

Board of Directors Meeting: Thursday 21 May 2009

BD2009.39

Subject	Single Equality Scheme 2009/2012			
Purpose of paper	To set out the framework and action plan to meet legal obligations under equality legislation.			
Board Leads	Mrs Elaine Strachan-Hall Director of Nursing and Clinical Leadership Ms Sue Donaldson, Director of Human Resources and Organisational Development			
Background papers (if any)	The draft Scheme is attached, with a prefatory synopsis. Appendices 1 - 7 and Action Plan are available on request.			
Action/decision required	To approve the Single Equality Scheme 2009/2012			
Key purpose	Strategy	Assurance	Policy	Performance
Strategic Goals	SG1: To be hospitals of choice SG4: To be an excellent employer			
Strategic Objectives	SO2: To provide high quality, efficient and innovative core services that meet the needs of local patients and the challenges of the local health community. SO7: To improve the overall patient experience by offering excellent customer care. SO9: To maximise the Trust's contribution to the health and well being of the local community			
Links to: Board Assurance Framework/ Trust Key Risks/Annual Health Check element(s)	Healthcare Commission: C7e, C13a, C16, C17,C18 Risk of non compliance if a Single Equality Scheme is not approved. Equality issues need ownership from the Board and across the organisation			
Also considered by	Issued to Divisional Boards for consideration Progress monitored by Equality Steering Group			
Resource and financial impact	Not yet assessed but will include the cost of: <ul style="list-style-type: none"> • Workforce equality training • Estates work and equipment installation to enable 			

	<p>disabled access</p> <ul style="list-style-type: none">• Interpreting and translating as required• Data analysis
<p>Consideration of legal/equality/diversity/engagement issues</p>	<p>All current equality legislation applies to this Scheme</p> <p>Public involvement is listed in the appendices and is required for the duration of the scheme</p>
<p>Acronyms and abbreviations used</p>	<p>BME: a general term used for black and all minority ethnic groups.</p> <p>A full list of definitions is included in the appendices</p>

Single Equality Scheme 2009/2012: Synopsis

1. The Trust is required to set out how it will meet its duties under the Race Relations Amendment Act 2000, the Disability Discrimination Act 2005 and the Sex Discrimination Act as amended by the Equality Act 2006. Discrimination on the grounds of race, disability and gender must not occur, and equality must be positively promoted.
2. It is essential that the reduction of discrimination and promotion of equality continue to inform the Trust vision and values and become integrated into core activity. *Individuals have the right to be treated fairly and the opportunity to fulfil their potential. To achieve this we must tackle inequality and root out discrimination.*¹
3. The Trust will also progress action on age, religion or belief, sexual orientation and gender reassignment. These strands are included in the Equality Bill recently introduced to Parliament and expected to become law during the autumn of 2010.
4. The full Single Equality Scheme, including the action plan for 2009/2012 can be found on the Trust website, the Human Resources intranet site, and the Equality, Diversity and Human Rights intranet site. The document contains background information on the Oxfordshire profile, the equality legislation, the Trust duties and facts regarding health status and the different equality strands.
5. All Trust staff should be aware of the following key criteria
 - 5.1. All staff should access equality and diversity training.
 - 5.2. All policies, plans, new initiatives and business cases should be assessed for their impact on equality, human rights and potential to discriminate. (Guidance is available on the Equality intranet site).
 - 5.3. Workforce data should be analysed and reviewed. Action plans are required to address any concerns.
 - 5.4. Collection of patient ethnicity data collection must continue and be analysed.
 - 5.5. The Trust has a duty to involve, and this includes working in partnership with patients, carers and relatives to ensure that their communication needs within the Trust are met. This also includes ensuring that the views of people with experience of the diverse groups are listened to.
 - 5.6. The Trust has a duty to provide appropriate support for the entire workforce.
 - 5.7. The Trust has a duty to provide additional support to reduce discrimination in all the equality strands and specifically for staff with a disability and for staff from minority ethnic backgrounds.
6. The Trust has an Equality Steering Group chaired by the Director of Nursing and Clinical Leadership. It monitors Trust performance against the planned actions.

¹ "A Fairer Future" Harriet Harman. Government Equalities Office. 2009.