

REPORT TO THE BOARD OF BARNSLEY HOSPITAL NHSFT

SUBJECT:	EQUALITY AND DIVERSITY ANNUAL REPORT	
DATE:	MAY 2011	
PURPOSE:	<p>In line with the specific duties of the Equality Act, the Trust has a statutory responsibility to publish annually, the results of the equality monitoring of staff in post, applicants for jobs, promotion and training, as well as the outcomes of employee relations activities. This includes grievances, disciplinaries and harassment. Whilst meeting our statutory duties, the Trust has developed this annual report to also highlight its engagement work over the last twelve months, and also record and monitor a broader range of equality and diversity metrics, with an aim to improve the overall representation of the workforce.</p> <p>The report is attached at Appendix 1 and provides an updated review of equality monitoring data covering the period 1st April 2010 to 31st March 2011. It allows both analysis of information each year in comparison to the local population, and to identify overarching trends relating to equality and diversity of the workforce.</p>	
RECOMMENDATIONS:	<p>The Board is asked to :</p> <ul style="list-style-type: none"> • Approve current equality engagement and partnership activities, reflecting Equality Act general duties. • Approve the revised arrangements of the Equality and Diversity Steering Group - detailed in Section 3 of Appendix 1. • Approve future work streams outlined in Appendix 3. 	
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SPONSOR:	Hilary Brearley, Director of Human Resources and Organisational Development	

CORE IMPLICATIONS

- i) Business Plan Objectives
The Trust's ongoing business plan supports equality of opportunity and diversity in line with the Equality Act.
- ii) Public and Patient Involvement
Patient, community and staff groups.
- iii) Communication And Reputation
Progress against the Trust Single Equality Scheme is reported through the Non Clinical Governance Risk Committee. A proactive approach to Equality and Diversity issues is essential to place the Trust as a fair and diverse service provider and employer.
- iv) Risk Issues
Failure to publish an annual equality monitoring would mean that the Trust would fail in its statutory duty. This may lead to reputational damage and render the Trust at risk of receiving compliance orders or legal challenge.
- v) Equality and Diversity
Under the new Equality Act 2010, all nine protected characteristics have been considered in the report.
- vi) Sustainability
N/A
- vii) Legal
The existing legal responsibilities within the Equality Act 2010 covering all nine protected characteristics. Failure to meet the statutory duties may lead to legal action being taken against the Trust.
- viii) Resources
All recommended actions can be delivered within existing resources.