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**Annual**

**Equality, Diversity and Inclusion Report**

**2020/21**

Our First Year of Achievement

**An Introduction to Our Organisation – Dudley Integrated Health and Care NHS Trust**

Dudley Integrated Health and Care NHS Trust (DIHC) is the **first of its kind in the country**; we are a unique, trailblazing, single-purpose NHS organisation, genuinely integrating primary care with community physical and mental health services across Dudley.

We started small but we are continuing to grow stronger than ever before.

DIHC formed on the 1st April 2020 when two services, Dudley Talking Therapy and Primary Care Mental Health services, moved from Dudley and Walsall Mental Health Partnership NHS Trust.

Since then, many more services have joined our ever-growing team. These services include but are not limited to; Continuing Health Care, Dudley School Nursing, High Oak Surgery, a range of Primary Care Services, the Pensnett Assessment Centre, the Adults’ Continuing Health Care Team, and Intermediate Care Team, Children’s and Young People Continuing Care Team and Pharmaceutical Public Health.

We continue to build our genuinely integrated Trust with even more services soon joining us, including children's community services and adult community services.

By working at DIHC, you will join us in our commitment to provide person-centred services to the people of Dudley that are accessible, co-ordinated and deliver a continuity of care.

At DIHC, integration is at the heart of everything we do and by working together with everyone involved in the provision of care, we aim to ensure our communities are fully supported to live healthier lives for longer.



**Our Commitment to Equality, Diversity and Inclusion**

At DIHC we are committed to promoting equality of opportunity; celebrating and valuing diversity; eliminating unlawful discrimination, harassment and victimisation, including cyber or e-bullying and harassment; and promoting good relations.

We have set out our four year plan for improving equality, diversity and inclusion.

Our Equality Objectives 2020-2024

* Remove barriers to people using our services
* Delivering person-centred care and support
* Making DIHC the best place to work
* Improving our culture
* Responding to new equality and human rights legislation and mandatory standards

Equality, Diversity and Inclusion Committee

We know that we need to actively work to ensure our organisation is and remains truly representative. We want to become more inclusive, equal and diverse, and as such, we have developed a new Equality, Diversity and Inclusion Committee, chaired by our Chief Executive.

We have agreed a number of workstreams and plans to put improvements in place, aligned to our objectives. These are discussed every month at the committee.

We have recently advertised for a Non-Executive Director specifically for EDI and have been successful in appointing.

Inclusion, Anti-Racism and Allyship Action Group

Our Inclusion, Anti-Racism and Allyship Action Group encourages people with varied lived experiences or protected characteristics, as well as those who want to be allies, to come together, share experiences and to support positive change. This group is in its infancy and we plan to develop and grow further.

Community Inclusion and Tackling Health Inequalities

We have, and will continue to develop strong links with our patients and our communities through a range of mechanisms ensuring there are different ways that people can be involved and have a voice.

We have worked to develop an understanding of our different communities and define what is seldom heard whether through a protected characteristic, socio economic status, digitally excluded.

We have appointed a number of Social Prescribers across our Primary Care Networks to support our community in having better life experiences, and have undertaken specific work the migrant community.

We have strong links and relationships with the voluntary sector who have expertise and trusted relationships with these groups and have a seat at the Health and Wellbeing Board sub group for marginalised communities

Disability-confident Employer

We are a disability-confident employer; we are committed to supporting staff who have a disability or become disabled during their employment. As part of this commitment, we guarantee an interview to those who meet the minimum criteria of the role and make adjustments for applicants with disabilities.

Our Commitment to be an Anti-Racist Organisation

DIHC wants to ensure its culture is one of inclusivity and equality, and we know that part of supporting that culture is developing ourselves as individuals as well as our organisation. Our board have made a public statement against racism. We have commissioned the charity Show Racism the Red Card to work with us on the first step of our inclusion development journey through offering a number of workshops for all DIHC staff. The sessions focus on understanding the language of equality, what it means to be anti-racist as an organisation, understanding bias, privilege and micro-aggressions.

**Our Anti-Racist Statement**

As a Trust we know that the care of our patients is strengthened through diversity of thought, approach and culture, delivered by staff from rich and different backgrounds. A lack of diversity will stifle true innovation and transformation. Without diversity, our organisation will not thrive.

We are deeply aware of the extent to which black, Asian or other ethnically diverse people are underrepresented across our staff team, the senior management team and on our Board. Ensuring that this situation changes, not only through a genuinely held commitment but also through robust and proactive action, is a priority for us. We wish to go beyond the legal requirements for equality so we are a truly inclusive and fair organisation.

We know we might make mistakes along the way and we commit to acknowledge them and strive to do better.

We are aware that systemic racism is deeply ingrained in our society and whilst attempts have been made to address this reality, actual change is long overdue. Public institutions such as ours have a crucial role to play in promoting anti-racism, and in tackling inequalities in health, through building a more tolerant, inclusive, equal and empathetic culture.

The board have committed to tackle racism in our workplace, and to see growth in diversity across the organisation. We believe we have to be proactively anti-racist, and this means every one of us standing up against racism or any discriminatory behaviour. As an organisation, we will not tolerate racist or discriminatory behaviours or beliefs.

**‘We Stand’ against Racism**

Our plans for change:

* Taking positive action to diversify the Trust Board and wider organisation with targets for improvement
* Reviewing our recruitment practices to ensure they are fully inclusive, communicated as widely as possible and are welcoming to diverse and under-represented groups
* Planning and delivering a comprehensive programme of anti-racism and inclusion training for all staff, managers and the board
* Reviewing and revising all relevant policies, processes and practices to ensure they are explicit about anti-racism and are inclusive
* Embedding inclusion objectives into appraisals
* Participating in reciprocal mentoring schemes that support growth and change
* Creating the environment for courageous conversations and for staff to raise concerns with confidence they will be listened to and action taken

**COVID-19**

We have actively supported the vaccination programme across Dudley and have seen 89% of our workforce take up their vaccination.

We have ensured our staff have been enabled and supported throughout the pandemic through home working, flexible working and safe practice.

Freedom to Speak Up Guardians

Often those facing exclusion and inequality are not heard and outdated systems do not provide a meaningful way for people to speak up. One of the ways we are tackling this is through our Freedom to Speak Up Guardians, who support staff to speak up to raise concerns or report mistreatment when they feel they are unable to do so by other routes.

Equality Delivery System (EDS2)

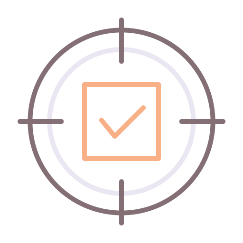
We are working to ensure we continually improve against the EDS2 framework so that our patients, communities and staff have positive, fair, equitable and accessible services. The EDS2 aligns to our Equality and Organisational Objectives, and our actions will continue to be monitored through our internal governance arrangements.

Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES)

DIHC has to date not been required to undertake a formal WRES or WDES submission and analysis due to the infancy of the organisation, so our first submission will be in Autumn 2021.

We are however fully conversant with the requirements of the standards and already developing our plans and data to help ensure that we are demonstrating our commitment to race and disability equality.

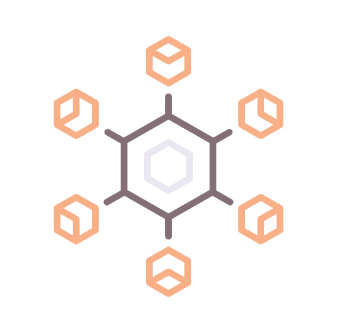
**Our Aims, Purpose and Commitments**



**Aim**

Dudley first: community where possible, hospital where necessary

We are truly different. We are a new type of NHS organisation created to serve our Dudley population in a genuinely integrated way

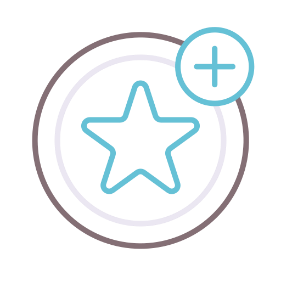
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**Purpose**

To connect with the people of Dudley, embrace our diversity and support them to live longer healthier lives.

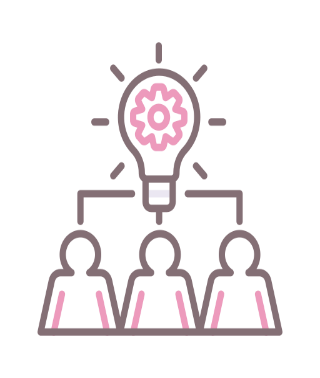
We will do this by ensuring everyone involved in the provision of care works together, keeping the person at the heart of everything they do.

**Commitments**

****Put people first

We will:

* Care and advocate for all
* Provide the highest quality care
* Speak up for those who cannot or ask us to.
* Empower our service users to be joint decision makers in their care

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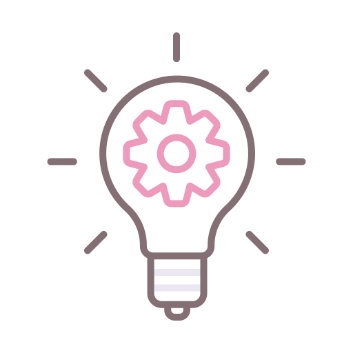
Enable and support our staff

We will:

* Ensure our staff have the skills to deliver our purpose to the best of their ability
* Put their safety at the forefront of operational delivery
* Proactively support their health and wellbeing

**Commitments continued**

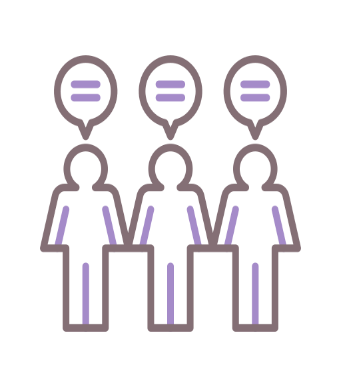
Simplify what can be complex

We will:

* Enable our staff to create and innovate.
* Empower them with the skills and resources so they can improve and transform the services they provide.
* Make this a priority freeing up their time to participate.
* Make our services easy to navigate for both patients, staff and citizens
* Work with our citizens to be the co-designers of future services

Be accountable for our actions

Our job is to serve the people of Dudley and ultimately; they will judge our actions:

* Each of us has a personal responsibility for our decisions and actions; to be leaders. Only through our actions will we build trust and respect for the work we do.
* Be accessible and responsive - listen to our staff, service users and local population; actively seeking those whose voice is quieter than others or those that are ‘hard to reach’; and then respond with the means available to us.
* We will behave inclusively, building on our diversity
* We will encourage our population to be part of our future workforce and service suppliers

Our Staff

DIHC is an expanding and growing organisation and as such, so is its workforce. We have a diverse workforce but recognise that we have more to do to ensure we are truly representative of our communities.

As at 31st March 2021, DIHC directly employed 227 staff.

* 20.26% are from a black, Asian or other ethnic background (just under 20% have not specified)
* 2.6% have declared a disability (65% of staff have not specified)
* 0.44% have declared themselves bi-sexual (77% of staff have not specified)
* 80% are female

We have some significant gaps in our workforce data that we need to develop over the coming 12 months.

From an ethnic demographic specific, DIHC has a workforce profile that is more representative than the community of Dudley. We do know however, that representation at more senior levels is much lower than we would like, and this is a key part of our objectives.

Our Population

Dudley total population 312,925

* 24.8% of the borough population are aged 60 or over
* 11.5% of people are from ethnic groups other than White British,
* 78.2% of the population reported their health as being “Very Good” or “Good”
* 70.2% of people in employment aged 16 to 74 are working full-time (defined as 31 hours or more per week)
* 20% have limiting long-term conditions.



Our EDI Actions to Date

We’re proud of what we’ve achieved in the past 12 months, especially during the challenge of establishing ourselves as a new organisation whilst at the height of a global pandemic.

Alongside all the usual NHS requirements around governance, committees and mandatory reporting, we’ve set about setting out our ambitions for creating DIHC as a great place to work through ensuring we are fair and inclusive.

We’ve done the following:

* Established our EDI committee and met monthly
* Set up a staff network to focus on Inclusion, Anti-racism and Allyship
* Commissioned and delivered anti-racism training to a number of staff and managers
* Developed guidance on inclusivity in recruitment and selection practices
* Developed manager training on a range of people processes which threat equality throughout
* Supported one cohort of leaders to undertake the MerseyCare Restorative and Just Culture programme
* Undertaken board development
* Developed an anti-racism statement and commitment

Our Objectives in Detail

Our objectives are published alongside this document, and includes more specific information on our activities, plans and measures.

Our objectives take us through to 2024 but are reviewed and refreshed regularly.

**Our Workforce Profile**