

Meeting the general equality duty

Title: training

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and 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. (See 'treat me not my knee' training)

How does this information help us to show we are paying due regard to advancing equality?

Training our staff in Equality and Diversity (E&D) helps build knowledge and understanding. It helps increase cultural awareness and promotes valuing difference, This is an important element, key to the successful delivery of good quality patient care. Recruiting managers also benefit from this training. Importantly, it raises awareness of the benefits of embedding E&D as part of our core business.

Embedding equality as part of other training will help to ensure our services are appropriate and promote equality.

Using our training information for equality monitoring we can look at staff receiving training by protected characteristic group. This helps us to make sure all staff are given opportunity to access the relevant training and take the appropriate action to address any inequalities identified.

Any other comments / actions

We plan to implement equalities monitoring information for all external training applications from April 2012 to make this more consistent.

Training

The Trust is committed to delivering safe and high quality patient care by investing in learning and development to ensure staff are appropriately skilled and qualified.

From April 2010 until Nov 2011, 3706 members of staff received equality and diversity training in the Trust. The vast majority have undertaken the online training.

In July 2011 the Trust implemented face to face training. This offered training opportunities for staff who prefer to have a face to face and more interactive learning opportunity. The face to face training delivered by the equality and diversity manager has been well received with positive feedback. Feedback has also supported this style of training because staff say they benefit from sharing examples and knowledge.

Equality & Diversity training accessed in the Trust Apr 10 – Nov 11	Ethnic Group	Overall staff ethnicity
White	2657	4107
White - Any other White background	189	317
Mixed	44	69
Asian	268	482
Black	229	285
Any Other Ethnic group	176	216
Not Stated	143	231

Equality Impact and Equality & Diversity Training sessions have been delivered on a monthly basis from July 2011.

Equality Impact Assessment training

Aimed at all members of staff who write a policy, strategy or guideline, those involved with services redesign and development or who manage a function. The Trust's Equality Impact Assessment toolkit has been updated twice over the last two years in response to staff feedback and the Equality Act and guidance. It was last reviewed in July 2011, please click on the links to view the [Equality Impact Assessment process](#) and [Equality Impact Assessment toolkit](#).

Equality and diversity training

Aimed at all staff the face to face training has been designed to explore attitudes, values and aims along with focus on our responsibility under the Equality Act 2010. Our online E learning module has recently been reviewed and further updated. This module is a mandatory part of our induction process.

Deaf awareness training

Delivered by our Hearing Therapists Department this training has been designed to equip staff in delivering a better service to patients, visitors and staff with hearing impairments. Two courses were run successfully in 2011 along with 1 short interactive briefing session, therefore in total, 37 members of staff have attended 3 sessions. This training was positively received and due to the high number of requests for this training it will be delivered for various teams throughout 2012.

'Treat me not my knee' training

This training has continued to be delivered across the Trust during 2011 and is in its third year. It is delivered by people with learning disabilities who are facilitated and supported to talk about their patient stories and experiences. The session also includes some information about relevant learning from national reports about healthcare needs and legislation requirements. It aims to raise awareness of staff and help

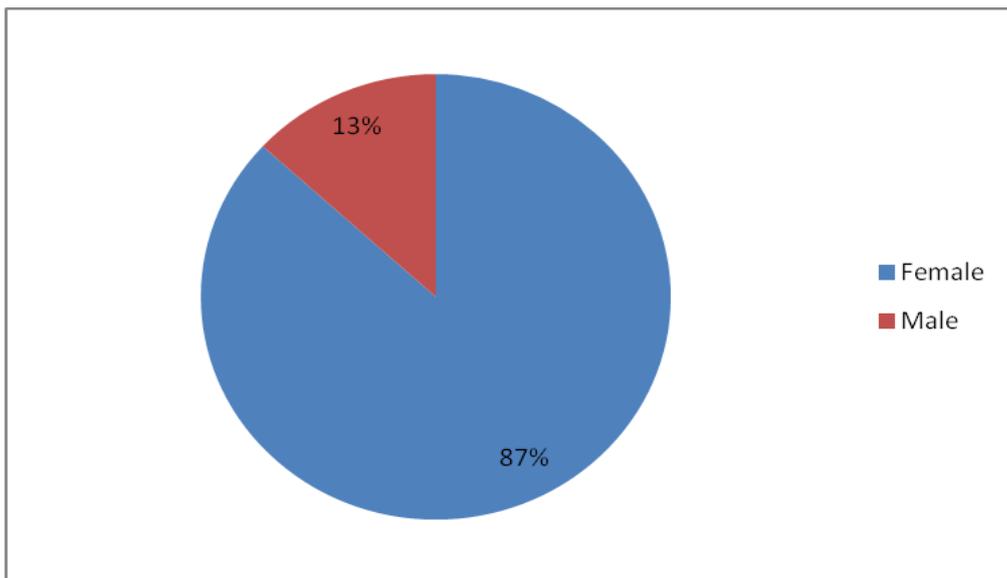
to break down barriers of fear and increase understanding with more knowledge and awareness on how to deliver a more effective service to patients with learning disabilities. It has been well received and 52 members of staff have attended the course in 2011. In its first year of introduction, this training was highlighted on their national website by the Audit Commission as an example of good practice. The Trust works in partnership with Talkback to deliver this training

Training accessed

The following figures illustrate the number of staff from the different protected characteristic groups that have accessed training i.e. all attendances of training during the period April 2010 to October 2011. The figures below include repeat returns, multiple training attendances etc.

Internal training accessed by gender Apr 10 – Oct 11

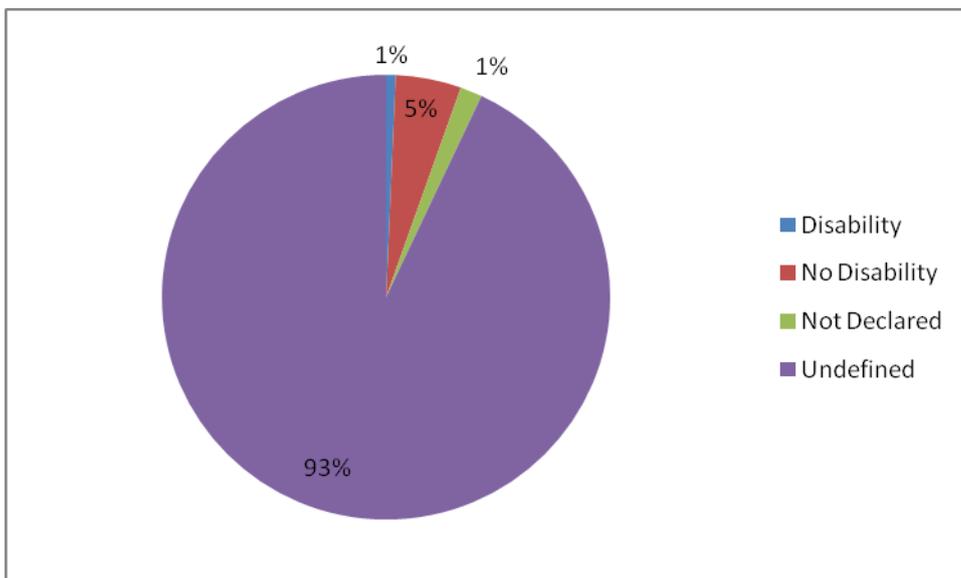
	Actual Attendances	% of attendances	Overall staff %
Female	59967	87%	84%
Male	9102	13%	16%



On average, female staff attended slightly more training courses than male staff, however, this needs to be interpreted in light of the higher percentage of female to male workforce 84% to 16% and so might be expected. See the workforce profile.

Internal training accessed by disability: Apr 10 – Oct 11

	Actual Attendances	% of attendances	Overall staff %
Disability	476	1%	1%
No Disability	3260	5%	9%
Not Declared	1097	1%	6%
Undefined	64236	93%	84%

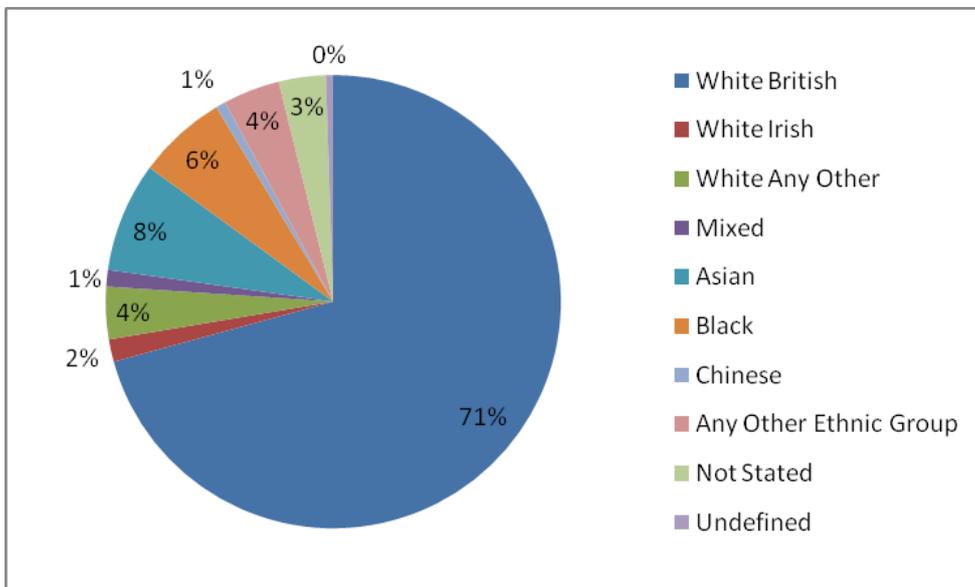


The percentage of staff with disabilities stands at 1% so this figure seems proportionate. However the number of staff with disabilities is based on current data. The Trust has undertaken a staff data census to improve the quality of data and this figure will be updated in light of that work once analysed.

Internal training accessed by ethnicity: Apr 10 – Oct 11

	Actual Attendances	% of attendances	Overall staff %
White British	50551	71%	72%
White Irish	1142	2%	2%
White any other	2672	4%	4%
Mixed	845	1%	1%
Asian	5587	8%	8%
Black	4543	6%	5%
Chinese	492	1%	1%
Any other ethnic group	2884	4%	3%
Not Stated	2380	3%	4%
Undefined	376	0%	0%

Percentages of attendances by ethnicity



From the charts above the number of attendances are proportionate to overall staff percentages. It is more helpful to review these figures in light of the workforce profile data and to be mindful that this data includes multiple attendances or repeaters.