG is working with the Communications Team to continue to promote the role. As a result the intranet page has been refreshed; a FTSU Screen Saver has been introduced; Unique FTSU logo for SFT has been developed to be used for posters and merchandise and regular Trust wide bulletins giving details of how our people can access FTSU.

**Key relationships** – the FTSUG continues to collaborate with many teams in order to support speaking up. Regular meetings are held with People Business Partners, Risk, PALS, Litigation, Clinical Psychology, Staff Side, Counter Fraud, Chaplaincy, Guardian of Safe Working, Chief Registrar, Executives and Non-Executives and protected groups such as the BAME forum. FTSU is also a member of the Leadership Forum and has been involved with the NHSI Culture and Leadership Programme.

The FTSUG has access to the CEO, Chairman and Director of OD & People as well as having monthly 1:1's. All these relationships help to develop an open culture where speaking up is fostered and welcomed.

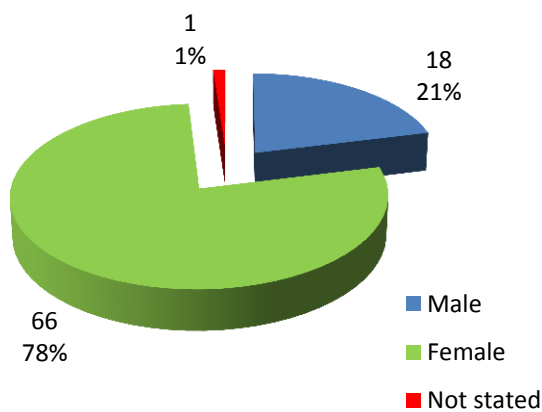
**Ambassadors** - 5 FTSU Ambassadors have been recruited from across the organisation to ensure our people have appropriate support and opportunities to speak up, signpost where necessary and support the Guardian in raising awareness of the FTSU programme.



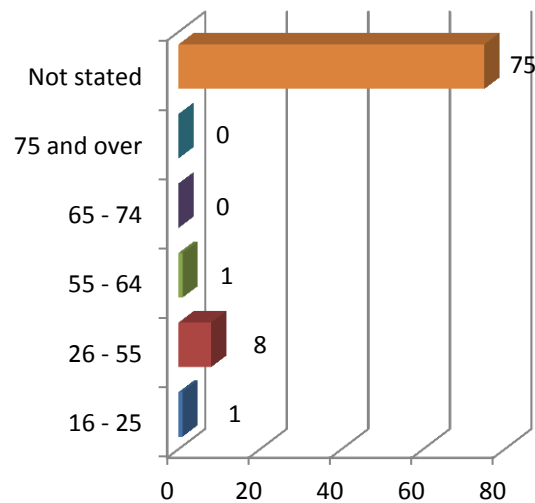
During the year 2019/20 a total of 85 people approached the Freedom To Speak Up Guardian. Full details of their equality data were not recorded, however 10 of them provided feedback with some of their equality data. The following graphs illustrate the equality data received. Further information is provided in the FTSU annual report.

The Freedom To Speak Up Guardian is reviewing the way equality data is recorded.

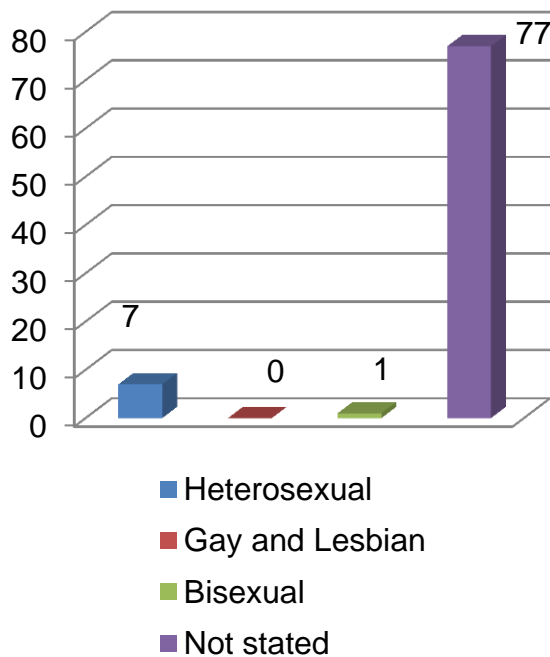
**Sex:**



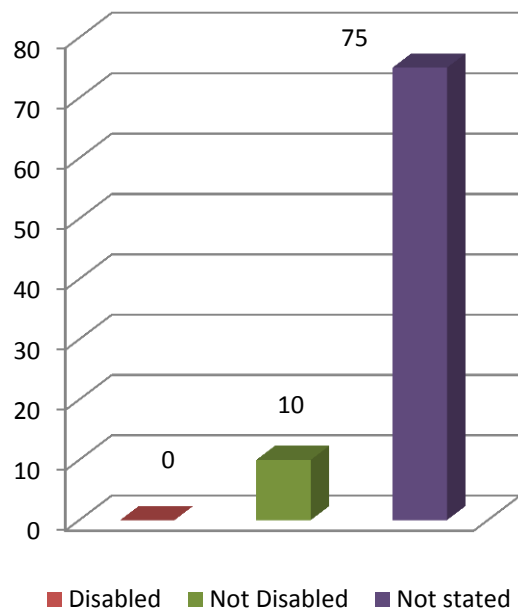
**Age:**



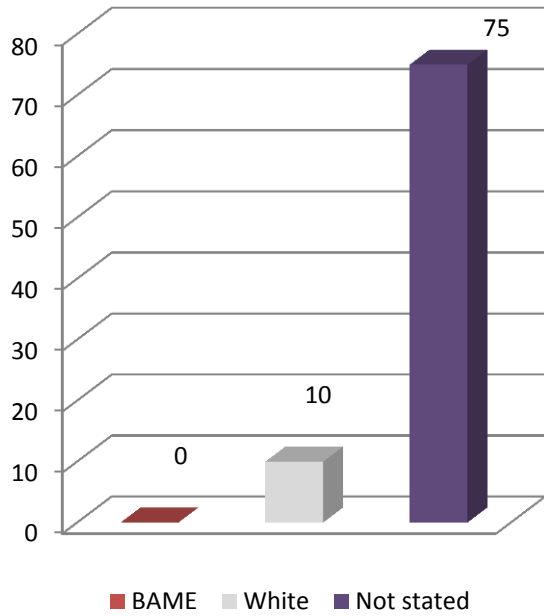
**Sexual Orientation:**



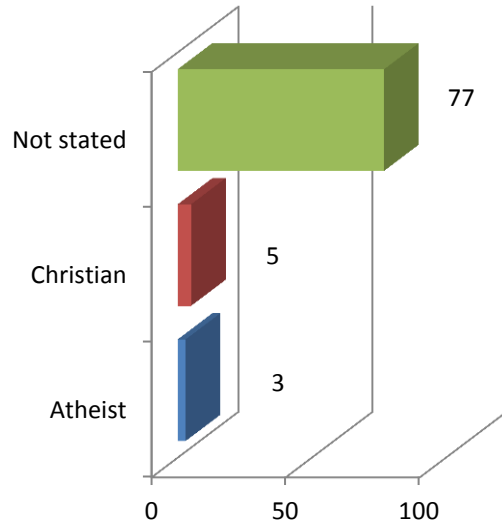
**Disability:**



**Ethnicity:**



**Religion and Belief:**



## 10. Equality, Diversity and Inclusion training

During the past 12 months the Freedom To Speak Up Guardian and the Head of Diversity and Inclusion have delivered face to face interactions through Trust Induction, volunteer induction, workshops and delivering training at departmental meetings. In doing this they have engaged with 1058 of our people.



Despite the Covid-19 pandemic restrictions the Head of Diversity and Inclusion, the Freedom To Speak Up Guardian and one of the Chaplains have maintained a face to face input to all new starters. This 30 minute contact with our new starters has been well received and regularly gets favourable feedback.

*“Had humour but also good content, felt able to go to them without fear.”*

*“Interesting, informative, friendly and welcoming presentation.”*

*“Lovely! What nice people, already feel I could speak up if necessary, Lizzie explained her role well.”*

*“Very well presented, uplifting, great message, very friendly, looking forward to meeting again.”*

We have continued to run quarterly face to face EDI and FTSU training sessions, although these were slightly interrupted by the pandemic. We were forced to review the way we ran the session to ensure that we could still run our interactive session whilst maintaining social distancing.

It has been a challenge to run these sessions in this way especially whilst wearing a mask. However, we have managed to do this and maintain the effectiveness of the session.



*Photo taken pre-Covid-19.*

In order to reach more people we have worked with specific departments within the Trust to arrange extra trainings sessions for our people. These have followed the same format as the quarterly sessions. We have been able to introduce case studies within each session which are relevant to issues faced in specific departments.

This training has also been well received and feedback suggests that all our people, no matter what their role should at least have access to this training. Attendees commented that the training stimulated them to think about EDI and FTSU issues in a different way.

At the present time the Head of Diversity and Inclusion is design a training package to introduce the new Equality Impact Assessment process to the Trust.

During 2020/21 we will be working with those running training within the Trust to embed equality, diversity and inclusion within each training program. Our aim is to ensure that EDI runs through everything we do.



## 11. Gender Pay Gap

The Trust has reported similar pay gap data for the past four years. Over that period of time there has been a slight reduction in the overall pay gap. This amounts to 3.4%.

As can be seen from the above data there has been some movement across each of the staff groups. However these are modest percentages and a few have increased and not decreased.

The three staff groups with double figure pay gaps remain the same as last year:

- Administrative and Clerical
- Additional Professional, Scientific and Technical
- Medical and Dental

When we look at other local, similar NHS Trusts we see that Salisbury NHS Foundation Trust is recording the lowest mean pay gap and the second lowest median gap.

There have been no specific, targeted initiatives within the Trust to reduce the gender pay gap in the past year. Although a number of actions were highlighted and considered by the EDI Committee within the EDI Action Plan. This being reviewed, agreed and will be acted upon during 2020/2021.

It would appear that the movement on the pay gap has been the result of movement in and out of the staff groups identified.

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we must publish and report specific information about our gender pay gap

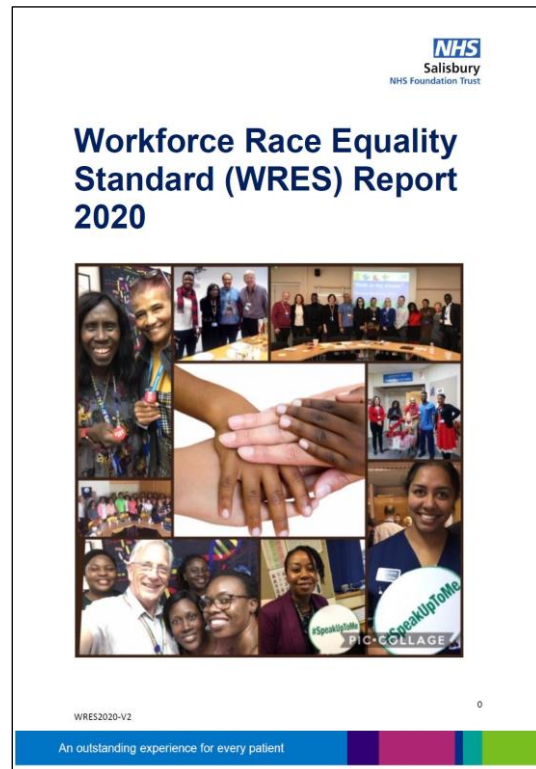


## 12. WRES (Workforce Race Equality Standard)

2019 saw the Trust recruit a significant number of people from a BAME background into a variety of clinical and non-clinical roles across the range of pay bandings. Since 2018 the likelihood of BAME people being appointed has also increased.

This year we have looked in more detail at who are included within the overall definition of BAME people. Section 2 of this report details the actual breakdown of the ethnic origin of our people. It can be seen that the blanket term BAME covers a wide range of ethnic groups and the Trust employs people from 72 different countries.

The number of our people engaging with the staff survey has also increased this year. The full details are listed in Section 10 of this report. This has shown a significant change in the willingness of BAME people to engage with the staff survey, some 115% increase.



Covid-19 has had a significant effect on the Trust and our Diversity and Inclusion agenda. It has provided an opportunity to engage more closely with our BAME colleagues both within the workforce and importantly through the BAME community who are starting to take on a much more proactive role within the organisation.

Our challenge for 2020/21 will be to harness this improved engagement and work through our ED&I steering group and networks to continue to improve the working lives of our BAME people.

The NHS Workforce Race Equality Standard (WRES) was made available to the NHS from April 2015, following sustained engagement and consultation with key stakeholders including a widespread of NHS organisations across England. The WRES is included in the NHS standard contract, and since July 2015, NHS trusts have been producing and publishing their WRES data on an annual basis.

### 13. WDES (Workforce Disability Equality Standard)

This is the second year that the Workforce Disability Equality Standard has operated which now gives us the opportunity to make a comparison to the previous year. This report includes a number of such comparisons which indicate that we made slight progress in identifying people with disabilities.

In collecting the data within the Trust we have identified that we do not have a true picture of people with a disability within our Electronic Staff Record (ESR) system. Within those systems 98 people have identified as having a disability and 242 of our people did not state whether they had a disability or not. These two figures give us a total of 340 people. When we looked at the response to the NHS Staff Survey we see that 330 of our people identified as having some form of disability. In comparing these two figures it is clear they are very similar and a number of our people do not feel confident in disclosing their disability to the organisation.



This indicates that we need to encourage our people to provide accurate and up-to-date equality data.

One main influencing factor this year has been the effect of the Covid19 pandemic. Many of our people who have disabilities or underlying health condition, have been shielding, are self-isolating or are working remotely. This has disrupted the development of a Disability Network and the progress of our Disability Confident self-assessment. These issues with engagement were not reflected in our more mature BAME network as the people involved already knew each other.

Covid19 has also highlighted the disproportionate effect the virus has had on high risk groups. These include those with underlying health problems, those with disabilities, those from low socio-economic backgrounds and members of BAME communities.

A system of risk assessments for all people falling within the high risk categories has been developed. All our people with disabilities have been included within the risk assessment process.

Work has continued over the past year to review and develop an appropriate reasonable adjustment process, to establish a Disability Network and to encourage our people to update and complete their equality data on ESR.

It is clear that a number of people are still reluctant to provide equality data as can be seen in this report, including members of the Board as indicated in Metric10.

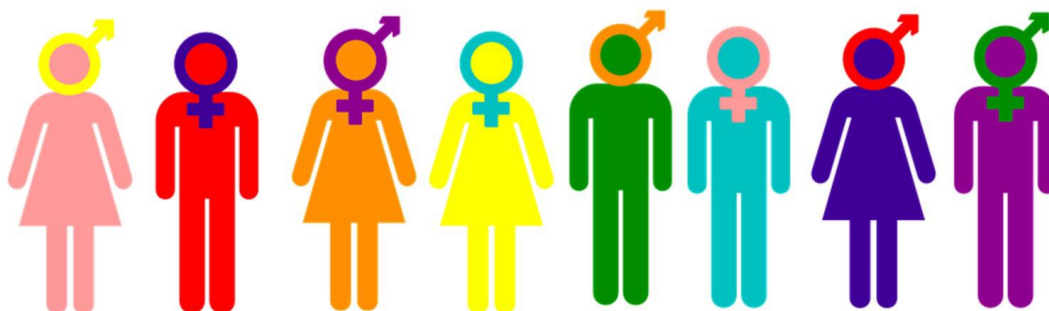
The Workforce Disability Equality Standard (WDES) is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts from April 2019. The WDES is a data-based standard that uses a series of measures (Metrics) to improve the experiences of Disabled people in the NHS.

## 14. Equality Analysis/Monitoring

A new Equality Impact Assessment Policy has now been written and authorised by the Trust. A new form has been developed to bring the process up to date. At the present time the Head of Diversity & Inclusion is preparing a training program for those responsible for carrying out Equality Impact Assessments.

### Equality Monitoring

At the present time the Trust does not have a central Equality Monitoring policy to ensure standardised equality data is collected across the organisation. The Head of Diversity and Inclusion is working with the information governance team to develop an appropriate Equality Monitoring policy which will be ready for April 2021.



## 15. Future influencing factors

The following initiatives will have an effect and influence our approach to ED&I over the coming months:

- NHS People Plan
- Best Place To Work Program
- The NHS Long Term Plan
- Annual contribution to the WRES and WDES programmes
- Annual reporting against the Gender Pay Gap programme.
- The NHS Workforce Race Equality Standard (WRES) leadership strategy.
- The Learning Disability programme
- The Sexual Orientation Monitoring programme
- Equality Delivery system three.
- The Ethnicity Pay Gap Reporting
- Annual NHS staff Survey
- EU Exit
- Covid-19 pandemic response

During 2021 the EDI Committee will be considering the 2019/20 action plan in the light of the WRES, WDES and gender pay gap reports mentioned in this report. The aim will be to identify a number of SMART actions which can further embed equality, diversity and inclusion across all areas of the Trust. Consideration will also be given of the influencing factors above. Progress on these actions will be monitored on a quarterly basis by the OD and People Management Board.

Work has commenced across the emerging Bath and North East Somerset, Swindon and Wiltshire Integrated Care System to identify EDI resources and opportunities to promote the inclusion agenda across the system. The Head of Diversity & Inclusion has been seconded, one day a week to the role of BSW Workforce EDI Lead. A focus of this role is to develop an EDI Leads Network across the system and identify areas of joint working to create an inclusive and fair culture.

A Key part of the EDI agenda going forward both within Salisbury NHS Foundation Trust and across the ICS is the development of Staff Networks. The above secondment has created the opportunity to recruit a part time networks coordinator to facilitate development of the networks.

## 16. Recommendations

It is recommended that The Trust should consider the following action to continue our equality, diversity and inclusion journey.

- The EDI Committee should consider this report together with the Gender Pay Gap, WRES and WDES reports to create a SMART equality action plan in line with the NHS Long Term Plan, NHS People Plan and the Public Sector Equality Duty.
- The Head of Diversity and Inclusion to work with Information governance to develop an Equality Monitoring Policy to ensure that a standard set of equality data is recorded across all directorates in the Trust.
- The Head of Diversity & Inclusion to work with the Education department to ensure EDI is embedded in all training provided by the Trust.
- The EDI Committee to develop a mechanism for identifying and collecting EDI related work across all directorates.
- The Trust continues to provide appropriate resources to ensure the development of efficient and effective staff support networks.

Our overall ambition for ED&I within the Trust is to empower our diversity networks to be able to implement the actions prioritised by the ED&I committee and for the networks to drive the agenda going forward.

As part of BSW, and our commitment to delivering the People Plan we will work with our regional partners to develop a joined up approach to ED&I for the future.

## 17. Author and Sponsor

Author: Rex Webb, Head of Diversity and Inclusion  
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Sponsor: Lynn Lane, Director of OD and People  
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## Appendix 1: Public Sector Equality Duty

Under section 149 of the Equality Act (2010), a public sector equality duty was created, which is a statutory obligation for all public authorities. This is defined in legislation as the general duty and all public authorities are adherent to the following obligations to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The general duty is underpinned by a set of actions and assurances termed the specific duties. These serve as guidance on how the general duty can be met, through a range of actions and the provision of evidence in varied formats. The specific duties are to:

- Publish Information outlining how they will comply with the general duty by 31/1/2012 (Annually thereafter).
- Formulate at least one Equality objective
- All information published on how they will meet the equality duty must be presented in such a manner that it is accessible to the public.



# The Equality Act 2010