**Equality, Diversity and Inclusion**

*Our aim is to make sure that everyone who works for (or applies to work for) the Trust is treated fairly and equitably and with dignity and respect and that all employee understand their responsibilities in relation to Equality and Diversity.*

The Trust covers a wide and diverse area and the current profile reflects the overall make-up of the local population. Current information shows that the Trust is broadly in line with the local demographic average in terms of employment of ethnic minorities.

The Trust has a duty under the Equality Act to collect and publish information on the protected characteristics as defined under the Equality Act 2010. The demographic information that we have for staff is as follows.

|  |  |
| --- | --- |
| **Key Issues** | **Updated: November 2015** |
|  |
| The Equality Delivery System 2 and Workforce Race Equality Standard ratings were ratified at Trust Board in June. A detailed action plan to address issues identified as part of the rating process was taken to July CDT and approved with further discussions at GBM about how best to put the actions into practice. This discussion has continued with Group Representatives at the August meeting of the Equality and Diversity Steering Group. As a result work has started on actions, with a particular focus on identifying the best way forward for an equality analysis of our service provision. In September the Equality and Diversity Lead attended TUMF to discuss the EDS2 Action Plan and to start initial work on the development of Staff Networks.As part of our requirement of the NHS Standard Contract we have made available our EDS2 and Workforce Race Equality Standard submissions to NHS England and we have been informed that work on analysing data from the July WRES baseline reports for NHS provider organisations is about to commence. At the start of November the Equality and Diversity Lead attended the Workforce Race Equality Standard Workshop led by Roger Kline in Newcastle. Key issues to note from this workshop are:* For 2016 the metrics will be reported via Unify2 and Trusts will be required to publish a link to the actions that they plan to take.
* Detail of Actions will be an important consideration for NHS England and CQC
* The national WRES team is working with the CQC to incorporate the WRES as a factor for consideration in the Well-Led domain
 |
| **Director Lead:** Lisa Crichton-Jones, Director of Workforce and Organisational Development |

