

Equality, Diversity and Human Rights
Annual Report 2017/18



Introduction

This is a report about what Northumberland Tyne and Wear NHS Foundation Trust has done between June 2017 and the end of May 2018 to make the NHS a better and fairer place for patients and staff. It is called an 'Equality, Diversity and Human Rights' report because it shows the work we have done to:

- Help all people, whoever they are, to receive high quality health care – we call this equality
- Recognise and celebrate the fact that every person is an individual - we call this diversity
- Make sure every person is treated with dignity and respect - we call this human rights

Northumberland, Tyne & Wear NHS Foundation Trust works from more than 60 sites across Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside and Sunderland. We also run a number of regional and national specialist services. Along with partners, we deliver support to people in their own homes, and from community and hospital-based premises.

We have more than 6,000 people working for us and a budget of over £300million.

The services we provide are divided into three locality care groups"- North, Central, and South.

Our main sites are:

- St. Nicholas Hospital, Newcastle upon Tyne
- St. George's Park, Morpeth, Northumberland
- Northgate Hospital, Morpeth, Northumberland
- Ferdene, Prudhoe, Northumberland
- Walkergate Park, Newcastle upon Tyne
- Hopewood Park, Sunderland
- Monkwearmouth Hospital, Sunderland

We also provide services from a number of smaller units, including Benton House, Plummer Court and the Campus of Ageing and Vitality in Newcastle upon Tyne.

What have we done to promote equality, diversity and human rights within Northumberland Tyne and Wear NHS Trust?

The Northumberland Tyne and Wear NHS Trust is committed to promoting equality, diversity and human rights in all we do. We have a vision which says what we are trying to achieve:

"To be a leader in the delivery of high quality care and a champion for those we serve. "

Our Values are:-

Caring and compassionate

- Put ourselves in other people's shoes
- Be approachable
- Listen and offer hope
- Focus on recovery
- Be sensitive and considerate
- Go the extra mile
- Be helpful

Respectful

- Value the skill and contribution of others
- Give respect to all people
- Respect and embrace difference
- Encourage innovation and be open to new ideas
- Work together and value our partners

Honest and transparent

- Have no secrets
- Be open and truthful
- Accept what is wrong and strive to put it right
- Share information
- Be accountable for our actions

How we develop our Equality and Diversity Priorities

The Trust has used EDS2 since before it became a requirement of the Standard Contract to help us determine our Equality Objectives to fulfil our Public Sector Equality Duties. We amassed a body of evidence prior to the first rating under EDS2 in 2014 and have built upon that knowledge base since to help inform our EDS2 ratings. In 2016 we took the decision to conduct EDS2 rating not only at Trust-wide level, but also within operational groups. The first year of this has had varied success, largely because it coincided with the preparation for a move over to locality delivery of services. However even in that first year we have achieved E&D work at the devolved level. We need to explore means for wider engagement. Engagement with Health Watch groups at the regional level for EDS rating exercises has provided little feedback, so that EDS2 becomes effectively a self -assessment exercise. Our triangulation at a local level goes some way to mitigate this but effective engagement across the three localities that we serve will be an important element of the Equality, Diversity and Inclusion Strategy that is being developed for ratification in July 2018 and will embrace the importance of peer support as has the Trust's Overall Strategy.

EDS2 & WRES Ratings are presented to Trust Board as part of an overall Equality and Diversity paper to board each year in July. The current ratings are presented on the following pages

Equality Delivery System for the NHS

EDS2 Summary Report



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

NHS organisation name:

Northumberland, Tyne and Wear NHS Foundation Trust

Organisation's Board lead for EDS2:

Lisa Crichton-Jones

Organisation's EDS2 lead (name/email):

Christopher Rowlands chris.rowlands@ntw.nhs.uk

Level of stakeholder involvement in EDS2 grading and subsequent actions:

All evidence that has been used to arrive at a grading has had stakeholder involvement, be that from policy formulation to wider consultation work. As we adopt a regular yearly EDS2 cycle we will take the EDS2 through our consultation channels, including a slot on our Service User and Carer Group. This year's ratings have been through the Trust's Equality and Diversity Group which includes Staff Side Representation and the BAME and Disabled Staff Networks

Organisation's Equality Objectives (including duration period):

For 2017/18: The development of Equality Diversity and Inclusion strategy that will complement and support the Trust Strategy and the emerging associated support strategies. We benchmark our current activities against those for which there are national evidence that are proven to work and adopt good practice to address the highlighted issues – particularly within the staff survey metrics in collaboration with the BAME Staff Network.

Headline good practice examples of EDS2 outcomes (for patients/community/workforce):

In the reporting period Staff Networks for Disabled Staff and LGBT+ Staff have been started. Talks are taking place about a Mental Health Network for Staff with a view to an autumn 2017 launch. • Action plans have been developed for each of the existing operational groups as a result of EDS2 rating exercises within groups. Examples of actions have been to – Explore incidents and complaints in relation to protected characteristics, how to improve the collection of and use of information, working with the Bengali Community to improve access to services. The actions that have been developed will need to be revisited as we transition to the locality model. The Equality and Diversity Lead will work with the localities during the Autumn of 2017 to realise the work and conduct new EDS2 benchmarking that is

Publication Gateway Reference Number: 03247

Date of EDS2 grading



Date of next EDS2 grading

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Better health outcomes	1.1	<p>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</p> <table border="1"> <tr> <td data-bbox="537 448 757 689"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="757 448 1256 689"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1256 448 1836 689"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Corporate Strategies; QIPP Business Cases; Contracts, Joint Strategic Needs Assessment, NHS Patient Surveys, GP Patient Surveys; Quality Accounts; Healthwatch and PALS; Friends and Family Test. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Corporate Strategies; QIPP Business Cases; Contracts, Joint Strategic Needs Assessment, NHS Patient Surveys, GP Patient Surveys; Quality Accounts; Healthwatch and PALS; Friends and Family Test. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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1.2	<p>Individual people's health needs are assessed and met in appropriate and effective ways</p> <table border="1"> <tr> <td data-bbox="537 756 757 997"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="757 756 1256 997"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1256 756 1836 997"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Joint Strategic Needs Assessment; Quality Accounts; Healthwatch and PALS; Friends and Family Test. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Joint Strategic Needs Assessment; Quality Accounts; Healthwatch and PALS; Friends and Family Test. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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1.3	<p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <table border="1"> <tr> <td data-bbox="537 1099 757 1340"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling </td> <td data-bbox="757 1099 1256 1340"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1256 1099 1836 1340"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Gender dysphoria services: a guide for General Practitioners and other healthcare staff. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> Trust's self assessment (September 2014) Gender dysphoria services: a guide for General Practitioners and other healthcare staff. Work is taking place with transgender groups developing an action plan following a regional conference that took place in May 2017 </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective										
Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Trust's self assessment (September 2014) We know that more needs to be done to ensure that we are fully meeting the requirements of the Accessible Information Standard and there is work ongoing following the May 2017 conference to action plan in conjunction with Transgender Service users to ensure that services meet needs.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Impact assessment work looking at demographic information across services has shown that we are not consistent in our approach to collecting equality and diversity demographic information. This information has been reported to the CQC Essential Standards Group. It is recommended that we review how we collect this information and how to improve the collection of information to ensure that we have fewer instances of not recorded.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Work is taking place on the Accessible Information Standard, a way to systematically produce easy read letters has been identified for use, collaboration with Newcastle Hospitals has taking place on how we collect the information needs of our service users. Requirement to ensure that action plan following May 2017 conference is followed through.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>Trust's self assessment (September 2014) Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; Quality Accounts; Healthwatch and PALS. Work towards Accessible Information Standard.</p>	<div style="border: 1px solid black; width: 40px; height: 40px; margin: auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	2.3	<p>People report positive experiences of the NHS</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>Trust's self assessment (September 2014). Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; A and E and other waiting times surveys; Quality Accounts; Healthwatch and PALS; Friends and Family Test</p>	<div style="border: 1px solid black; width: 40px; height: 40px; margin: auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>Trust's self assessment (September 2014) Joint Strategic Needs Assessment; NHS patient surveys; GP patient surveys; Quality Accounts; Healthwatch and PALS. Analysis of complaints by protected characteristics.</p>	<div style="border: 1px solid black; width: 40px; height: 40px; margin: auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective										
A representative and supported workforce	3.1	<p>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>White applicants were 1.45 times more likely than black applicants to be appointed from shortlisting. This figure was better than the mental health sector average of 1.6 times, however it should be noted that our submission for 2017 has the relative likelihood at 1.54. We are working also at recruitment campaigns taking place as part of Pride and Mela events.</p> </div>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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3.2	<p>The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Report required 2018</p> </div>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>We know that evidence from completing the Workforce Race Equality Standard that information outside of statutory and mandatory training is not as complete as it might be. One of the possible solutions to this might be from 'chipped' Identity Badges that will make registration for training easier to complete. There is also a need to improve the information regarding protected characteristics of staff that we hold. We are introducing ESR Self</p> </div>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>The Trust now has 3 Staff Networks BAME, Disabled, LGBT+, much of the content of these meetings are focussing on the results broken down by protected characteristics for the Staff Survey. Raising concerns campaign from 2016 resulted in a significant improvement in knowledge of how to report issues as reported in 2016 Staff Survey. We need to continue to foster the growth of the staff networks in terms of capacity to deal with this area.</p>	
	3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>Trust's self assessment (September 2014) Some staff survey evidence suggests that changes to shift patterns can be disruptive, but this evidence is balanced out by some that says that the change has allowed flexibility. Staff survey evidence is being monitored and shift patterns are being addressed as part of work following staff survey findings.</p>	
	3.6	<p>Staff report positive experiences of their membership of the workforce</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Age <input type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation <p>↓ Evidence drawn upon for rating</p> <p>A thorough analysis of the staff survey by protected characteristics is undertaken each year. For the first time this year we have been able to involve the staff networks in developing actions - informed by wider consultation Speak Easy events too.</p>	

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Inclusive leadership	4.1	<p>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p> <table border="0"> <tr> <td data-bbox="544 400 757 624"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="757 400 1261 624"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1261 400 1834 624"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Trust's self assessment (September 2014) We show commitment to this, we need to demonstrate on the wider level. Time to Talk,</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Trust's self assessment (September 2014) We show commitment to this, we need to demonstrate on the wider level. Time to Talk,</p> </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
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4.2	<p>Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed</p> <table border="0"> <tr> <td data-bbox="544 711 757 935"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="757 711 1261 935"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1261 711 1834 935"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Trust's self assessment (September 2014) All papers are monitored for equality impact.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input checked="" type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input checked="" type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Trust's self assessment (September 2014) All papers are monitored for equality impact.</p> </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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4.3	<p>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p> <table border="0"> <tr> <td data-bbox="544 1023 757 1246"> <p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling </td> <td data-bbox="757 1023 1261 1246"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1261 1023 1834 1246"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Staff Network findings. WRES findings. Findings are beginning to be mitigated by actions. Staff networks are working to develop cultural competency toolkits, whether in the form of information or the development of training. The Trust now has 10 members of staff who are trained mediators and we have signed up to the RCN's Cultural Ambassador initiative.</p> </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> ● Undeveloped ● Developing ● Achieving ● Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input checked="" type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; padding: 5px;"> <p>Staff Network findings. WRES findings. Findings are beginning to be mitigated by actions. Staff networks are working to develop cultural competency toolkits, whether in the form of information or the development of training. The Trust now has 10 members of staff who are trained mediators and we have signed up to the RCN's Cultural Ambassador initiative.</p> </div>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>	
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Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Northumberland Tyne and Wear NHS Foundation Trust

Date of report: month/year

July

2017

Name and title of Board lead for the Workforce Race Equality Standard

Lisa Crichton-Jones Executive Director Workforce and Organisational Development

Name and contact details of lead manager compiling this report

Christopher Rowlands Chris.Rowlands@ntw.nhs.uk

Names of commissioners this report has been sent to (complete as applicable)

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Unique URL link on which this Report and associated Action Plan will be found

<https://www.ntw.nhs.uk/about/equality/>

This report has been signed off by on behalf of the Board on (insert name and date)

Board Paper containing the same information signed off by Acting Trust Chair Alexis Cleveland July 2017

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Incidence of no information provided is reducing. Work however still needs to take place in this area. The introduction of some ESR self service functionality this coming Autumn it is anticipated will help this issue, as will our ongoing discussions with the BAME Staff Network.

b. Any matters relating to reliability of comparisons with previous years

2. Total numbers of staff

a. Employed within this organisation at the date of the report

6423

b. Proportion of BME staff employed within this organisation at the date of the report

3.36%

Report on the WRES indicators, continued

3. Self reporting

a. The proportion of total staff who have self-reported their ethnicity

88%

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

Proposals have been discussed at Staff Network Group, Equality and Diversity Committee and BDG.

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

Introduction of ESR Self Reporting functionalities.

4. Workforce data




a. What period does the organisation's workforce data refer to?

2016-17 Financial Year to April 1st.

Report on the WRES indicators, continued

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	For each of these four workforce Indicators, compare the data for White and BME staff				
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	Please see detailed table in main report		<ul style="list-style-type: none"> • From Band 1 – 8A – better representation across the board in clinical rather than non-clinical areas • No non-clinical 8A BME appointments • No clinical 8B BME appointments • No non-clinical 8C appointments 	Introduction of Self Service Reporting
2	Relative likelihood of staff being appointed from shortlisting across all posts.	1.54	1.45	<ul style="list-style-type: none"> • Relative likelihood of appointment for BME members of staff appears to be marginally worse compared to 2014-15 and 2015-16 • Gap in likelihood of appointment from shortlisting across all three years of data. • With the increase in likelihood of a white appointment in this year's results it is suggested that action is required to address this issue  	TRAC is being introduced that will provide and trace information about recruitment more accurately. We also need to develop actions around recruitment to ensure that there are no unwitting ethnicity barriers in processes.
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	1.67	1.3	<ul style="list-style-type: none"> • The Trust has agreed to work with the RCN on introducing Cultural Ambassador Programme which will provide panels and investigations with cultural competence. The programme was initiated in the West Midlands 	It is recommended that the outcomes of all 8 cases in 2016-17 are examined to see if there are any learning points regarding cultural competence that can be used as training points for any member of staff conducting disciplinary investigation work.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	1.1	0.4	<ul style="list-style-type: none"> • Prior to 2016-17 BME staff were more likely to access non-mandatory training and CPD, for 2016-17 the balance has tipped and now white staff are more likely to access non-mandatory training and CPD. • National data suggests that there is not a great difference between White and BAME staff accessing non-mandatory training locally our  	We need to work out the reason for this change, the likelihood could be better reporting of non-mandatory training – the report acknowledges that the data for this indicator has typically been poor. The action will be to work with the Training Academy to understand the reason for this change and then act on any barriers perceived or otherwise that may be 

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	National NHS Staff Survey Indicators (or equivalent) For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff.</u>				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 31 BME 51	White 30 BME 38	<ul style="list-style-type: none"> All of these metrics show that BME staff experience more discrimination compared to white members of staff There is a clear need to look at the Staff Survey results to drill down to try to establish if this is + 	Actions are detailed in the main report
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 17 BME 24	White 17 BME 19	<ul style="list-style-type: none"> All of these metrics show that BME staff experience more discrimination compared to white members of staff There is a clear need to look at the Staff Survey results to drill down to try to establish if this is + 	Actions are detailed in the main report
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 93 BME 85	White 90 BME 88	<ul style="list-style-type: none"> All of these metrics show that BME staff experience more discrimination compared to white members of staff There is a clear need to look at the Staff Survey results to drill down to try to establish if this is + 	Actions are detailed in the main report
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White 5 BME 12	White 6 BME 12	<ul style="list-style-type: none"> All of these metrics show that BME staff experience more discrimination compared to white members of staff There is a clear need to look at the Staff Survey results to drill down to try to establish if this is + 	Actions are detailed in the main report
	Board representation Indicator For this indicator, <u>compare the difference for White and BME staff.</u>				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	3.7%	0.0	<ul style="list-style-type: none"> Board shows greater representation than the Trust. In addition work was done with the Board in the reporting year to ensure that their protected characteristic information was updated. 	

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

Report on the WRES indicators, continued

6. Are there any other factors or data which should be taken into consideration in assessing progress?

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

Full details are published in the paper to be found on the same web page.

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and prevent future editing



EDS2 and WRES 2017 Submissions

The overall ratings for EDS2 remained the same as those for 2016/17. Work commenced on all the actions and in some areas led to further actions. The work needs to come to fruition before we revise our overall ratings. Work will need to continue to address the actions identified. Analysis of 2016 Staff Survey results suggest that the role of the Staff Networks will be extremely important and that they should be formally incorporated into the governance structure for Equality and Diversity. The actions that are emerging from the devolved approach to EDS2 will need to be realigned to the new locality structure. This in many ways will allow a far more coherent approach to Equality and Diversity as actions will be far easier to target and address the diverse needs of the population that we serve across the diverse localities.

Equality Objectives and Actions 2017-18

- Developed an Equality and Diversity Strategy, aligned to the Trust Strategy, that is devolved in its development and structure so that it contains action tailored to the diverse nature of the geographical area and demography that we provide services for.
- Our Workforce Race Equality Standard Submission has identified areas for improvement where we have been working in the past two years on the following issues.
- Examine our values-based recruitment activity to ensure that it does not introduce cultural bias in any of the activities
- Explore how we can develop an awareness of the impact of unconscious bias within the Trust
- Work with the Royal College of Nursing on recruiting to their Cultural Ambassadors Programme. Cultural Ambassadors receiving training from the RCN to equip them to advise disciplinary panel hearings on issues that may have a cultural competency base to them. The Trust has been working with the RCN on the programme since January 2017 and has been working to generate interest in the programme. The training for this programme is due to take place in August 2018
- Work closely with our BAME Staff Network to understand the Staff Survey Results for our BAME members of Staff and to develop action plans to address those issues. To increase engagement with the network we are also exploring setting up a closed Facebook page to enable as many staff as possible to have their say on these issues.

Staff equality and diversity profiles

By Gender

Gender	Number of Employee's	% of Employee's
Female	4,562	72.54%
Male	1,727	27.46%
Grand Total	6,289	100.00%

By Ethnicity

Ethnicity	Number of Employee's	% of Employee's
White - British	5,339	84.89%
Not Stated	616	9.79%
Black or Black British - African	71	1.13%
Asian or Asian British - Indian	56	0.89%
White - Any other White background	55	0.87%
White - Irish	51	0.81%
Any Other Ethnic Group	16	0.25%
Mixed - White & Asian	12	0.19%
Asian or Asian British - Any other Asian background	12	0.19%
Black or Black British - Any other Black background	9	0.14%
Mixed - Any other mixed background	8	0.13%
Asian or Asian British - Pakistani	7	0.11%
Chinese	7	0.11%
Asian or Asian British - Bangladeshi	6	0.10%
Mixed - White & Black African	6	0.10%
Undefined	4	0.06%
White Polish	3	0.05%
Mixed - White & Black Caribbean	3	0.05%
Black or Black British - Caribbean	3	0.05%
Black Nigerian	2	0.03%
White Italian	1	0.02%
White Scottish	1	0.02%
Asian British	1	0.02%
Grand Total	6,289	100.00%

By Ethnicity and Gender

Ethnicity	Female	% Female	Male	% Male	Female/Male Male/Female	
					Total	% Total
White - British	3,917	62.28%	1,422	22.61%	5,339	84.89%
Not Stated	430	6.84%	186	2.96%	616	9.79%
Black or Black British - African	47	0.75%	24	0.38%	71	1.13%
Asian or Asian British - Indian	25	0.40%	31	0.49%	56	0.89%
White - Any other White background	40	0.64%	15	0.24%	55	0.87%
White - Irish	37	0.59%	14	0.22%	51	0.81%
Any Other Ethnic Group	8	0.13%	8	0.13%	16	0.25%
Mixed - White & Asian	9	0.14%	3	0.05%	12	0.19%
Asian or Asian British - Any other Asian background	8	0.13%	4	0.06%	12	0.19%
Black or Black British - Any other Black background	4	0.06%	5	0.08%	9	0.14%
Mixed - Any other mixed background	8	0.13%	0	0.00%	8	0.13%
Asian or Asian British - Pakistani	4	0.06%	3	0.05%	7	0.11%
Chinese	5	0.08%	2	0.03%	7	0.11%
Asian or Asian British - Bangladeshi	4	0.06%	2	0.03%	6	0.10%
Mixed - White & Black African	5	0.08%	1	0.02%	6	0.10%
Undefined	1	0.02%	3	0.05%	4	0.06%
White Polish	2	0.03%	1	0.02%	3	0.05%
Mixed - White & Black Caribbean	2	0.03%	1	0.02%	3	0.05%
Black or Black British - Caribbean	3	0.05%	0	0.00%	3	0.05%
Black Nigerian	0	0.00%	2	0.03%	2	0.03%
White Italian	1	0.02%	0	0.00%	1	0.02%
White Scottish	1	0.02%	0	0.00%	1	0.02%
Asian British	1	0.02%	0	0.00%	1	0.02%
Grand Total	4,562	72.54%	1,727	27.46%	6,289	100.00%

By Ethnicity and Professional Grouping

Ethnicity	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Medical and Dental	Nursing and Midwifery Registered	% Total
White - British	4.69%	23.98%	17.36%	4.10%	6.85%	1.48%	26.43%	84.89%
Not Stated	0.72%	1.72%	2.05%	0.38%	0.97%	1.32%	2.64%	9.79%
Black or Black British - African	0.02%	0.54%	0.05%	0.00%	0.02%	0.08%	0.43%	1.13%
Asian or Asian British - Indian	0.03%	0.16%	0.03%	0.06%	0.02%	0.45%	0.14%	0.89%
White - Any other White background	0.13%	0.22%	0.08%	0.06%	0.03%	0.17%	0.17%	0.87%
White - Irish	0.19%	0.21%	0.08%	0.11%	0.02%	0.05%	0.16%	0.81%
Any Other Ethnic Group	0.02%	0.03%	0.02%	0.00%	0.00%	0.13%	0.06%	0.25%
Mixed - White & Asian	0.08%	0.02%	0.02%	0.02%	0.00%	0.00%	0.06%	0.19%
Asian or Asian British - Any other Asian background	0.02%	0.05%	0.00%	0.00%	0.02%	0.08%	0.03%	0.19%
Black or Black British - Any other Black background	0.00%	0.06%	0.00%	0.00%	0.02%	0.02%	0.05%	0.14%
Mixed - Any other mixed background	0.06%	0.02%	0.00%	0.00%	0.00%	0.02%	0.03%	0.13%
Asian or Asian British - Pakistani	0.00%	0.00%	0.05%	0.00%	0.00%	0.06%	0.00%	0.11%
Chinese	0.00%	0.02%	0.02%	0.02%	0.00%	0.00%	0.06%	0.11%
Asian or Asian British - Bangladeshi	0.05%	0.03%	0.02%	0.00%	0.00%	0.00%	0.00%	0.10%
Mixed - White & Black African	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.03%	0.10%
Undefined	0.00%	0.00%	0.02%	0.00%	0.00%	0.02%	0.03%	0.06%
White Polish	0.00%	0.02%	0.00%	0.00%	0.00%	0.03%	0.00%	0.05%
Mixed - White & Black Caribbean	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%	0.05%
Black or Black British - Caribbean	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.02%	0.05%
Black Nigerian	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
White Italian	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
White Scottish	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
Asian British	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
Grand Total	6.01%	27.21%	19.78%	4.75%	7.93%	3.93%	30.39%	100.00%

By Ethnicity and Agenda for Change Banding

Ethnicity	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5
White - British	0.43%	0.03%	8.51%	25.71%	6.85%	11.26%
Not Stated	0.03%	0.00%	0.94%	1.94%	0.78%	1.00%
Black or Black British - African	0.00%	0.00%	0.03%	0.52%	0.02%	0.33%
Asian or Asian British - Indian	0.00%	0.00%	0.03%	0.16%	0.00%	0.05%
White - Any other White background	0.00%	0.00%	0.05%	0.21%	0.08%	0.10%
White - Irish	0.00%	0.00%	0.02%	0.05%	0.03%	0.11%
Any Other Ethnic Group	0.00%	0.00%	0.00%	0.03%	0.00%	0.03%
Mixed - White & Asian	0.00%	0.00%	0.00%	0.02%	0.00%	0.03%
Asian or Asian British - Any other Asian background	0.00%	0.00%	0.02%	0.05%	0.00%	0.05%
Black or Black British - Any other Black background	0.00%	0.00%	0.02%	0.06%	0.00%	0.02%
Mixed - Any other mixed background	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
Asian or Asian British - Pakistani	0.00%	0.00%	0.00%	0.02%	0.03%	0.00%
Chinese	0.00%	0.00%	0.00%	0.02%	0.02%	0.02%
Asian or Asian British - Bangladeshi	0.00%	0.00%	0.00%	0.02%	0.02%	0.02%
Mixed - White & Black African	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%
Undefined	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
White Polish	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%
Mixed - White & Black Caribbean	0.00%	0.00%	0.00%	0.00%	0.02%	0.02%
Black or Black British - Caribbean	0.00%	0.00%	0.00%	0.02%	0.02%	0.00%
Black Nigerian	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%
White Italian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White Scottish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian British	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	0.46%	0.03%	9.60%	28.89%	7.85%	13.07%

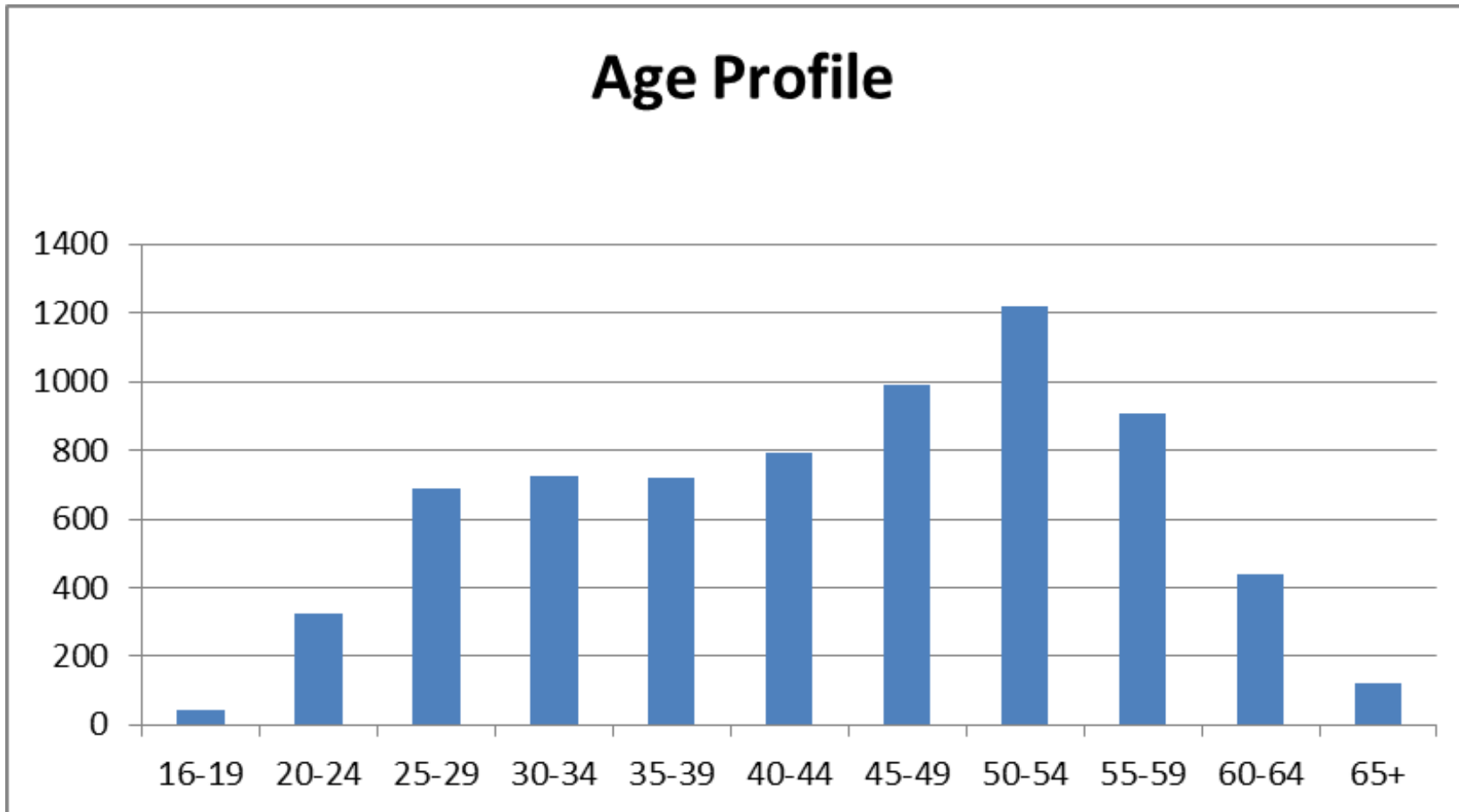
By Ethnicity and Agenda for Change Banding continued

Ethnicity	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D
White - British	16.70%	7.57%	2.77%	1.29%	0.68%	0.40%
Not Stated	1.91%	0.87%	0.52%	0.17%	0.05%	0.05%
Black or Black British - African	0.13%	0.02%	0.00%	0.00%	0.00%	0.00%
Asian or Asian British - Indian	0.13%	0.05%	0.03%	0.00%	0.00%	0.00%
White - Any other White background	0.11%	0.10%	0.03%	0.00%	0.03%	0.00%
White - Irish	0.27%	0.11%	0.08%	0.05%	0.02%	0.00%
Any Other Ethnic Group	0.02%	0.05%	0.00%	0.00%	0.00%	0.00%
Mixed - White & Asian	0.05%	0.02%	0.06%	0.00%	0.02%	0.00%
Asian or Asian British - Any other Asian background	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black or Black British - Any other Black background	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%
Mixed - Any other mixed background	0.03%	0.02%	0.03%	0.00%	0.00%	0.00%
Asian or Asian British - Pakistani	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chinese	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian or Asian British - Bangladeshi	0.02%	0.02%	0.02%	0.00%	0.00%	0.00%
Mixed - White & Black African	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%
Undefined	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%
White Polish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mixed - White & Black Caribbean	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%
Black or Black British - Caribbean	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
Black Nigerian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White Italian	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
White Scottish	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian British	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%
Grand Total	19.51%	8.86%	3.58%	1.51%	0.80%	0.45%

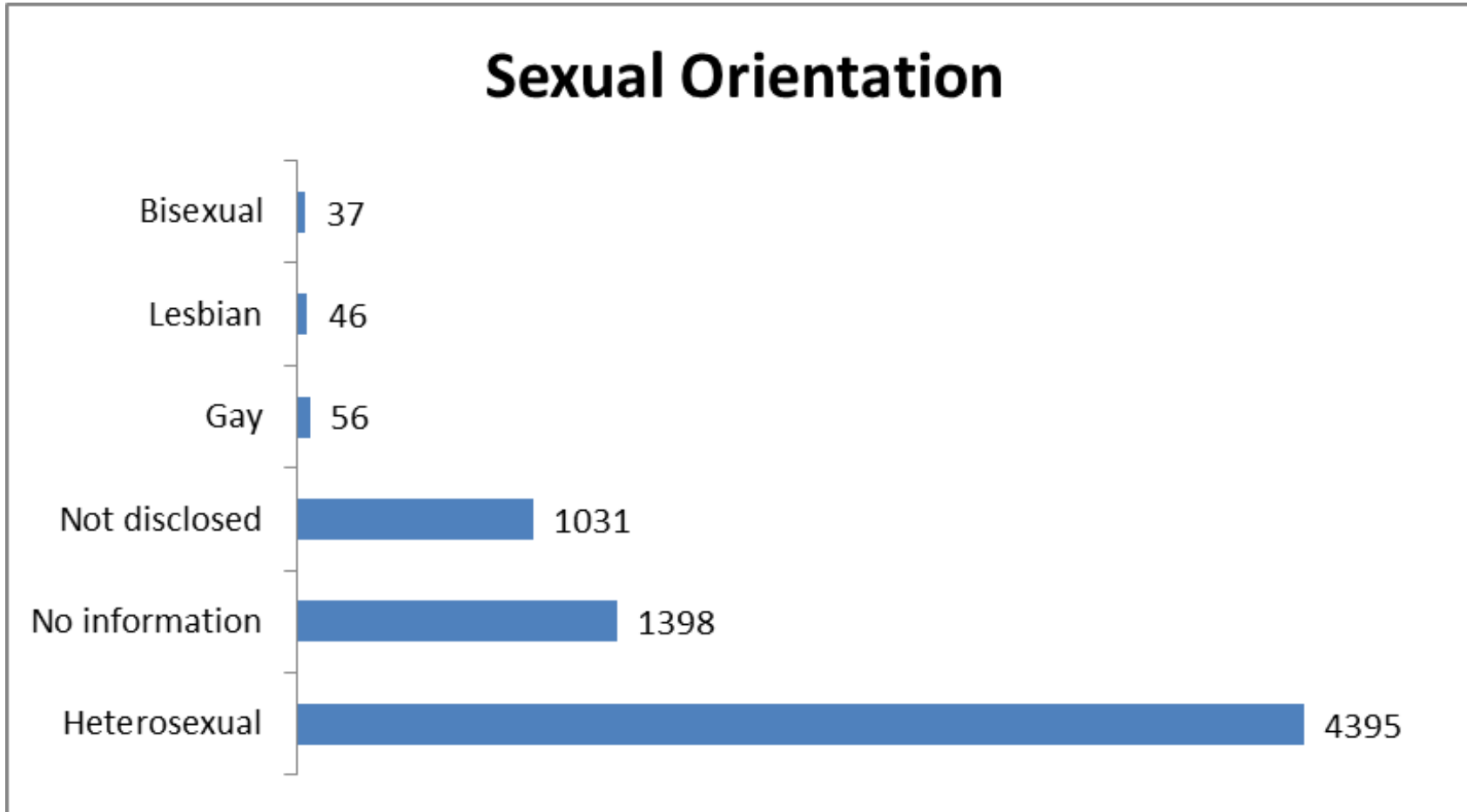
By Ethnicity and Agenda for Change Banding continued

Ethnicity	Band 9	Medical	NTWS Band A	NTWS Band B	NTWS Band C	NTWS Band D	Trust	% Total
White - British	0.08%	1.40%	0.14%	0.25%	0.02%	0.02%	0.78%	84.89%
Not Stated	0.00%	1.27%	0.02%	0.02%	0.00%	0.00%	0.22%	9.79%
Black or Black British - African	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	1.13%
Asian or Asian British - Indian	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.02%	0.89%
White - Any other White background	0.00%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.87%
White - Irish	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.03%	0.81%
Any Other Ethnic Group	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.02%	0.25%
Mixed - White & Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%
Asian or Asian British - Any other Asian background	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%
Black or Black British - Any other Black background	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%
Mixed - Any other mixed background	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%
Asian or Asian British - Pakistani	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%
Chinese	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%
Asian or Asian British - Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.10%
Mixed - White & Black African	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.10%
Undefined	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
White Polish	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
Mixed - White & Black Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
Black or Black British - Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
Black Nigerian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
White Italian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
White Scottish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
Asian British	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
Grand Total	0.08%	3.77%	0.16%	0.27%	0.02%	0.02%	1.07%	100.00%

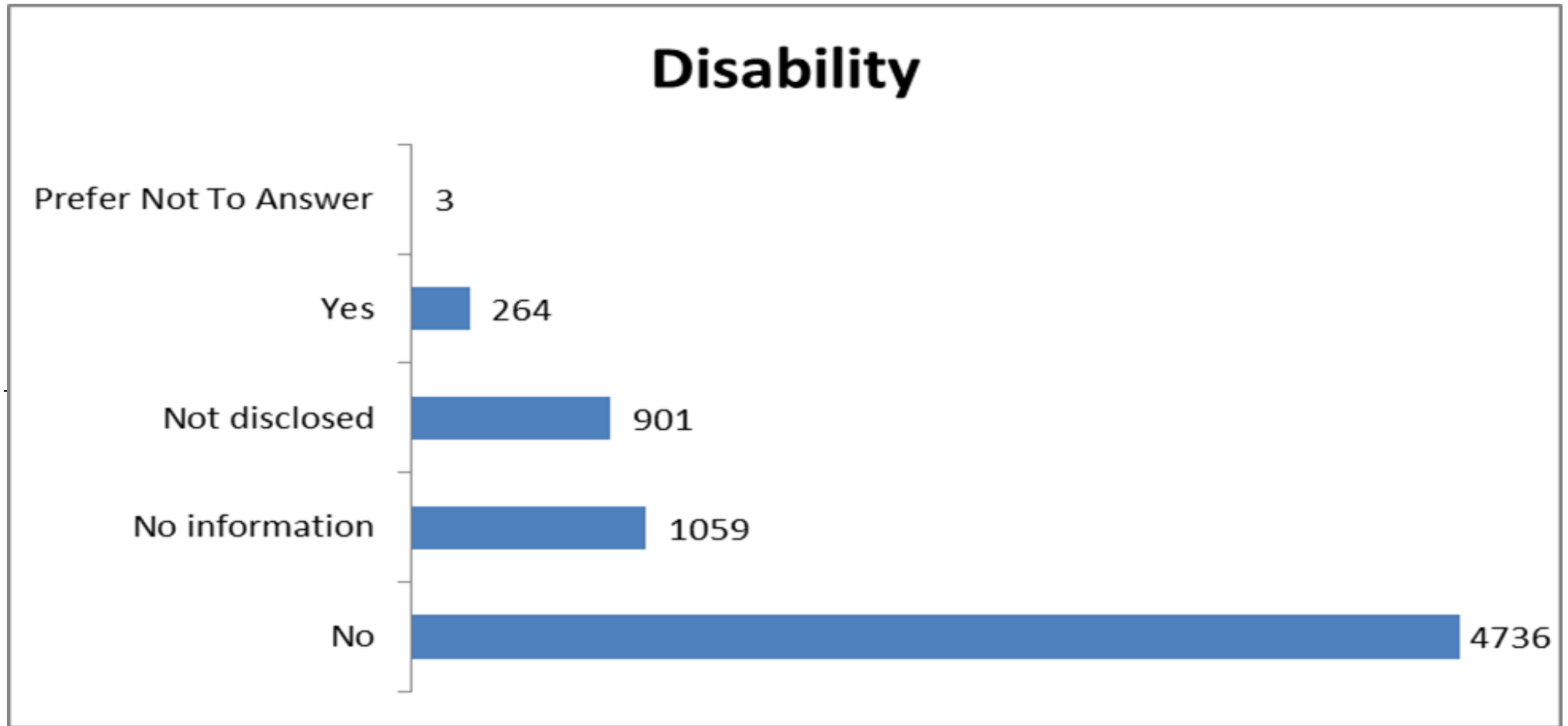
Age Profile of Staff



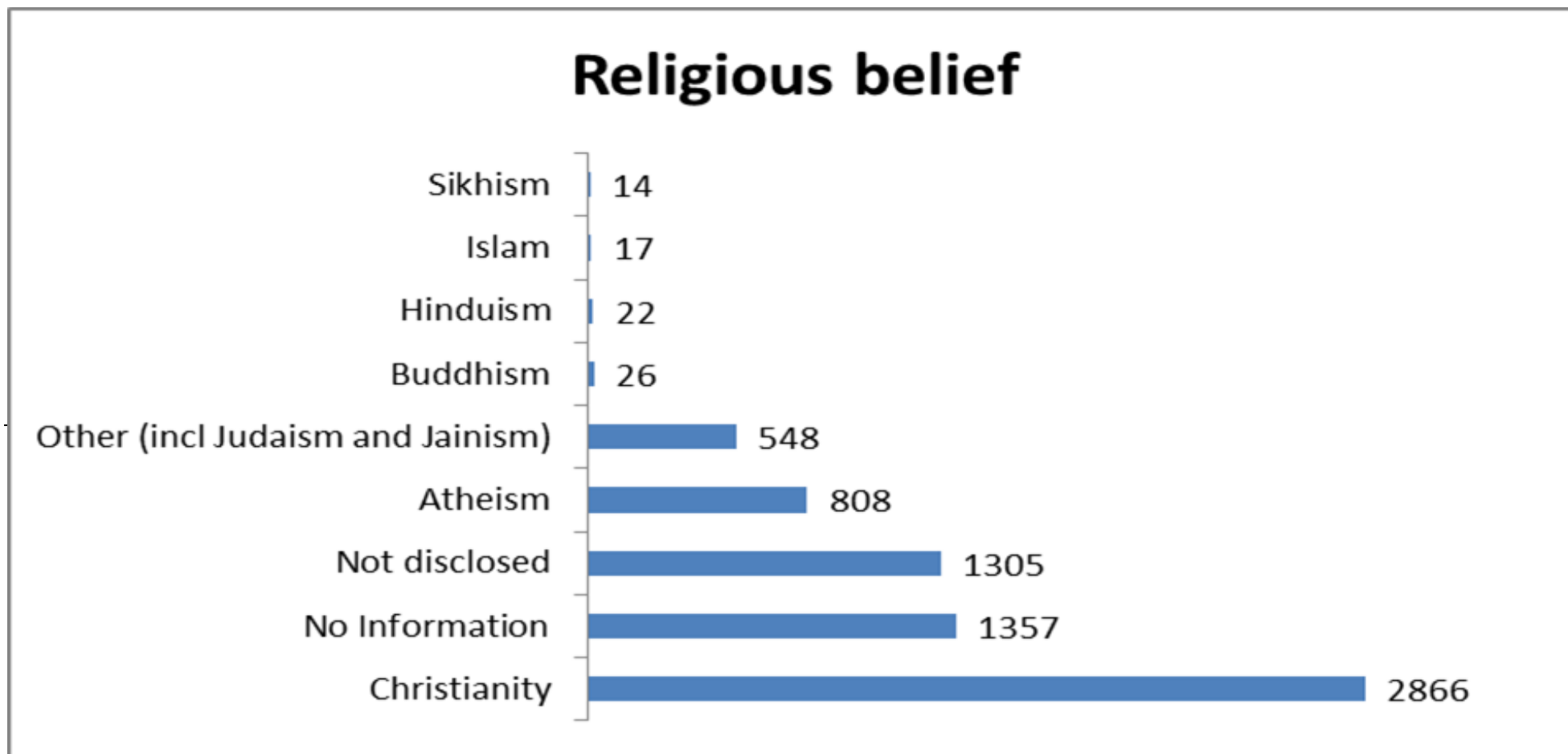
Sexual Orientation of Staff



Disability Profile of Staff



Religion Profile of Staff



Equality Profile of Our Service Users

Gender	Number of Service Users
Female	38045
Male	43914
Not Specified	110
Unknown	10
Total	82079

During this reporting period 51.6% of our service users were male, 46.3% were female

Age Band	Number of Service Users
0 to 9	4439
10 to 19	13628
20 to 29	12456
30 to 39	11499
40 to 49	10183
50 to 59	9411
60 to 69	6008
70 to 79	5909
80 to 89	6566
90 and over	1980
Total	82079

22% were 19 years or under, 60% were aged between 20 and 69 and 18% were 70 years old or over

Ethnicity Description	Number of Service Users
Any other ethnic group	427
Asian - Other	478
Bangladeshi	203
Black - African	228
Black - Caribbean	35
Black - Other	105
Chinese	98
Indian	171
Mixed - Any Other Background	538
Mixed - White and Asian	174
Mixed - White and Black African	93
Mixed - White and Black Caribbean	87
None Recorded	2
Not Known	3505
Not Stated	3563
Pakistan	240
White - Other Background	993
White British	70849
White Irish	290
Total	82079

87% of our service users state that they are White British/Irish. This suggests a more diverse service user population than the general population (as measured at the 2011 Census, where the average White British figure for the North East was 93%). We however need to work on improving recording, currently at 8.6% for none recorded, not known or not stated.

Religion Description	Number of Service Users
Agnostic	108
Anglican	19
Armenian Catholic	5
Atheist	380
Atheist / Agnostic	41
Baha'i	3
Baptist	35
Buddhist	50
C of E	8067
C of S	54
Christian	1486
Church of God	7
Church of Ireland	5
Declines to Disclose	12
Evangelical	11
Hindu	37
Humanist	5
Jehovah's Witness	127
Jewish	101
Methodist	444
Mormon	28
Muslim	413
No Religious Group	5356
Non Conformist	24
None	2799
None Recorded	41151
Not known	13485
Not Stated	4525
Orthodox Christian	20

Other	207
Other Christian	70
Other Protestant	30
Pagan	25
Pentecostal	21
Presbyterian	22
Protestant	104
Quaker	7
Rastafarian	2
Roman Catholic	2637
Salvation Army	27
Sikh	45
Spiritualist	52
United Reformed	32
Total	82079
Marital Status Description	Number of Service Users
Civil Partnership	48
Divorced	2222
Living with partner	2427
Married	12272
None Recorded	20454
Not Known	5601
Other	353
Separated	1563
Single	33995
Widowed	3144
Total	82079

The table below shows the current number of service users by ethnicity in comparison to the ethnicity of the workforce. These figures were as at 31st March 2018.

Ethnicity Description	Service Users				Workforce		
	Number of current service users	% of current service users	Number of current (detained) service users	% of current (detained) service users	Ethnicity	Number of Employees	% of Employees
Any other ethnic group	251	0.6%	7	1.0%	Any Other Ethnic Group	16	0.25%
		0.0%		0.0%	Asian British	1	0.02%
Asian - Other	263	0.6%	7	1.0%	Asian or Asian British - Any other Asian background	12	0.19%
Bangladeshi	118	0.3%	5	0.7%	Asian or Asian British - Bangladeshi	6	0.10%
Indian	96	0.2%	3	0.4%	Asian or Asian British - Indian	56	0.89%
Pakistan	134	0.3%	9	1.2%	Asian or Asian British - Pakistani	7	0.11%
		0.0%		0.0%	Black Nigerian	2	0.03%
Black - African	130	0.3%	9	1.2%	Black or Black British - African	71	1.13%
Black - Other	61	0.1%	2	0.3%	Black or Black British - Any other Black background	9	0.14%
Black - Caribbean	23	0.1%	2	0.3%	Black or Black British - Caribbean	3	0.05%
Chinese	59	0.1%	2	0.3%	Chinese	7	0.11%
Mixed - Any Other Background	311	0.7%	5	0.7%	Mixed - Any other mixed background	8	0.13%
Mixed - White and Asian	106	0.2%	2	0.3%	Mixed - White & Asian	12	0.19%
Mixed - White and Black African	51	0.1%	2	0.3%	Mixed - White & Black African	6	0.10%
Mixed - White and Black Caribbean	59	0.1%	3	0.4%	Mixed - White & Black Caribbean	3	0.05%
Not Stated	954	2.2%	1	0.1%	Not Stated	616	9.79%
White - Other Background	481	1.1%	11	1.5%	White - Any other White background	55	0.87%
White British	38,392	90.0%	657	89.5%	White - British	5,339	84.89%
White Irish	148	0.3%	4	0.5%	White - Irish	51	0.81%
		0.0%		0.0%	White Italian	1	0.02%
		0.0%		0.0%	White Polish	3	0.05%
		0.0%		0.0%	White Scottish	1	0.02%
Not Known	1,001	2.3%	3	0.4%	Undefined	4	0.06%
Total	42,638	100.0%	734	100.0%	Total	6,289	100.00%

Number of Detained Service Users as at 31st March 2018

Gender	Number of current (detained) service users
Female	210
Male	524
Total	734

Age Band	Number of current (detained) service users
0 - 16	16
17	22
20 - 24	65
25 - 29	84
30 - 34	67
35 - 39	75
40 - 44	78
45 - 49	65
50 - 54	57
55 - 59	49
60 - 64	48
65+	108
Total	734

Ethnicity Description	Number of current (detained) service users
Any other ethnic group	7
Asian - Other	7
Bangladeshi	5
Black - African	9
Black - Caribbean	2
Black - Other	2
Chinese	2
Indian	3
Mixed - Any Other Background	5
Mixed - White and Asian	2
Mixed - White and Black African	2
Mixed - White and Black Caribbean	3
Not Known	3
Not Stated	1
Pakistan	9
White - Other Background	11
White British	657
White Irish	4
Total	734

The table below shows the feedback received from service users (ethnicity recorded on Points of You responses) between January 2017 and May 2018

Ethnicity recorded on Points Of You responses													
All responses 12/01/2017 to 15/05/2018 (9,737 records)													
	records	percentage of records						percentages excluding blank					
		Asian/ Asian British	Black/ African/ Caribbean/ Black British	Mixed/ Multiple ethnic groups	Other ethnic group	White	(blank)	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Mixed/ Multiple ethnic groups	Other ethnic group	White	
Total	9,737	1.4%	0.8%	0.6%	0.6%	90.4%	6.2%	1.5%	0.8%	0.7%	0.6%	96.4%	
Total population estimates, Northumberland and Tyne and Wear, 2011 census								3.4%	0.6%	0.9%	0.6%	94.5%	
by PoY response													
3 part (card)	3,042	1.6%	1.0%	1.2%	0.9%	87.1%	8.3%	1.7%	1.1%	1.3%	0.9%	95.0%	
A4 (letter)	6,182	1.4%	0.6%	0.4%	0.5%	92.4%	4.8%	1.5%	0.6%	0.4%	0.5%	97.0%	
Online	513	0.4%	1.0%	0.2%	0.8%	86.9%	10.7%	0.4%	1.1%	0.2%	0.9%	97.4%	
by respondent type													
Both	179	1.1%	1.1%	0.6%	0.0%	82.1%	15.1%	1.3%	1.3%	0.7%	0.0%	96.7%	
Carer/Relative/Friend	2,203	1.0%	0.6%	0.5%	0.5%	92.6%	4.8%	1.1%	0.6%	0.5%	0.6%	97.2%	
Not Answered	668	1.6%	1.6%	0.6%	0.9%	77.5%	17.7%	2.0%	2.0%	0.7%	1.1%	94.2%	
Service User/Patient	6,687	1.5%	0.7%	0.7%	0.6%	91.3%	5.2%	1.6%	0.8%	0.7%	0.6%	96.3%	
monthly trend													
January 2017	293	1.7%	0.3%	0.3%	0.0%	93.5%	4.1%	1.8%	0.4%	0.4%	0.0%	97.5%	
February 2017	817	1.3%	0.5%	0.5%	0.4%	92.4%	4.9%	1.4%	0.5%	0.5%	0.4%	97.2%	
March 2017	668	1.0%	0.6%	0.4%	0.9%	90.7%	6.3%	1.1%	0.6%	0.5%	1.0%	96.8%	
April 2017	529	1.3%	0.8%	0.8%	0.8%	90.9%	5.5%	1.4%	0.8%	0.8%	0.8%	96.2%	
May 2017	575	1.4%	0.5%	1.0%	0.9%	91.3%	4.9%	1.5%	0.5%	1.1%	0.9%	96.0%	
June 2017	665	2.4%	1.4%	1.1%	0.6%	86.8%	7.8%	2.6%	1.5%	1.1%	0.7%	94.1%	
July 2017	466	1.7%	1.3%	0.4%	0.4%	91.2%	4.9%	1.8%	1.4%	0.5%	0.5%	95.9%	
August 2017	646	1.5%	1.4%	0.5%	0.5%	92.0%	4.2%	1.6%	1.5%	0.5%	0.5%	96.0%	
September 2017	575	1.4%	0.5%	1.0%	0.7%	89.6%	6.8%	1.5%	0.6%	1.1%	0.7%	96.1%	
October 2017	614	1.5%	1.1%	1.1%	0.3%	92.3%	3.6%	1.5%	1.2%	1.2%	0.3%	95.8%	
November 2017	581	0.9%	0.3%	0.3%	0.2%	90.0%	8.3%	0.9%	0.4%	0.4%	0.2%	98.1%	
December 2017	361	1.4%	0.6%	0.6%	0.3%	89.8%	7.5%	1.5%	0.6%	0.6%	0.3%	97.0%	
January 2018	630	1.6%	1.4%	0.6%	0.8%	87.0%	8.6%	1.7%	1.6%	0.7%	0.9%	95.1%	
February 2018	620	0.6%	0.2%	0.6%	1.3%	91.1%	6.1%	0.7%	0.2%	0.7%	1.4%	97.1%	
March 2018	475	0.8%	0.2%	0.4%	0.6%	90.3%	7.6%	0.9%	0.2%	0.5%	0.7%	97.7%	
April 2018	838	1.7%	0.7%	0.4%	0.5%	89.4%	7.4%	1.8%	0.8%	0.4%	0.5%	96.5%	
May 2018	384	1.3%	0.8%	0.0%	1.0%	91.1%	5.7%	1.4%	0.8%	0.0%	1.1%	96.7%	

What outcomes have we achieved?

Maintained Mindful Employer Status

The Trust has maintained this status

Signing up to the Charter shows that the Trust:

- Shows others and our staff that we are a good employer
- Expresses our corporate social responsibility
- Reduces recruitment and training costs
- Helps towards complying with legislation (e.g. DDA and HSE)
- Reduces sickness levels
- Enhances customer service
- Improves productivity
- Makes the Trust a more attractive place to work for people with mental health issues and others
- Helps the Trust retain staff who have experienced discrimination in the past
- Makes our Trust a healthier workplace



In November 2017 we were awarded the second of three levels in the Government's Disability Confident Scheme. This recognises the work that we are doing in helping to recruit and retain disabled people within employment. The award lasts for two years and as part of our equality actions for the next year we will be looking to how we can make the move to the third and final level – Disability Confident Leader.



What will we be doing in 2018-19 to promote equality, diversity and human rights?

July 2018 will see the launch of our new Equality and Diversity Strategy for 2018-2022. This strategy will be aligned to the Trust's overall strategy and will have locality developed, devolved actions that follow EDS2 assessments that are taking place in each locality. Next year's we therefore will follow a reporting format that provides updates on progress for each of our localities as well as Trust-wide corporate focussed actions.

We will be able to report on how our Cultural Ambassador roles are working in practice following the training in Summer 2018 and the development of our allies programme to support our work around LGBT equality.

Acknowledgement

Northumberland Tyne and Wear NHS Foundation Trust would like to thank all the individuals, groups and organisations who gave their time and expertise to contribute to the work detailed Annual Report. We look forward to continuing to work with them to help us move further towards equality for all people in the area which we serve.

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A copy of this document is also available from the Trust in large print, braille and on audiotape, on request.

This document will be made available upon request in the following languages: Bengali, Urdu, Hindi, Cantonese, Punjabi, Arabic.

سوف يتم تقديم هذا المستند عند الطلب في اللغات التالية: البنغالية، والأردوية، والهندية، والكاتونية، والبنجابية والعربية

گزارش کرنے پر یہ دستاویز درج ذیل زبانوں میں فراہم کرائی جائے گی: بنگالی، اردو، ہندی، کیتھونیز، پنجابی، عربی

अनुरोध करने पर यह अमिलेख निम्न भाषाओं में उपलब्ध कराई जाएगी: बंगाली, उर्दू, हिंदी, कॅटोनीज, पंजाबी, अरबी।

ਬੇਨਤੀ ਉੱਤੇ ਇਹ ਦਸਤਾਵੇਜ਼ ਹੇਠ ਲਿਖੀਆਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲੱਬਧ ਕਰਾਏ ਜਾਣਗੇ : ਬੰਗਾਲੀ, ਉਰਦੂ, ਕੈਨਟੋਨੀਜ਼, ਪੰਜਾਬੀ ਅਤੇ ਅਰਬੀ।

如果有要求，必須提供本檔的以下語言的版本：孟加拉語、烏爾都語、北印度語、廣東話、旁遮普語和阿拉伯語。

অনুরোধসাপেক্ষে এই নথিটি নিম্নলিখিত ভাষায় পাওয়া যাবে: বাংলা, উর্দু, হিন্দি, ক্যান্টোনিজ, পাঞ্জাবি, আরবি।