



NHS
Doncaster and Bassetlaw
Teaching Hospitals
NHS Foundation Trust

DBTH Equality, Diversity & Inclusion plan 2020-2021



The NHS Constitution clearly states that the NHS belongs to the people and it establishes the principles and values of the NHS in England. It sets out rights to which patients, public and colleagues are entitled, and pledges that the NHS is committed to operating fairly and effectively.

Fair treatment for all

Our commitment to patients and colleagues

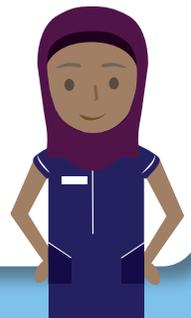
Our 'DBTH Fair Treatment for All' policy sets out our desire to eliminate all forms of discrimination, promote equality of opportunity, value diversity and foster good relations. We are firmly committed to fair and equitable treatment for all and by truly valuing the diversity everyone brings, create the best possible services for our patients and working environment for all of our colleagues.

“As an organisation we will not tolerate any form of discrimination, victimisation, harassment, bullying or unfair treatment on the grounds of a person’s age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race including nationality and ethnic origin, religion or belief, sex or sexual orientation”.

Equality Objectives

We have a number of equality objectives, which are:

- ➔ Recruit a strategic Equality Diversity and Inclusion lead
- ➔ Improve the capture and quality of the data we hold about our colleagues
- ➔ Support the development of a range of colleagues networks
- ➔ Promote Equality and Diversity Training for managers and leaders
- ➔ Improve the number of colleagues recruited from BAME communities and those with a disability
- ➔ Embed 'Speaking Up' as the way we do things around here
- ➔ Implement the WRES and WDES action plans
- ➔ Promote EDI training for leaders and managers
- ➔ Develop a workforce reflective of the diversity of the local community
- ➔ Introduce the reciprocal mentoring programme



- ➔ Review the sickness policy to ensure fitness for purpose and to ensure colleagues with a disability are not unfairly impacted by the policy.

Workforce Race Equality Standards (WRES)

The WRES was introduced as the evidence strongly suggests that Black, Asian and Ethnic Minority (BAME) colleagues receive less favourable treatment in the NHS which also adversely impacts upon the quality of care received by all patients.

The collection and interrogation of WRES data seeks to prompt inquiry to better understand why it is that BAME colleagues often receive much poorer treatment than White colleagues in the workplace and to facilitate the closing of those gaps.

Since April 2015 we along with all other NHS organisations in England have to report annually to NHS England on the nine equality metrics as part of our standard contract. Each year we are required to produce an action plan to address inequality that is evidenced through our WRES report. We do know that currently within DBTH our BAME colleagues report a worse experience that white and non-disabled colleagues.

Workforce Disability Equality Standards (WDES)

Since April 2019 we have also been required to report on a number of disability equality metrics. 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 colleagues. Our local data has helped inform our local action plan and enable us to demonstrate progress against the indicators of disability equality. Currently within DBTH our disabled colleagues report a worse experience than white

Colleagues Surveys

We look at the NHS national colleagues survey results by protected characteristics. Where particular issues are raised we engage with colleagues groups to carry out further work and analysis to try and address the issues highlighted.

Recent issues we have begun to address include:

- ➔ The Introduction of Freedom to Speak Up Champions
- ➔ The setting up of Colleagues Networks such as LGBT, BAME
- ➔ Transgender Awareness Training for colleagues
- ➔ Equality and Diversity Masterclass and Mentally Healthy work place Masterclass.



and non-disabled colleagues.

We still have work to do on supporting colleagues with long term conditions, disability and making reasonable adjustments in the work place.

It is our intention to survey ALL colleagues to review and reflect upon the learning and experiences of managing the COVID 19 pandemic and how this has impacted upon our patients and colleagues and what we can improve upon.



DBTH Equality, Diversity and Inclusion Group

This group is open to all colleagues to attend and is chaired by a senior colleague. The group meets every quarter and the focus of the group is to progress the inclusion agenda within DBTH. The group welcomes guest speakers and topics for discussion from colleagues.

In terms of governance within the organisation, the Equality, Diversity and Inclusion Group reports directly into the People Committee.

We have also introduced two new colleagues networks. To get involved with the LGBTQ+ Network, please email Adam.Evans2@nhs.net. Meanwhile, for the BAME Network, email Ruby.Faruqi@nhs.net.

Key contacts

Jayne Collingwood, Head of Leadership and Organisational Development.
Kirby Hussain, Equality Diversity and Inclusion Lead.

