



Birmingham and Solihull  
Mental Health NHS Foundation Trust



## **Equality, Diversity and Inclusion Update Report**

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Recipient: Clinical Commissioning Group

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## Introduction

Birmingham and Solihull Mental Health NHS (BSMHFT) Foundation Trust provides mental health care, serving a culturally and socially diverse population of 1.3 million people spread over 172 square miles. We are one of the largest Mental Health Foundation Trusts. We provide specialised services for the people of Birmingham and Solihull. Our catchment population is ethnically diverse and characterised in places by high levels of deprivation, low earnings and unemployment.

We are passionate about improving mental health wellbeing by making a positive difference to people's lives and believe that equality, diversity and inclusion is at the heart of achieving our vision

### Our Strategic Ambitions

Our strategic ambitions are the six key areas that describe how we will achieve our vision.

1. Put service users first and provide the right care, closer to home, whenever it's needed
2. Listen to and work alongside service users, carers, staff and stakeholders
3. Champion mental health wellbeing and support people in their recovery
4. Attract, develop and support an exceptional and valued workforce
5. Drive research, innovation and technology to enhance care
6. Work in partnership with others to achieve the best outcomes for local people to enhance care.

## Equality Delivery System 2 (EDS2)

Following our EDS2 self-assessment in October 2017 the majority of areas were assessed as "developing".

- Better Health Outcomes – Developing
- Improved Patient Access and Experience – Achieving
- A representative and Supported Workforce – Developing
- Inclusive Leadership – Developing (an element of this group was assessed as being underdeveloped and will require urgent action)

A robust action plan was put into place to address the inequalities that were identified, in particular for those protected characteristics which did not fare so well. These included – Race, Gender Re-assignment, Disability and Maternity and Pregnancy.

Since the assessment significant improvement has been made against the actions identified, these are highlighted within the action plan attached.



EDS2 ACTION PLAN  
2018.docx

It is proposed an evaluation is conducted against the actions identified. This will take place at the beginning of next year.

## Equality Objectives

### **Equality, Diversity and Inclusion (EDI) Framework**

BSMHFT takes its obligations under Equality Legislation seriously and aims to provide fair and equitable treatment to, and value diversity in, its staff, service users and communities. In doing so we aim to ensure that our actions and working practices comply with both the spirit and intention of the Human Rights Act (1998) and the Equality Act (2010)

The promotion of equality and achieving the elimination of unlawful discrimination within the organisation is a key priority. This will be achieved by ensuring the philosophy of equality, diversity and inclusion runs through all aspects of policymaking, service redesign, service provision and employment and forms part of the core of the organisation.

We are committed to building on the work we have already been doing and focus on inclusion every day; this means that we wish to make it real to everyone by embedding inclusion in everything we do. We are striving to be the very best we can be. We are taking the opportunity to be a pioneer in this field and enhance the daily experience of our staff, members, patients and communities.

The Equality, Diversity and Inclusion Framework will address health inequalities including complying with relevant legal duties (e.g. the Equality Act 2010) and national standards (e.g. Equality Delivery System (EDS2), the Workforce Race Equality Standard (WRES) and the Accessible Information Standard (AIS). It is underpinned by two core principles;

- Embed equality of opportunity, and create services and care pathways that reduce wide variations in health outcomes for protected and vulnerable groups
- Ensure fairness and equity in relation to employment, based upon the values of the NHS Constitution.

The framework is underpinned by an action plan (action plan attached to EDS2 document above) with equality, inclusion and human rights embedded in everything we do. This includes providing services, employing people, developing policies, and consulting with and involving people in our work, and will enable us to communicate and manage equality commitments to create a culture of inclusion.

The EDI Framework demonstrates how we will:

- Maximise our contribution to reducing inequalities and promoting equality of access, experience and outcomes.
- Become a model employer in respect of equality, diversity and inclusion in employment

- Comply fully with current and future equality and human rights legislation
- Ensure our services are accessible to all and support a diverse workforce that is capable of understanding the needs and culture of its service users and staff.



Equality Diversity  
and Inclusion Framework

The above document is a working document and will be reviewed as and when necessary.

## Accessible Information Standard

The Trust launched its Accessible Information and Communication Policy in May 2018.



Accessible  
Information and Com

This policy was designed to ensure the Trust meets the Accessible Information Standard but also encompasses other aspects of providing accessible information that are outside of the specific scope of that Standard, for example providing information to people in other languages and people with dyslexia. It also includes a clear process for the development of service user and carer information resources that will avoid duplication and ensure all resources are appropriately signed off, evidence based and regularly reviewed.

Brendan Hayes, Chief Operating office has recently further promoted this within his Executive brief:

### ***The Accessible Information Standard and why it's important, September 2018***

Information is central to healthcare. A lack of information means that people cannot make real choices and can be damaging for service users, their carers, families and health professionals. Good accessible information means that both service users and carers are better equipped to:

- improve their health and quality of life
- take more responsibility
- act as equal partners in care
- be aware of treatments and risks.

We are committed to providing high quality care to our service users and their carers. An essential part of this is ensuring that they have access to information about the Trust, its services and their care, delivered in a way and format that meets their needs.

In May this year, a new Accessible Information and Communication for Service Users and Carers Policy was ratified by the Trust's Clinical Governance Committee. The policy was put in place to ensure that our Trust has a clear, consistent, transparent and fair approach to the provision of accessible, inclusive information and communication support for all service users and carers.

This policy superseded the previous Interpreting Services Policy and Patient Information Policy to

bring all guidance relating to the information and communication needs of service users and carers is all in one place. It covers the requirements of the Accessible Information Standard to identify record, flag, share and meet the information and communication support needs of individual service users and carers who have a disability, impairment or sensory loss. For the reasons stated above, it is a legal requirement for us to meet the needs of service users and carers in line with the Standard.

This is not just about the information materials that we provide to service users and carers, it could also, for example, be about the length of appointment required, or the need for a sign language interpreter or an advocate to support communication with an individual.

The policy also covers wider information and communication needs, such as providing information in another language and a more defined and standard process for developing service user and carer information leaflets.

The policy includes how to record individuals' needs on RiO in line with the Accessible Information Standard, as well as helpful and detailed guidance on how to then meet the identified individual information and communication needs of service users and carers. If you haven't already looked at this, I would ask you to read the policy and guidance and make sure that this is part of your conversations with service users and recorded on RiO.

There is also an excellent online training package on the Accessible Information Standard which is available by visiting the Trust's Learning Zone.

## Partnership Working

### Merit Vanguard

The Trust continues to be a part of MERIT Vanguard (which includes BSMHFT, Black Country Partnership NHS Foundation Trust, Coventry and Warwickshire Partnership NHS Trust and Dudley and Walsall Mental Health Partnership NHS Trust).

Through the Merit equality and diversity workstream, the Trust also works in partnership with Forward Thinking Birmingham and NHS Employers.



MERIT\_New Partner  
Letter\_CP 2018-19.pdf

## Engagement Activity

The Community Engagement team have been working on a number of projects, some of which are highlighted below:

**Working in Collaboration with the Community: Understanding the Caribbean Mental Health Experience** – The community engagement team hosted this seminar on 20<sup>th</sup> September 2018 with Catalyst 4 Change who have worked closely with BSMHFT. Guest speakers included: Vanley Burke, Renowned Black Cultural Photographer and Artist Alicia Spence, Director of The African Caribbean Community Initiative (ACCI). The aim of the seminar was to: Increase knowledge and understanding of Caribbean communities' history and culture in the West Midlands. Understand how mental health

is conceptualised by Caribbean communities. Increase understanding of culturally sensitive approaches and services to improve mental health and well-being of Caribbean Communities and encourage networking opportunities between statutory staff and organisations/ communities.

**Equality, Diversity and Inclusion (EDI) Showcase Event:** During inclusion week, 28th September 2018 the Community Engagement Team hosted for the very first time an EDI Showcase Event, which put equality, diversity and inclusion in the spotlight for staff and service users.

The event started off by presenting an infographic which highlighted key facts and figures about the Trust, this followed on by guest speakers including Nathan Dennis *'Shifting the Dial' programme to strengthen the resilience of young black men*. The Reach Out plans: *Improving the experience and outcomes for black men in mental health secure services* with Emachi Eneje and Jane Clarke and excellent evidence based changes in Birmingham Healthy Minds: *A culturally sensitive treatment group for south Asian women* by Tripta Sidhu.

Lynn Ruth Miller, *Author, Humorist and Survivor* injected humour into the room which was followed by the teams achievements over the past year, this included hearing from our own staff network co-chairs for BAME, LGBT and Disability and Neurodiversity. The event closed with the ...We are BSMHFT video which represented many protected characteristics and showed how diverse we are as a Trust.

**Mental Health and the Jewish Community:** A seminar sharing information about the Jewish Community in Birmingham, hosted at the Birmingham Central Synagogue. This was a great opportunity for staff and service users to gain new information, perspectives and contacts. The seminar will take place on Tuesday 23<sup>rd</sup> October at the Birmingham Central Synagogue.

#### **Elders Project Launch Event**

This project gives BSMHFT the opportunity to collaborate with several partners to deliver complementary programs and activities relating mental and emotional resilience. The aim of the event is to use forum theatre methods to train staff and assist patients to explore the issues relating to mental health, education and criminal justice that affect black men in day to day living. The event invited elders who have expressed an interest in the Elders Program to familiarise themselves with the secure population and the secure setting, in preparation for future recruitment as volunteers. Participants joined from the local communities from within the Faith, Sport and Music industries. The event took place on 31<sup>st</sup> October at the Tamarind Centre and was a great success.

#### **Staff Networks**

BSMHFT have three revitalised staff networks, all staff networks have been working in partnership and value the importance of intersectionality:

##### **LGBT+ Staff Network**

The LGBT+ Staff Network continues to meet regularly on a monthly basis.

The network supported the EDI lead in submitting this year's Stonewall application. Preparations are also underway for LGBT history Month which takes place annually in February.

The network is looking to host an event to increase its allies in March 2019 and is setting up a task and finish group to develop a Trans policy for service users.

More recently Alex Rawlins, co-chair of the LGBT+ Staff Network presented with the EDI lead at the ECD event.

### **Disability and Neurodiversity Staff Network**

The Disability and Neurodiversity staff network is flourishing in its own right; they are meeting regularly with a high intake of attendees. The co-chairs have taken part in regional and national meeting in regards to WDES and have also presented their stories at these events.

The Disability & Neurodiversity Staff Network hosted the 'In Conversation Session with Professor Tom Shakespeare' on Tuesday 26 June. Emphasising the Trust is committed to recruiting and retaining disabled people and people with health conditions for their skills and talent.

### **BAME (Black Asian and Minority Ethnic) Staff Network**

The BAME staff network opened the Trusts AGM event this year in celebration of 70<sup>th</sup> years since Windrush and the NHS.

During Black History Month the BAME staff network hosted an 'In Conversation with Yvonne Coghill'

Yvonne Coghill OBE is the Director of the Workforce Race Equality Standard (WRES) Implementation Team for NHS England. The WRES is intended to provide real impetus, not just on workforce race equality, but on equality generally, for all those who experience unfairness and discrimination within the NHS.

The event was very well attended and sparked some challenging discussions; the event was seen as a positive step towards making improvements on the race agenda.

## **Meeting Language and Cultural Needs**

### **Equality Impact Assessment (EIA)**

The trust is committed to tackling health inequality and discrimination wherever it can in fulfilment of its legal obligations under the Equality Act 2010 and the Public Sector Equality Duty. One of the recognised methods for overseeing this duty is the Equality Impact Assessment.

What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is a way of considering the impact that a policy, strategy, project or service change may have on different groups within the community including staff, service users and carers as a result of their Personal Protected Characteristics. These may be people from different ethnic groups, different age groups, different religions, different genders, disabled people and people with different sexual orientations.

The introduction and implementation of the guidance around EIAs is to ensure that staff are constantly taking the opportunity to eliminate discrimination, promote equal opportunity and reduce health inequality between the different protected characteristics.

The Senior Equality, Diversity and Inclusion Lead facilitates training sessions on a quartile basis

## **Equality, Inclusion and Human Rights Policy**

The Equal Opportunities policy was under review, it is now called the Equality, Inclusion and Human Rights Policy which was approved and ratified in July 2018 in line with the Trusts Inclusion Agenda.



Equality Diversity  
and Inclusion Policy 2

### **Inclusion Advisors**

It has been recognised following a robust internal review the Trust appoints 40 internal volunteers into the role of inclusion advisors to support the inclusion agenda and act as EDI champions within the organisation.

#### **Role of Inclusion Advisors:**

- All inclusive advisors to undertake accredited training prior to undertaking the role
- A Communication plan to be devised for the promotion of the initiative across the Trust
- Gain support from the Staff Networks to promote the initiative and encourage support to widen the pool, installing a wide range of experiences into the initiative from all protected characteristics
- One function/person to be identified to manage the recording, monitoring, audit and reporting of the initiative and the progress that has been made.
- Inclusive Advisors to participate in employee relations cases (Disciplinary, Grievances and Recruitment).
- Inclusive advisors to be independent to any formal process with recognised knowledge and ability to fully participate. Enabling the inclusive advisors to challenge bias at all levels of investigation, panels and take part in integral discussions which have an impact on a staff members employment, application or promotion.
- The initiative will also allow staff to be supported on an informal basis should they not feel comfortable in going through the formal channels.
- All cases should be logged for monitoring purposes. In this case it is recommended the inclusive advisor also works in partnership with the Trusts Freedom to Speak up Guardian.
- Inclusive advisors to meet regularly to share experiences, best practice and identify patterns or hotspots and discuss areas of concern
- Inclusive advisors to build in a clear process within the initiative when supporting staff with mental health, whilst undertaking support.
- Inclusive advisors to undertake continued development where possible





## **Equality Monitoring**

### **Improving Data**

Good equality monitoring is the collection and analysis of information about groups of people followed by action on the issues that are revealed.

Equality monitoring data helps our Trust to analyse the differences between and within groups. This information then enables us to target interventions at vulnerable groups that evidence has indicated do not receive equal access, opportunities, or outcomes in comparison to other groups. At present within BSMHFT there is an issue around data quality and low levels of disclosure e.g. disability.

Work is currently underway with the Staff Networks (BAME, LGBT+ and Disability and Neurodiversity) to develop resources and materials to emphasise to staff why monitoring is important and that self-classification is essential when identifying inequalities within the workplace.

### **Workforce Disability Equality Standard (WDES)**

The EDI lead is working closely with the Disability and Neurodiversity Staff Network to identify key actions which will support the metrics of the Workforce Disability Equality Standard.

First WDES reports to be published in August 2019, based on data from the 2018/19 financial year

### **The Sexual Orientation Monitoring Standard (SOMS)**

Conversations are currently underway with leads from the LGBT staff network as to how the Trust implements this standard prior to March 2019.

### **Gender Pay Gap**

Following the first gender pay gap reporting submission in March 2018 (snapshot date of 31 March 2017) a task and finish group has been set up to identify ways in which the gender pay gap can be reduced.

The snapshot date of 31 March 2018 has been calculated and is ready for submission in March 2019. In line with the previous year's reporting it also presents the gender pay gap by pay band/staff group. Further, in line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap is also analysed by contractual basis and four other protected characteristics; age, ethnicity, disability and sexuality.

## **Workforce Race Equality Standard (WRES)**

BSMHFT submitted their WRES data for 2018 to NHS England on 6<sup>th</sup> August 2018. The WRES report was presented and agreed at the WFSC in September 2018 and is now available on the Trust

Intranet. The report includes an action plan and has leads identified, providing an opportunity to make real progress in supporting our BAME staff and service users. A working group has also been established to make progress against the actions identified.



BSMHFT WRES  
Annual Report for 20