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**NHS somerset**

**Public Sector Equality Duty Report (WORKFORCE)**

**31 March 2024**

**NHS Somerset Public Sector Equality Duty Report**

**(WORKFORCE)**

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**NHS Somerset Public Sector Equality Duty Report**

**(WORKFORCE)**

**1 INTRODUCTION**

**What Is the Public Sector Equality Duty?**

1.1 The Public Sector Equality Duty (PSED) came into force on 5th April 2011, created under the Equality Act 2010.

1.2 The Equality Duty replaced the race, disability, and gender equality duties following the McPherson Report which identified failures within the investigation following Stephens Lawrence's murder and whilst revealing institutional racism in the metropolitan police force.

1.3 The Equality Duty was developed to respond to the needs of individuals across the nine protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, an organisation has a duty to:

* Eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not.

1.4 The Equality Act 2010 outlines nine protected characteristics:

1. Age
2. Gender
3. Ethnicity
4. Religion or Belief
5. Marital Status
6. Disability
7. Pregnancy and Maternity
8. Sexual Orientation
9. Gender Reassignment

**Purpose of the Duty**

1.5 The purpose of the Duty is to integrate considerations of equality and good relations into day-to-day activities within public authorities. It Is difficult to achieve this if these considerations are not being made. An organisation that can proactively meet a diverse workforce's needs will run more efficiently and dynamically, attract better talent, represent its community, and have an engaged workforce that feels supported, heard, and valued.

**2 NHS Workforce profile**

2.1 NHS Somerset Workforce Is broken down into the following categories:

* Administrative and Clerical
* Nursing & midwifery
* Medical & Dental
* Additional clinical services
* Professional Science and Technic

2.2 Embracing the PSED can lead to better-informed decisions and policy development which lead to services that are more appropriate to the user, more cost-effective, and more efficient.

**Equality Objectives**

2.3 NHS Somerset Workforce Equality Objectives are considerate of the Somerset ICS Strategy, which includes ensuring we proactively respond to the needs of our workforce and striving for excellent staff experience.

This includes responding to:

* Recruitment & Retention
* Career Development and Leadership
* Discrimination and Staff Experience
* Improvements in data analysis and reporting
* Culture & belonging
* Reviewing of policies and processes

With outcome goals:

* Improved experiences for staff
* Psychological safe spaces
* Knowledgeable and resourced line managers
* Higher retention of diverse colleagues
* Strategic plan for impactful systemic changes

**Equality Objectives**

* 1. These objectives aim to define NHS Somerset’s commitment to staff experience and wellbeing.

**Objective 1 – Improve recruitment, retention, and the onboarding experience for individuals, who may benefit from reasonable adjustments.**

* 1. NHS Somerset ICB has developed an Equity and Equality improvement plan, following a National Plan launched in June 2023, which offers recommendations for programs that enable new and current colleagues to enter and navigate the work environment in a way that allows them to bring their best self to work.
  2. NHS Somerset is committed to a multi-disciplinary approach to these programs, collaborating with Human Resources and Organisational Development to ensure a smooth transition.
  3. Programs such as an Enabled Employee Program, supporting colleagues to “take charge” of their reasonable adjustments and needs are being developed to ensure that they can perform to the best of their ability at work.

**Objective 2 – Improve collection, analysis and use of equality data and monitoring for protected groups.**

2.8 NHS Somerset continues to use the Somerset Wide Equality Impact Assessments (EIA) process to ensure that all undertakes a high and consistent standard of EIA. We ensure all Line Managers and those responsible to complete and submit these receive the appropriate training.

2.9 NHS Somerset strives to ensure ESR data is complete in full for each colleague to ensure processes, practices, and policies are appropriate and responsive to needs and requirements.

2.10 NHS Somerset continues to report on both WRES/WDES annually. developing and responding to annual action plans. Although not currently greatly diverse, NHS Somerset continues to focus on improving the diversity of its workforce and skillset. We continue to review processes and practices, proactively responding where appropriate.

2.11 NHS Somerset has engaged with the National People Pulse survey, monthly and continues to engage with the National Staff Survey. This ensures we are responsive to the changing needs of colleagues on a regular basis and to assess and respond to an annual overview of staff experience.

**Objective 3 – Culture & Belonging**

3.1 NHS Somerset has implemented a robust Freedom to Speak Up (FTSU) Framework, introducing a Lead FTSU Guardian and Three FTSU Champions. Whilst the FTSU Guardian supports cases, leadership, and high-level accountability, the Champions offer colleagues pastoral support, signposting, and wellbeing as well as promotion around the purpose and benefits of speaking up. NHS Somerset has a resolute Executive sponsor and NED Champion, who holds accountability for Speaking up. This service offers anonymity should it be preferred but will also provide feedback whether that be on an individual basis or an organisational review/change.

3.2 NHS Somerset continues to foster good relationships with system partners, networks and communication teams when responding to National and Regional days and areas of interest, such as Ramadan, International Women’s Day, and Pride. We promote allyship as a way of engaging with our colleagues and leadership, ensuring that a variety of communication channels are used to meet multiple needs.

3.3 NHS Somerset has developed a bespoke Organisational Development plan that responds to the strategic plans to improve health inequalities but also to the dynamic operational needs designed to implement meaningful changes to colleague experience, including working with Freedom to Speak Up.

3.4 NHS Somerset continues to work closely with the Integrated Care System (ICS) to implement multiple programs that are initiative-taking and responsive for those who either have a protected characteristic or have additional needs. These programs are systemically embedded into the core business and are managed by multi-disciplinary teams and partners.

**3 Starters and leavers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2023-2024** | |  |  |
|  | Q1 | Q2 | Q3 | Q4 |
| Starters | 28 | 73 | 6 | 7 |
| Leavers | 16 | 10 | 11 | 6 |
| Difference +/- | -12 | 63 | -5 | 1 |
|  |  |  |  |  |

**Leavers**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Directorate | Q1 | Q2 | Q3 | Q4 | Grand Total |
| Clinical, Medicine & Primary Care | 2 | 2 | 2 | 1 | 7 |
| Directorate of Communications and Engagement | 0 | 0 | 1 | 1 | 2 |
| Directorate of Continuing Health Care | 5 | 4 | 4 | 2 | 15 |
| Directorate of Finance, Performance & Contracting | 1 | 2 | 1 | 0 | 4 |
| Directorate of Quality, Patient Safety, and Improvement | 3 | 1 | 0 | 1 | 5 |
| People Directorate | 1 | 1 | 0 | 0 | 2 |
| Strategy, Digital & Integration | 3 | 0 | 3 | 1 | 7 |
| Executive | 1 | 0 | 0 | 0 | 1 |
| Grand Total | 16 | 10 | 11 | 6 | 43 |

**Leaving Reason**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Directorate | Q1 | Q2 | Q3 | Q4 | Grand Total |
| End of Fixed Term Contract | 1 | 1 | 1 | 0 | 3 |
| Redundancy - Voluntary | 1 | 0 | 1 | 0 | 1 |
| Retirement Age | 4 | 0 | 1 | 0 | 5 |
| Voluntary Resignation - Better Reward Package | 0 | 1 | 1 | 0 | 2 |
| Voluntary Resignation - Other/Not Known | 7 | 0 | 0 | 0 | 7 |
| Voluntary Resignation - Promotion | 3 | 0 | 0 | 0 | 3 |
| Voluntary Resignation - Relocation | 0 | 0 | 0 | 0 | 0 |
| Voluntary Resignation - To undertake further education or training. | 0 | 1 | 0 | 0 | 1 |
| Grand Total | 16 | 3 | 4 | 0 | 23 |

**Starters and Leavers Ethnicity**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Starters** |  |  | | **2023-2024** | | |
| Ethnicity Group | Q1 | Q2 | Q3 | | Q4 | Grand Total |
| BME | 2 | 7 | 0 | | 1 | 10 |
| Not Stated | 0 | 1 | 0 | | 0 | 1 |
| White | 26 | 65 | 0 | | 6 | 97 |
| Grand Total | 28 | 73 | 0 | | 7 | 108 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Leavers** |  |  | | **2023-2024** | | |
| Ethnicity Group | Q1 | Q2 | Q3 | | Q4 | Grand Total |
| Not stated | 14 | 10 | 10 | | 6 | 40 |
| White | 0 | 0 | 1 | | 0 | 1 |
| BME | 2 | 3 | 3 | | 0 | 8 |
| Grand Total | 16 | 13 | 14 | | 6 | 49 |
|  |  |  |  | |  |  |

3.1 Leavers are invited to attend an exit interview with HR. This enables us to capture not only statistical data but also anecdotal evidence on why our staff are choosing to leave the organisation. This is frequently reviewed and reported upon through involving it in the quarterly Workforce report which is reported to the Leadership team.

**4. Flexible Working Requests**

4.1 NHS Somerset is unable to capture Flexible Working Requests ( FWR) easily as we do not currently formally report/log this information. Many agreed locally between the Line manager and employee, and undocumented with HR (such as 9-day fortnights)

**5. Promotions**

5.1 NHS Somerset does not formally capture promotions, although these are celebrated through organisational weekly wrap newsletters. We do, however, capture reasons on a changes form which is logged on a changes spreadsheet which is managed by HR. We are reviewing how we would capture “promotion” over “I wanted a new job at a higher band” and if “acting up “is a promotion.

**6. Grievances, disciplinaries, and Capabilities**

6.1 NHS Somerset is committed to providing professional and effective support for any employee who may enter an HR process. These processes can be taxing on everyone, so NHS Somerset provides wellbeing and occupational health services to employees.

6.2 Data is captured through HR and reviewed appropriately with a key contact. NHS Somerset has minimal cases of grievance, disciplinary, or capabilities throughout the year. The new FTSU framework has been able to support a less formal route when colleagues have felt they are subject to a negative experience.