

Board of Directors Meeting in Public

Subject:	Equality and Diversity Annual Report	Date: 4 th June 2020		
Prepared By:	Rajdeep Basra-Mann – HR Business Partner			
Approved By:	Clare Teeney - Director of People			
Presented By:	Clare Teeney - Director of People			
Purpose				
This document provides an overview of work the Diversity and Inclusivity group have been supporting over the last 12 months			Approval	
			Assurance	X
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
X	X	X	X	X
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>This report presents the Board with an update on the work of the Trusts Diversity and Inclusivity Group over the last 12 months.</p> <p>The enclosed Diversity and Inclusivity Annual Report presents the Board with an update on the work of the Trust's Diversity and Inclusivity Group in 2019/2020.</p> <p>Key achievements have included:</p> <ul style="list-style-type: none"> • Creating a Mentally Healthy Workplace, Definitions of Discrimination and Bullying and Equality Impact Assessment Guidance documents created. • A Disability Staff Network Group was set up. • The Rainbow Badge initiative was launched at SFH during the Trust's first PRIDE event held in July 2019. • LGBT Awareness and Hate Crime Training were delivered face to face and following positive feedback an online session has been developed for staff to access. 				

- Mental Health Awareness for Managers training has been developed as an e-learning training package.
- Six BAME staff were successful in obtaining a place on the local Nottinghamshire 'Stepping Up' Programme which is run by the NHS Leadership Academy and funded by partners within the Nottinghamshire ICS.
- The second Diwali celebration was held in the Faith Centre.

Recommendation

The board are asked to take assurance from the document and the progress made across the period of 2019/20 associated with the Equality and Diversity agenda