

Equality Assurance Report
The Ipswich Hospital NHS Trust
January 2012

EQUALITY ASSURANCE 2012 – 2013 – NHS MIDLANDS AND EAST

The Ipswich Hospital NHS Trust

Item	Description	Evidence
A)	<p>Have you/will you have published your NHS Trust: Equality Strategy and/or Assurance document (this is the main document that shows your compliance with the public sector equality duty) - by 31 January 2012</p> <p>Can you give a summary of its format and where it can be located on your website.</p>	<p>The Equality Assurance Document will be available on www.ipswichhospital.nhs.uk by 31 January 2012.</p> <p>An event has been organised to take place on Monday 30 January for representatives from the local community/User Groups to be involved in grading Goals 1 and 2 which are patient/service user focussed.</p> <p>Following this event, the Trust's four draft equality objectives for the next 4 years will be considered by Diversity Board/Trust Board members.</p> <p>Diversity Champions have graded the staffing components from amber/developing to purple/excelling</p> <p>3.1 – Green (Achieving)</p> <p>“Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades”.</p> <p>3.2 – Green (Achieving)</p> <p>“Levels of pay and related terms and conditions are fairly determined for all posts, with staff doing equal work and work rated as of equal value being entitled to equal pay”.</p>

Item	Description	Evidence
		<p>3.3 – Purple (Excelling)</p> <p>“Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately”.</p> <p>3.4 – Green (Achieving)</p> <p>“Staff are free from abuse, harassment, bullying, violence from both patients and their relatives and colleagues, with redress being open to all”.</p> <p>3.5 – Purple (Excelling)</p> <p>“Flexible working options are made available to all staff, consistent with the needs of the service, and the way people lead their lives”.</p> <p>3.6 – Purple (Excelling)</p> <p>“The workforce is supported to remain healthy, with a focus on addressing major health and lifestyle issues that affect individual staff and the wider population”.</p> <p>4.1 – Green (Achieving)</p> <p>“Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond”.</p>

Item	Description	Evidence
		<p>4.2 – Amber (Developing)</p> <p>“Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination”.</p> <p>4.3 – Amber (Developing)</p> <p>“The organisation uses the Competency Framework for Equality and Diversity Leadership to recruit, develop and support strategic leaders to advance equality outcomes”.</p>
B)	<p>Have you published your Equality workforce data?</p> <p>Please summarise:</p> <ul style="list-style-type: none"> • Any gaps/trends • How it has been collected • Where it can be viewed • What it covers 	<p>Yes, available on www.ipswichhospital.nhs.uk under information for patients and visitors, there is a section dedicated to equality and diversity</p> <p>We do have some gaps in the data within the groups of: Pregnancy and maternity Religion or belief Sexual orientation</p> <p>However, this being addressed as one of the actions arising from the discussion group.</p> <p>Workforce data is collected from ESR and is dependent upon the information employees disclose.</p> <p>The workforce data published covers employment ethnicity, gender, pay, disability and age.</p>

Item	Description	Evidence
C)	<p>What assurance can you give a commissioning/or Provider organisation that your data monitoring will reflect and be broken down to the protected characteristics required by the public sector equality duty (PSED)?</p>	<p>The data monitoring will reflect and be broken down to the protected characteristics required by PSED, and an action plan has been devised to address any issues..</p>
D)	<p>Will you publish your PSED objective/s by April 2012?</p> <p>Please outline the Equality objective for your organisation;</p> <ul style="list-style-type: none"> • Provider Equality objectives. 	<p>Yes</p> <p>From the information to date, the draft equality objectives are:</p> <ul style="list-style-type: none"> • Comply with the Equality Act 2012, including public sector duties • To improve the access to healthcare and health outcomes of the older people in Suffolk • To improve the access to healthcare and health outcomes of black and minority (BME) people in Suffolk. • To collect information to clarify the needs of protected groups in Suffolk based on anecdotal evidence and national data, beginning with carers, people with learning disabilities, lesbian, gay, bisexual and transgender people, and BME people. <p>However, these may be revised following a patient involvement event in January 2012.</p>

E)	Can you summarise the key health inequalities that your organisation will address in 2012/13 (including Protected Characteristic Areas)?	<p>The objectives above reflect our vision to be the hospital of choice by placing patients at the centre of everything we do, based on principles of quality and safety, access and accountability within a continuously improving environment.</p> <p>Our top three strategic objectives are to provide:</p> <ul style="list-style-type: none"> • safe, reliable, personal and responsive emergency care, planned care, maternity and children’s care; • nationally recognised care for older people in the hospital; and • a number of more specialised services where they meet defined accreditation standards
F)	Can you highlight and give examples of good practice in relation to the rollout out of the Equality Delivery System (EDS)?	<p>Involvement of Suffolk LiNK Working collaboratively with other healthcare providers in Suffolk Engagement of Directors and Non-Executive Director Engagement of Diversity Champions across the hospital</p>
G)	What Governance structures are in place to oversee the monitoring and grading of the Equality Delivery System (EDS) goals and objectives?	<p>Trust Board Diversity Board, chaired by Executive Director Equality and Diversity Group Patient Experience Group</p>

H)	<p>What workforce/community engagement structures are in place to oversee the monitoring and grading of the Equality Delivery System (EDS) goals and objectives?</p>	<p>Continuation of work with:</p> <ul style="list-style-type: none"> • Diversity Champions, • Hospital User Group members, • Patient Experience Group members, • Hospital volunteers, • Community engagement events taking place in venues across the population area. • Staff training in equality and diversity, learning disability, safeguarding, • Use of feedback from patient and staff surveys
I)	<p>What are the Risk Areas (if any) to the delivery of your NHS Trusts Equality Assurance and objectives?</p>	<p>Reliant on patients and employees to provide personal data</p>