

C&I Equality, Diversity & Inclusion Annual Report 2018

1 January 2018 - 31 December 2018

Equality, Diversity & Inclusion Hub

age disability race gender reassignment marriage and civil
partnership sex pregnancy and maternity religion and belief sexual
orientation



1. INTRODUCTION

Equality, diversity and inclusion (EDI) continue to be an important element for Camden and Islington NHS Foundation Trust (C&I), in its provision of services to the people we serve and for the people it employs. This report is aimed at the wider public and our stakeholders and should be read alongside other Trust publications such as our Annual Report and Annual Quality Accounts.

At C&I, we firmly believe that a diverse and inclusive workforce not only facilitates more innovation, it also delivers and provides better health outcomes for patients. We are working towards become a truly inclusive employer and service provider in creating an environment and culture that celebrates equality and diversity, which values, nurtures and enhances difference for the benefits of service users, their families, carers and for our staff.

We are committed to the elimination of discrimination, in reducing health inequalities, promoting equality of opportunity and dignity and respect for all our service users, their families, carers and our staff to ensure that we are a; healthcare provider of choice, employer of choice and partner of choice.

With regard to the decision of the UK to leave the European Union, the impact remains unknown. It can, however be presumed that this will have a future impact on recruitment and retention for the Trust.

This year has seen further development in terms of our approach and achievements in the area of EDI. This report showcases our vast array of progress and successes. We recognise that as an NHS organisation we have a key role to play in addressing human rights. What we have developed together with our stakeholders, will build on the strong foundations of the existing Trust cultural pillars of: We value each other; We are empowered; We keep things simple; We are connected.

2. NATIONAL CONTEXT

Legal Duties for Equality and Inclusion

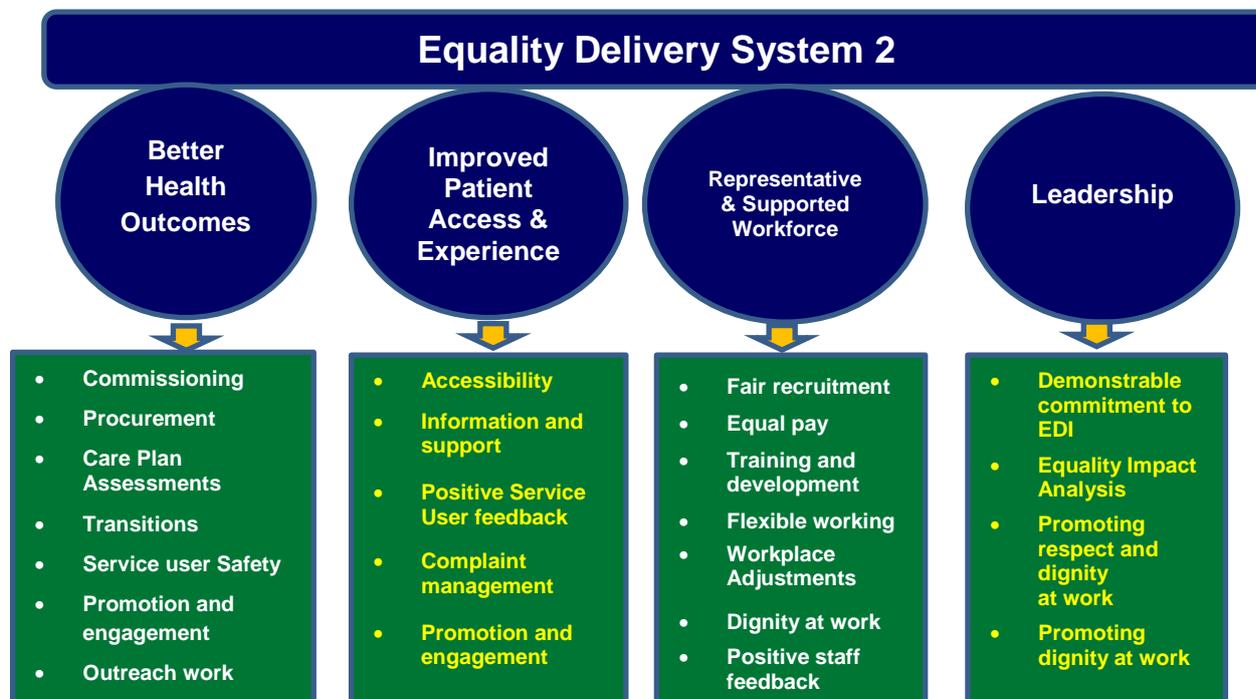
We have several legal requirements and NHS Mandated Standards relating to Equality and Inclusion. The key areas of statutory, mandatory and regulatory obligations are set out below:

Equality Act 2010 (equality duty)	Human Rights Act 1998	Health and Social Care Act 2012	Other duties
<p>General duty</p> <ul style="list-style-type: none"> Eliminate unlawful discrimination Advance equality of opportunity Foster good relations between persons <p>Specific duty</p> <ul style="list-style-type: none"> Publish Equality Objectives Publish Equality Information 	<p>S6 Human Rights Act 1998 (HRA) makes it unlawful for a *public authority to act in a way that is incompatible with a person's right under the European Convention on Human Rights</p> <p>S6(3) HRA defines a 'public authority' as anyone performing a 'public function'</p> <p><i>*C&I are by definition a public authority</i></p>	<p>Have a regard to the need to:</p> <ul style="list-style-type: none"> Reduce inequalities between patients with respect to the ability to access health services <i>and</i> Reduce inequalities between patients with respect to the outcomes achieved for them by the provision of health services 	<ul style="list-style-type: none"> Equality Delivery System (EDS2) Workforce Race Equality Standard (WRES) Workforce Disability Equality Standard (WDES) Accessible Information Standard (AIS) Gender Pay Gap

Equality Delivery System 2 (EDS2)

The Equality Delivery System (EDS) supports how the Trust will:

- Improve the services they provide for our local communities;
- Improve the experiences of people using health services;
- Consider reducing health inequalities in our local area; and
- Provide better working environments, free of discrimination, for those who work at C&I.



(McKenzie best practice model for EDS2)

The Equality Delivery System (EDS2) is a toolkit that can help the Trust to; demonstrate how we are considering and tackling inequalities in service delivery for people with different protected characteristics; and how we are providing better working environments for staff. The grading of the Trust will be carried out by key stakeholders gathered from local communities and our employees on an annual basis. The outcomes of the grading will enable the Trust to refine and further develop our Equality Objectives.

In partnership with Barnet, Enfield and Haringey NHS Trust and our stakeholders, grading will be agreed this year for all outcomes and co-production of our Equality Objectives. Implementation of EDS2 is anticipated to have a positive impact on the quality of services provided a positive impact on the morale of our workforce. It provides a structure for demonstrating there is a framework for improvement and that this is being measured and validated.

Workforce Race Equality Standard (WRES)

The NHS WRES was launched in April 2015, with all NHS organisations being required to publish data on an annual basis from the previous financial year and an action plan for the current year. The WRES is designed to help NHS organisations understand differences in the experience and treatment of BAME (Black, Asian and Minority Ethnic) staff and white staff. Built around nine indicators, the WRES provides a robust reporting framework and supports NHS organisations to close any gaps through the development and implementation of action plans for improvement.

The WRES action plan has been developed to ensure we focus on actions that will make a real difference to the experiences and treatment of BAME staff working within C&I. The standard requires NHS organisations to collect baseline information on nine indicators of workforce

equality for ethnic minority staff, including representation on Boards and to publish annual updates on these metrics. Organisations that fail to make progress on these metrics will be in breach of the **NHS standard contract** and this will affect whether regulators judge them to be “well led.”

Workforce Disability Equality Standard (WDES)

The WDES echoes the WRES. It is a set of mandatory specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information will then be used by the relevant organisations to develop a local action plan, and enable them to demonstrate progress against the indicators of disability equality.

The aim of the WDES is to allow NHS organisations to compare the experiences of disabled and non-disabled staff. This will be done by measuring against a set of specific metrics.

The draft metrics are still in development and NHS England has indicated that there will be further consultation before the metrics are finalised in 2019. These are however, likely to cover areas such as: workforce representation, reasonable adjustments, employment experience and opportunities.

NHS England has indicated that the WDES reports to be published in August 2019 based on data from the 2018/19 financial year. The full indicative timetable has been set out on the [NHS England website](#). The **NHS Standard Contract** for 2017-19 (January 2018 edition) set out that NHS Trusts and Foundation Trusts will have to implement the WDES in the first year. The indicative timetable and the reporting deadline given is August 2019.

Accessible Information Standard (AIS)

The aim of the NHS Accessible Information Standard is to make sure that people who have a disability, impairment or sensory loss receive information that they can access and understand and any communication support that they need. The Trust must have a regard to this standard, in so much as we must ensure that we enable and support compliance through our relationship with service users. The main task is to monitor the AIS action plan, which includes five objectives:

- To identify patients who have a communication and information need and how to meet that need;
- Record patients communication and information needs in a set way;
- Share information about the patient’s communication and ‘information need’;
- Ensure patients receive information in an accessible way, if and when needed; and
- Develop staff training programmes.

Gender Pay Gap Reporting

We aim to be a fair employer offering all employees equal opportunity to develop to their full potential regardless of gender. By law employers with 250 or more employees are required to publish gender pay gap information each year. We welcome this initiative. The Trust [data](#) was published in March 2018. Our mean (average) gender pay gap is 12.11%. This is significantly better than the UK average gender pay gap, which is provisionally 17.4%.

The gender pay gap is **not the same as equal pay**. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the differences in the average pay (mean and median) between men and women. A particularly high gender pay gap can indicate that there are a number of issues to deal with, and the individual calculations may help to identify what those issues are. We already have a strong leadership team, the majority of who are female, and we will continue to support the development and progression of both women and men throughout the business as we work to close the gender pay gap.

3. REGULATORY OBLIGATIONS

Care Quality Commission (CQC)

From April 2016, evidence of the NHS commitment and delivery upon the equality, diversity and inclusion agenda, is an integral part of the CQC Inspection Framework (well-led section). The CQC identified at the time of their inspection (December 2017) areas requiring further work – including; equality diversity and human rights i.e. the development and embedding of diversity networks can progress further. It was noted, that this had been acknowledged by the Trust as an area where further development was needed.

The CQC inspectors, however, did state that C&I Substance Misuse Services and community based Older People Services were rated as outstanding:

- Substance Misuse Services and community based Older People Services were rated 'Outstanding';
- Our staff and service user engagement and focus on culture, was recognised very positively by the CQC; and
- Our alignment of physical and mental health care was praised.

Equality and Diversity Committee

The Equality and Diversity Committee is Chaired by the Human Resources & Organisation Development Director. The committee sits four times per annum to discuss and promote new ways of working, identifying areas for improvement, share information and monitor progress. The committee is fully embedded within the Trust's governance framework and provides assurance in relation to equality and diversity to the Trust Board through assurances committee structure.

4. KEY EQUALITY SERVICE USER IMPROVEMENT ACTIVITIES 2018

Women's Psychiatric Intensive Care Unit (WPICU)

This year the WPICU celebrated its first anniversary. This is the only such unit in North Central London. This service enables local women to receive the highest quality intensive psychiatric care, closer to where they live. This provides better clinical outcomes, as women are near their own support network and we are able to organise local, follow-up care more easily.

Drayton Park Women's Crisis House and Resource Centre

Camden and Islington demonstrated its commitment to women early in 1995 when it funded and developed a women only crisis house as an alternative to hospital. Drayton Park Women's Crisis House has continued throughout this time and has proved to a successful alternative to acute admission for women who would otherwise be admitted. It continues to provide a unique service in many ways. For example, it has a women only staff team and can admit children with their Mother's. It has a national reputation and is one of the early examples of a trauma informed model of care for women. Our Women's Crisis House is England's only women-only mental health crisis house and is widely regarded as an example of best practice both nationally and internationally.

Black Women Forum

Drayton Park launched a monthly support group for black women who have stayed at Drayton Park or who attend the Black Women's Forum. This is a therapeutic space offering support in a safe way as women share their experiences to enable individuals to feel stronger and more connected to themselves and to other Black women.

iCope Psychological Therapies Service which forms part of the Improving Access to Psychological Therapies National Programme (IAPT)

This service has raised awareness of mental health conditions within the local Bangladeshi community. iCope have attended and set up stalls at Bangladeshi festivals in the local community to discuss what psychological therapy involves and how individuals can access this via their GPs. In conjunction individuals are signposted to other community organisations for resources, with the aim of addressing isolation.

Psychological therapy is offered in Bengali Sylheti dialect. Therapy in Bengali considers the impact of cultural, familial and social context. In addition, joint work with Camden Diabetes Integrated Practice Unit (Royal Free Hospital) to administer the 'Stress Management and Diabetes' session in Bengali as part of the DESMOND Type 2 Diabetes Education Programme. This is a self- management and diabetes education programme for people diagnosed or living with diabetes. This intervention is particularly crucial to administer to the Bangladeshi community where diabetes is most commonly diagnosed but poorly managed.

iCope and the Mental Health Wellbeing Centre have produced a video aired in GP surgeries across Camden. The video is in Bengali language, with expert speakers including a C&I psychologist. Other publications include When Sadness Gets Too Much – Bangla (Camden Hub Mental Health Booklet), When Sadness Gets Too Much – English (Camden Hub Mental Health Booklet) which complement the video [When Sadness Gets Too Much](#).

Cultural Advocacy Project (MIND Camden)

A Hospital Link Worker is working on the acute wards and takes referrals from staff, regarding adults who are from the African, African-Caribbean or Bangladeshi communities and are approaching discharge from wards. The Cultural Advocacy Project supports individuals' in their transition back into the community and aims to support community groups and organisations to promote wellbeing and support individuals and families to look after their mental health. This support is co-produced with community members so it is reflective of specific cultural needs to; help reduce the sense of isolation experienced by BAME community members struggling with their mental health; help improve levels of wellbeing and self-confidence of people experiencing distress (taking into consideration their specific cultural needs); help enable individuals to access support services in a timely way; work alongside community groups and mainstream providers to ensure these services are inclusive and support cultural needs.

Ward Chaplains

Our chaplains led on the following Services at Highgate Mental health Centre and at the Huntley centre, St. Pancras Hospital:

- Ramadan Celebration;
- Jewish New Year;
- Rosh Hashana;
- Christmas Carol Service;
- Our Anglican Chaplain also held a Christmas service for Older Adult patients on the ward; and
- The Bishop of Edmonton attended the Christmas Carol Service at Highgate Mental Health Centre.

Service users and staff of all denominations are welcomed to take part at these celebrations where food and drink are available. This year the Rabbi from JAMI (the mental health service for the Jewish community), attended with a singer who led the group in song and dance. The Imam provided very inspirational messages for health and well-being. Those present could have their names written in Arabic and the females could have mehindi designs on their hands.

We have a Nurse/Chaplain at Stacey Street Nursing Home which is for patients in need of continuing care for the rest of their lives. The Nurse/Chaplain there holds Sunday masses at the home for the patients, they visit and comfort residents who are on acute admissions in the Acute Hospital and they also comforts and supports relatives as required. In addition, they also ensure that each resident has access to a priest or preacher of their particular faith. They also organise memorial services at the home for residents who have passed over, so relatives, staff and friends can celebrate and reflect on the resident's life.

The Trust provides two multi-faith rooms: The Well at St Pancras Hospital; and the Multi-faith Room at Highgate Mental Health Centre. Activities that are provided include:

- yoga sessions;
- mindfulness sessions;
- zumba classes;
- boxing; and
- C&I choir practice.

C&I Choir

The C&I Choir is a community choir for NHS staff, patients, carers and friends. It meets every Tuesday evening at St Pancras Hospital in Camden, London and promotes positive mental health for all the community through its fun and friendly repertoire of folk, world, gospel, pop, reggae and much more.

C&I Recovery College

The Recovery College has free courses on recovery and staying well. All the courses are designed and taught by two tutors as equal partners, an Expert by Experience and a Professional Tutor. During 2018 the Recovery Course and the Equality and Diversity Lead delivered a series of courses, including; LGBT & Mental Health: No Stigma, No Barriers and BAME – Issues in Mental Health. The aim of the Recovery College is to enable collaboration with local communities to co-produce a space where individuals' are supported to connect and access educational opportunities that promote recovery and contribute to a meaningful life.

Rainbow Lanyards

This is an ongoing campaign that reinforces the Trust's values and promotes an environment of recognition, empowerment and support - in all the Trust's services. The lanyards are completely optional. Staff can choose to wear the rainbow version instead of the standard NHS blue ones - to highlight their support for LGBT+ colleagues, patients and the public. We want to get people talking about LGBT+ topics in a positive, way. We want to ensure that the Trust remains a vibrant and inclusive environment – where people can reach their full potential without fear of discrimination.

LGBT+ Service Users Leaflet

This leaflet is for patients who are lesbian, gay, bisexual and transgender (LGBT+) and their family/friends/carers. It explains where to get support, help, information and how to complain if an individuals' needs have not been met relating to their sexual orientation.

S132 Rights Poster

Section 132 Mental Health Act (1998), Easy Read poster for service users is in circulation on all wards.

Service User Involvement Conferences

Within Camden and Islington there is a long history of service user involvement; there are thirteen main forums within different services. The representatives from each group come together to the Service User Alliance once every six weeks to feedback from their groups which in turn gets relayed to the Trust's Executive Team.

The Service User Facilitator (SUIF) is involved in all aspects and service within the Trust. Ensuring that as wide and diverse a group of people are involved within the service. This is achieved through regular attendance at the Women's Strategy Group, the Black Women's Forum and the Nubian User Forum. The SUIF and a number of trained service users are currently working with the C&I Quality Improvement Hub, in order to explore how to engage with service users from BME backgrounds, whose voice is less heard within services.

Evolution Group

This is a group of committed, enthusiastic, diverse group of highly skilled service users/Experts by Experience who meet monthly with the Deputy Chief Operating Officer and Service Development Manager to positively influence C&I toward expert led service. Co-production is the ethos - rather than involvement i.e. to be at the start of the conversation rather than brought in later - when the Trust needs Experts by Experience to progress plans. The Evolution Group is different to the Service User Alliance, in that the meetings are 'working meetings' rather than reporting-focused meetings. This group presently have no formal constitution or role and the group would like to progress this.

Cultural Partnership Group

This group is made up of staff, service user and members of local community partners' i.e. Mind Islington Outcome LGBTQ, Camden Forum LGBTQ+, Nubian Service Users' Forum, Voiceability, Royal Association for the Deaf. This group is newly established and it is anticipated that membership will develop and to grow into an influential C&I community forum. This group is focusing on reducing health inequalities in our local area and increasing access to C&I services for people who are marginalised.

Veteran Service "Mental Health Transition, Intervention and Liaison" (TIL)

This service provides a comprehensive multi-disciplinary assessment of mental health needs and related difficulties. This service works in partnership with the individual, making recommendations for the support or treatment that can help people get their life back on track.

Better Lives

A service that offers a confidential support service for individuals and their families affected drug and alcohol problems. Our specialist's team include substance misuse practitioners, doctors, nurses, social workers psychologists, pharmacists, complementary therapists, volunteers and peer mentors. Advice and training is also offered to local community organisations.

Grip Club Drug Service

The Stimulant & Club Drug Clinic at the Margarete Centre provides tailored specialist support to help individuals manage the problems associated with club drugs, and reduce the risks and harm caused to body, mind and also the people supporting the individual. Services available include; individual drug counselling, group work, specialist evening clinics, assessment and advice with mental health professionals, clinical psychology, auricular

acupuncture, yoga, needle exchange, blood tests for HIV & Hepatitis, free vaccination for Hepatitis A & B, access to residential drug treatment, access to primary care healthcare, access to gammahydroxybutrate (GBL) detox, aftercare support, peer support and mutual aid

Other

Listed below are other improvements to patient services during 2018. Referenced to the specific Equality Act (2010), nine protected characteristics of; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation. We additionally give 'due regard' to the needs of other groups including; carers, homeless, military veterans, asylum seekers/refugees and socio economic.

- Service User Feedback Form for C&I intranet (*9PCs*).
- Accessible Information Guide (*disability, race, spirituality/belief*).
- Service User Gender Realignment Policy/Guide (*sexual orientation*).
- Safety, Privacy and Dignity Policy (*9PCs*).
- Domestic and Sexual Abuse Policy (*sex*).
- Male PICU engagement with a national Restrictive Practice Reduction program (*race, sex*).
- Sexual Safety Policy (*9PCs*).
- Poster designed by service users and staff for all Trust reception areas (*sexual orientation*).
- The Joy of Colour – Art Exhibition at St Pancras Hospital (*sexual orientation*).

5. KEY EQUALITY STAFF IMPROVEMENT ACTIVITIES 2018

Our Staff First Strategy

Camden and Islington NHS Foundation Trust has a clear Workforce and Recruitment and Retention Strategy. Our vision is to attract highly skilled staff and for our existing staff to have a long and rewarding career with the Trust. We recognise that the success of our organisation and the recovery of our service users is dependent upon our people. Above all else, we are committed to investing in our staff and retaining our talent. We have undertaken actions to enable us to achieve our vision:

- **Early resolution** - has significantly reduced the number of disciplinary cases taken against BME staff from across the Trust.
- **Career Clinics and Careers Library** - monthly mobile Career Clinics across all sites giving staff the opportunity to informally discuss internal development or career opportunities available to them.
- **Flexible Working** - the Trust will widen access to available flexible working options by going over and above the current employment legislation that requires one to have 26 weeks qualifying period prior to putting in a request for flexible working.
- **Themed HR & OD Roadshows** - themed HR & OD Roadshows run on a regular basis at St Pancras and Highgate Mental Health Centre offering staff the opportunity to seek advice and information on specific "Hot Topics" such as working flexibly, the impact of Brexit.
- **Internal Promotion** - we now advertise our Band 3 and above vacancies internally for 2 weeks before recruiting from an external pool (however this will not apply to core posts that have been classified by the Home Office as being on the shortage occupation list (e.g. Nursing and Social workers).
- **Anti-Bullying and Harassment Ambassadors Initiative** - this is an initiative operated by a **diverse group** of staff – for staff. The Ambassadors will provide guidance and assistance on the prevention and/or remedy of bullying and harassment. The key part of this role is to signpost colleagues to a range of both internal and external services and policies that may be available.

- **Cultural Awareness Training** – is being introduced. Being aware of the common differences between cultures increases trust, improves work relationships and the services we provide.
- **Signs4Life** – This new local initiative helps staff and volunteers to communicate and engage with their colleagues, service users, and members of the public who may be hard of hearing or deaf.
- **Staff Network Guide** – following the results of recent NHS staff survey, a staff network guide was drafted by the Equality and Diversity Lead. This has now become part of the objectives of Staff Networks. An annual action plan is developed for each staff network, and will be regularly reported to by Staff Network Chairs at the Equality and Diversity Committee.

Freedom to Speak Up Guardian

The purpose of this role is to support staff with concerns in regards to aspects of day to day work that has the potential of impending or infringing on performances and is likely to bring about a risk to safety of service users welfare. In conjunction, issues affecting staff morale (at any level) are also appropriate. This service is independent, impartial and confidential for staff who wish to discuss issues informally.

Anti-Bullying and Harassment Initiative

The initiative is run by staff for staff. It is a diverse team, for different roles, different services and different levels from within the Trust. The purpose of this initiative is as a result of the NHS Staff Survey. The team provide support and guidance on the range of both internal and external service that may be available to staff.

VERCIDA

VERCIDA (Values, Equality, Respect, Culture, Inclusion, Diversity, Accessibility) is a careers site that only works with employers committed to these attributes.

C&I use this site to showcase who we are, the jobs we have and the working environment we wish to create in order to attract a rich variety of people. This is not about targeting one particular group of people; it's about creating work places that blend skills sets from a wide variety of people.

Breakdown of data for 1 January 2017 to 31 December 2017

C&I NHS FT Views	Jobs Posted	Job Applications	Job Views	Articles Posted	Articles Viewed	Likes
1345	450	293	7,758	1	287	0

Breakdown of data for 1 January 2018 to 31 December 2018

C&I NHS FT Views	Jobs Posted	Job Applications	Job Views	Articles Posted	Articles Viewed	Likes
1533	518	315	20,080	5	3,867	4

During 2018, the EDI Lead has made a significant drive to promote C&I via the VERCIDA website,

• articles viewed in 2017: 287
• articles viewed in 2018: 3,867

• jobs viewed in 2017: 7,758
• jobs viewed in 2018: 20,080

C&I STAFF NETWORKS

Network for Change (BAME)

Network for Change (NfC) hosted the Strength in Diversity Conference at St Pancras Hospital October 2018. Guest Speakers; Yvonne Coghill (CBE,OBE, Director of WRES Implementation NHS England) and John Brouder (CEO at North East London NHS Foundation Trust) gave honest and thought provoking presentations. In addition, the Mentorship Scheme for BME colleagues was launched. NfC have been instrumental in driving the **BME Specific Positive Action**, advocating for unconscious bias training to be mandatory for all recruiting managers. In addition; members of the Senior Leadership Team and Executive Directors will mentor two C&I colleagues; at least one of whom should be BME and the Trust will ensure there is a BME representative on the interview panel for posts Band 8a and above.

LGBT+ Staff Network

From C&I attending **London Pride Parade for the first time** - to establishing the LGBT+ staff network, C&I are to improve the visibility, awareness and inclusion for LGBT+ service users and staff. LGBT+ service users will have a greater role in shaping priorities and services to ensure they meet their needs. Plans include improving developing workshops, updating service users and staff Transgender guidance, collecting better data and strengthening our staff networks to ensure the Trust is an inclusive place to work.

The LGBT+ Staff Network has been formalised and now has a dedicated; Chair, Co-chair and Secretary with Administration Support. The staff network is open to all staff of all sexual orientations, all gender identities and allies. The Chair sits at the Equality and Diversity Committee.

We are also working in partnership with other local community organisation in Camden, Outcome (Islington Mind and Islington) and Camden LGBT Forum - to strengthen the support offered to both staff and service users who identify as LGBT+.

Disability+ Staff Network

The aims and objectives of this staff network are to; improve the levels of disclosure of disability; which includes both physical and mental health conditions; enable disclosure without fear of receiving unfair treatment; improvement of the health and wellbeing of the Trust's workforce who have a disability; support colleagues in their working lives; raise awareness of disabilities and promote awareness of equality and inclusion within the Trust. Disability+ has co-produced (with the Equality and Diversity Lead) the **Trust Guide for Supporting Staff with Disabilities and Long Term Health Conditions**. The Disability+ Network will also run workshops for both staff and managers. The Chair sits on Equality and Diversity Committee.

Disability Confident & Mindful Employer

The Trust renewed our membership to be a Disability Confident Committed Employer in November 2018. We have committed to the following:

- Ensure our recruitment process is inclusive and accessible;
- Communicate and promote vacancies;
- Provide a positive and enabling attitude to all job applicants and staff with mental health and/or physical health conditions;
- Anticipate and provide reasonable adjustments; and
- Support any existing employee who acquires a 'disability' or long-term.

There are currently three levels of the Disability Confident Commitment, of which C&I have achieved Level 1. We are currently working towards achieving Level 2.

C&I have signed the Mindful Charter; the Charter is for employers who are positive about mental health. This is a set of aspirations for employers to work towards. It's completely voluntary, it's not an accreditation or set of quality standards - and that's because it takes time to address the complex area of mental health and the Charter reflects that long term view.

EDI Newsletter

The EDI Lead cascades the EDI Newsletter bi-annually to Trust Communications, Divisional Directors and Service Managers. The newsletter gives updates to keep colleagues informed about new developments, provide practical information and to inspire interest regarding the latest EDI developments and improvements, at all levels across C&I. The newsletter focuses on Staff and Service User Feedback, Staff & Service User Networks. We will explore further development - to involve and share with service users.

Other

Listed below are other improvements to services during 2018. Referenced to the specific Equality Act (2010), nine protected characteristics of; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation (we additionally give 'due regard' to the needs of other groups including; carers, homeless, military veterans, asylum seekers/refugees and social economic).

- CEO religious/faith/festival messages (*faith, religion/ belief, race*).
- EDI Roadshows (*disability, race, religion/faith, sexual orientation*).
- Brexit sessions with employment lawyers – to support our EU staff and £65 Home Office application paid by the Trust (*9 PCs*).
- Staff Network Guide (*race, disability, sexual orientation*).
- Workplace Adjustment Passport (*disability*).
- Disability Leave Form (*disability*).
- Central data collection point for workplace adjustment (*disability*).
- Protected time to attend staff network meetings and events (*race, disability, sexual orientation*).
- Continued to focus on our Disability Confident and Mindful Employer commitments (*disability*).
- NHS Staff Survey Report and Action Plan (*9 PCs*).
- BME Pay Gap Report and Action Plan (*race*).
- WRES Report and Action Plan (*race*).
- WRES Expert – x1 day per week role (*race*).
- WRES 3 Pan London Programme (*race*).
- WRES CCG working group (*race*).
- You Said – We Listened poster campaign Anti-Bullying and Harassment (*9 PCs*).
- Faith and Diversity Calendar for the coming year (*9 PCs*).

6. CONCLUSION

We have given careful consideration to the guidance and advice issued by NHS England to address Equality, Diversity and Health inequalities across Camden and Islington. This year, we have made a concerted effort to publish our equality, diversity and inclusion reporting as part of a more comprehensive report than in previous years, particularly on the success of initiatives such as Our Staff First. We intend to use the data from the EDS2 event to inform our strategic position to enable our C&I to authentically understand the health inequalities across our boroughs by truly engaging service users and hard to reach groups. Moving forward we hope to:

- promote greater transparency and greater accountability;
- clarify the roles and responsibilities of those responsible for delivering the ED&I to both service users and our workforce;
- forge strong relationships both internally and externally to create an ED&I working group;
- secure greater understanding across C&I of developments in relation to the ED&I;
- promote a better understanding of our equality objectives and what C&I is seeking to achieve in pursuance of the public sector Equality Duty (PSED);
- encourage feedback about our equality objectives from key stakeholders; and
- provide information about key developments and initiatives in relation to ED&I.

We will continue to work internally, and in partnership with colleagues across our boroughs, to ensure that advancing equality and diversity is central to how we conduct our business as an organisation.