

**Trust Board
Report Summary**

Date of Meeting: March 2024	
Title of Document: Public Sector Equality Duty Annual Report 2023	
To be presented by:	Author:
Kate Read, Director of People & OD	Clare Harper, Business Manager – People & OD
1. Status: For Approval	
2. Purpose: Statutory Reporting	
Relates to:	
Strategic Objective	SO4
Operational performance	
Quality	
Legal/Regulatory/Audit	
Finance	
Governance	
NHS policy/public consultation	
Accreditation/inspection	
Anchor institutions	
ICS/ICB/Alliance	
Board Assurance Framework (BAF) Risk	
Other	
3. Summary: <p>The public sector Equality Duty (PSED) was created under the Equality Act 2010 for public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. The Trust has an obligation to publish its approved PSED report on the ESNEFT Website/intranet and email to the local commissioner.</p> <p>Attached is the ESNEFT PSED Annual Report which provides an overview of the PSED workforce and service user data for the period of January to December 2023 and to provide assurance of compliance through the actions identified in the conclusion section. Please note that the data period for this report differs to that of the WRES/WDES annual reports which are April to March each year.</p>	

The main areas to highlight are:

Workforce

- 17% of staff do not have their sexual orientation status recorded compared to 33% last year and 54.82% in 2021. We believe the targeted disclosure work as well as the roll out of the LGBTQ+ awareness sessions over the past 18 months are promoting positive culture change in terms of psychological safety in the workplace.
- The number of unknown disability in December 2023 was 14% and again this is a significant improvement when compared with the previous two years (38% in 2022 and 55% in 2021).

NB: Whilst disclosure of sexual orientation and disability status have significantly improved, we will be continuing our targeted approach to disclosure in all other protected characteristics.

- With an aging workforce and lower numbers of staff within the under 25 age bracket, it highlights the need to promote flexible working opportunities to retain our older staff to support the younger generation, as well as the important role of our Health Care Academy and Adult Academy for individual's interested in joining the NHS workforce, and the continued work around Apprenticeship roles and upstream into universities.
- There is limited resource to benchmark against other Trusts however our WRES data shows that we are reporting more positively when compared with the national and regional average for our recruitment and disciplinary processes and access to non-mandatory training:

Relative likelihood of White staff being appointed from shortlisting compared to BME staff:

	Likelihood
National Average (BME)	1.79
East Region Average (BME)	1.55
ESNEFT (BME)	1.25

Relative likelihood of BME staff entering the formal disciplinary process compared to white staff:

	Likelihood
National Average (BME)	1.24
East Region Average (BME)	1.15
ESNEFT (BME)	1.03

Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff:

	Likelihood
National Average (BME)	1.1
East Region Average (BME)	1.04
ESNEFT (BME)	0.88

Service Users

- There was very little change in data when compared to the previous year however as we recommenced our engagement plans to invite complainants and service users to be part of the 15 steps programme, whereby wards, departments and community sites will be visited, the findings will therefore be shared across the organisation in due course. In addition to this, initial discussions have commenced with SNEE EDI

Team in regard collaborative work in the region in terms of promoting disclosure of protected characteristics.

Areas of focus for the coming year will include:

- New ways to engage with our diverse workforce and the local population and we aim to do this by:
 - Making it easy for people to access our services
 - Strengthening our recruitment and selection processes and retaining our staff from all communities, backgrounds and protected characteristics
 - Improving engagement to make sure our staff and those who use our services are valued and respected as individuals and thus improve disclosure of protected characteristics
 - Making sure everyone is treated fairly and honestly
 - Improving health inequalities for our staff, patients and service users.
 - Benchmarking against other Trusts re non-disclosure compliance and access to services.

- Continue to progress our EDI strategic objectives by:
 - Agreeing key priorities for 2024/5 through the newly established EDI Operational Group and EDI Strategic Reference Group
 - Embedding an inclusive and compassionate leadership culture
 - Effective monitoring and use of equality workforce data via the recently designed EDI Dashboard and initiate interventions where necessary to improve staff experience.
 - Implementing key priorities outlined in our EDI Strategy and Action Plan.

In summary, the report confirms the Trust's compliance with equality legislation and meeting the PSED duties as outlined in the Equality Act 2010. It also provides details of the numerous projects and initiatives undertaken across the Trust over the past year to improve equality of our service and employment provision and our aims and approach going forward into 2024 to improve patient experience, engagement and access via the patient engagement portal and electronic patients records, our patient centre, and the extensive work around health inequalities; and for workforce continuing our leadership development programmes, EDI training sessions, encouraging our culture of speak up and listening session, strengthening our recruitment processes to be non-bias, onboarding support for our internationally recruited staff, and increasing staff engagement via the Making Time Matters programme and our staff networks.

This report should be read in conjunction with our EDI strategy which highlights key targets for the Trust as well as recognises the importance of the contribution of every individual who works at ESNEFT to improving the lived experience, value and equity of opportunity for all colleagues in the Trust, regardless of protected characteristic.

This report was reviewed by the POD Committee on 27 February and was endorsed for Trust Board approval. Post approval, there is a requirement to publish the report on the Trust's website by the national timeframe of 31 March 2024.

4. Recommendations / Actions

The Board is asked to review and approve this report.