

UNIVERSITY HOSPITALS BRISTOL NHS FOUNDATION TRUST

OUR EQUALITY OBJECTIVES

APRIL 2012

1. WHAT WE DID

This report sets out our draft equality objectives to meet the Public Sector Equality Duty (PSED) arising from the Equality Act 2010. Our aim is to strengthen our performance in eliminating discrimination and advancing equality for our patients and carers and our staff.

The Trust Board has signed up to the Equality Delivery System (EDS) which is the NHS national framework for complying with the Equality Act.

Evidence of the organisation's performance across the 18 outcomes of the Equality Delivery System has been collected from a range of sources. The Care Quality Commissions Outcomes – for which the Trust is required to submit extensive evidence has been useful for some – particularly patient focussed outcomes. The Quality Report and Quality Accounts for the Trust have also been utilised. Commitments made under the NHS Constitution are also relevant and have been cited where appropriate.

2. HOW WE DID IT

A central element of the EDS is engagement with patients, carers, staff and local interests. Two dedicated engagement events were held – in Filton, South Gloucestershire on November 26th 2011 and later in central Bristol on February 27th 2012. Both events were organised by a cluster of five local NHS Trusts; University Hospitals Bristol Foundation Trust and North Bristol Trust (acute Trusts); Avon and Wiltshire Partnership (mental health Trust) and NHS Bristol and NHS South Gloucestershire, two of the local clustered primary care trusts. The events were attended by a range of individuals and stakeholders, including LINKs and voluntary sector organisations representing people with protected characteristics.

Bristol and South Gloucestershire LINKs have also contributed reports on specific health and equality issues during 2010 and 2011 – the findings of these have been utilised where appropriate. During 2011 the Trust has received reports on: Patients with autism; Nutrition and hydration; The Refugee Centre in Bristol and Roma, Gypsy and Travellers healthcare

The Patient and Public Involvement officer also organised focus groups during 2011 on patient safety, dementia care, carers and stroke services.

Evidence used is no more than two calendar years old – ie collected since 2010

3. WHAT WE AIM TO ACHIEVE

OUR EQUALITY OBJECTIVES FOR 2012 – 2014		
Objective One		
We aim to become an acknowledged regional leader in equality and divers outcomes both for our patients and staff		
Objective Two		
We aim to become a national exemplar for the NHS Equality Delivery System		

Objective One

Activity/aim	2012 - 13	2013 Onwards
All Trust staff (new and existing) undertake basic E&D training dealing with communication and behaviours	Year on year increase in % accessing training Target 80% by 2014	
Selected Trust staff undertake specialist training and updates	Year on year development of trained and supported staff, competent in new legislation, new clinical issues such as dementia care etc	
Patient satisfaction levels are broadly similar across all protected characteristics	Rising patient satisfaction levels and low differentials	Rising patient satisfaction levels and reducing differentials between groups
Patient complaints centred on E&D issues are minimised	Reduction by 15%	Reduction by 15%
Staff satisfaction levels are broadly similar for all protected characteristics	Rising staff satisfaction levels and low differentials	Rising staff satisfaction levels and reducing differentials between groups

Objective Two

Activity/aim	2012 - 13	2013 onwards
Implementation of the NHS Equality Delivery System	Implementation enables the Trust to make year on year improvements in reported health outcomes for those in protected groups	Implementation enables the Trust to make year on year improvements in reported health outcomes for those in protected groups

Note – the Equality Objectives are in draft form and may be modified or amended as a result of further consultation with patients and staff.

Any changes will be reported here.

The objectives will be reviewed in March 2013.

To comment on this report please contact Andrew May, Equality and Diversity Manager, University Hospitals Bristol NHS Foundation Trust, Trust HQ, Marlborough Street, Bristol BS1 3NU. Tel 0117 342 3716 andrew.may@UHBristol.nhs.uk