

# 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

n/a

## Education, Learning and Development

We have improved our information this year by including data for our statutory and mandatory training. Furthermore, this helps us to improve our equality monitoring evidence as we have collected information broken down by protected characteristic groups for ethnicity, gender and disability. Other additions are more detailed information on the face to face equality and diversity and equality impact assessment training.

### Statutory and Mandatory training

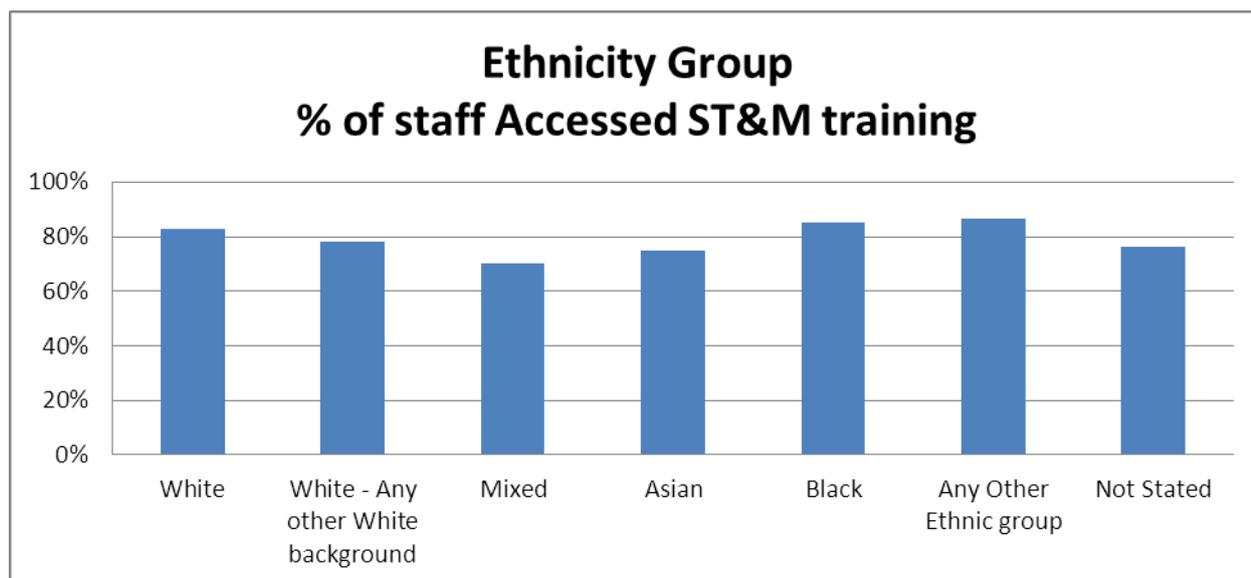
From 1<sup>st</sup> November 2011 to 31<sup>st</sup> October 2012

4,742 members of staff have accessed statutory and mandatory (ST&M) training, either via e-learning and/or face-to-face sessions. Some members of staff have completed the training more than once through the year.

The information below demonstrates that there is good consistent access to the training by staff from all ethnic groups. This is important as it helps to show that there is equal opportunity and people are accessing it consistently across all staff groups. Staff of mixed race have the lowest level of access but this should be interpreted in the context that only 2% of our staff identify themselves within this group currently.

### Statutory and Mandatory training – Ethnicity Group

ST&M training completed	Ethnic Group – staff completed	Ethnic Group – Total staff numbers ( <i>single point in time</i> )
White	3505	4218
White - Any other White background	184	236
Mixed	50	71
Asian	372	496
Black	248	291
Any Other Ethnic group	210	243
Not Stated	173	226



## Equality and Diversity Training

This training is aimed at all members of staff and is accessed either via e-learning or face-to-face sessions and has been designed to explore attitudes, values and aims along with focus on our responsibility under the Equality Act 2010.

### E- learning equality and diversity training sessions

From April 2012 to October 2012 - 2,314 members of staff have accessed and completed Equality and Diversity e-learning.

### Face to face equality and diversity and equality impact assessment training sessions

These have been provided by the equality and diversity manager. Two types of sessions have been developed, one for equality and diversity training for all staff and a second session which is specific for staff undertaking an equality impact assessment. Our Trust guidance is clear that staff should not undertake an EQIA without having first completed training. We have an [equality impact assessment process](#) and an [EQIA toolkit](#).

The numbers of staff detailed below cover training sessions held in the period of **September 2012 – December 2012**. Due to a vacancy in year prior to this, no face-to-face sessions were run.

#### Four month period

Training	Numbers of staff attending
Equality and diversity face to face	60
Equality Impact assessment Face to face	19

Evaluations received on the training showed amongst others:

- All attendees said that they had gained a better understanding of Equality & Diversity
- 89% of attendees said that they felt more confident about carrying out/understanding an EqIA. 9% said that they felt they needed more guidance

### Treat Me, Not my Knee training

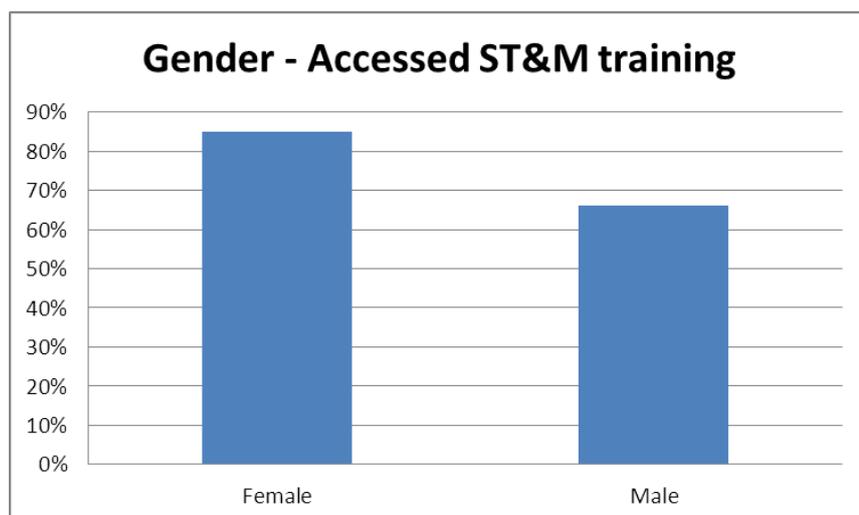
This training has continued to be delivered across the Trust during 2012 and is in its fourth year. It is delivered by people with learning disabilities who are facilitated and supported to talk about their patient stories and experiences. The session also includes some information about relevant learning 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. 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 continues to work in partnership with Talkback to deliver this training.

## Statutory and Mandatory training November 2011 to October 2012 – Gender

The figures below include repeat returns, multiple training attendances etc. Internal training accessed by gender. All staff numbers and staff related percentages should also be read in the context of our workforce profile. The male to female breakdown reflects the workforce female to male ratios, females being greater in number.

### Gender – ST&M completed

Gender	Training completed	Total staff	% of staff group completed
Female	4123	4836	85%
Male	619	945	66%

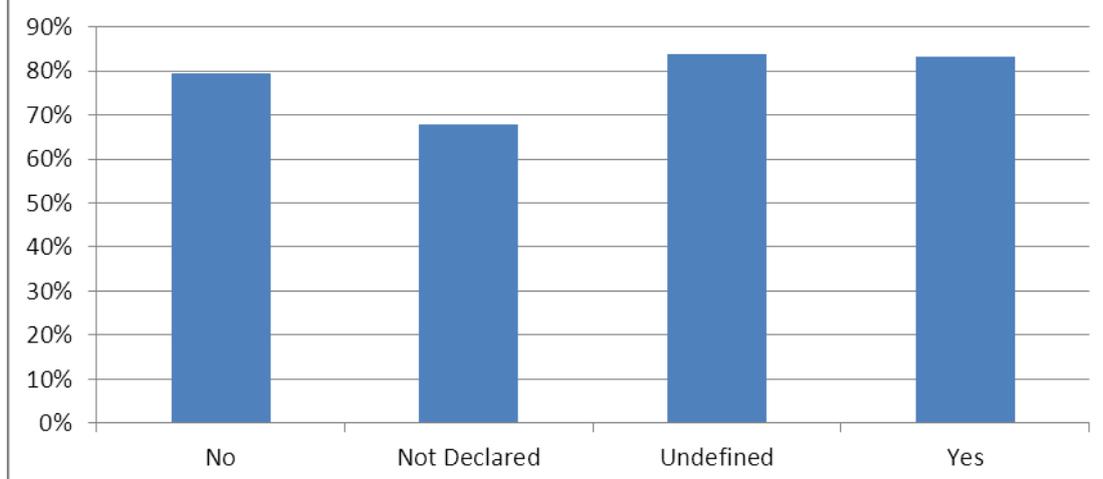


## Statutory and Mandatory training - Disability

The information below show the ST&M training accessed by disability from 1<sup>st</sup> November 2011 to 31<sup>st</sup> October 2012. Of the 107 staff declaring a disability 89 of them accessed and completed the training and at 83% is the second highest group for attendance. This demonstrates good access in terms of those declaring a disability, however, the not declared figure is likely to include people with a disability. More work needs to be done to reduce the not declared figure and this includes developing an understanding of what the issues might be for individuals. A key step is also to help staff understand why the information is being asked and how it's used. Generally, the figures do show consistency and demonstrate fair / consistent levels of access.

Disabled	Total staff completed	Total staff	Percentage
No	1072	1347	80%
Not Declared	193	284	68%
Undefined	3388	4043	84%
Yes	89	107	83%
Grand Total	4742	5781	82%

## Disability of staff accessed ST&M training

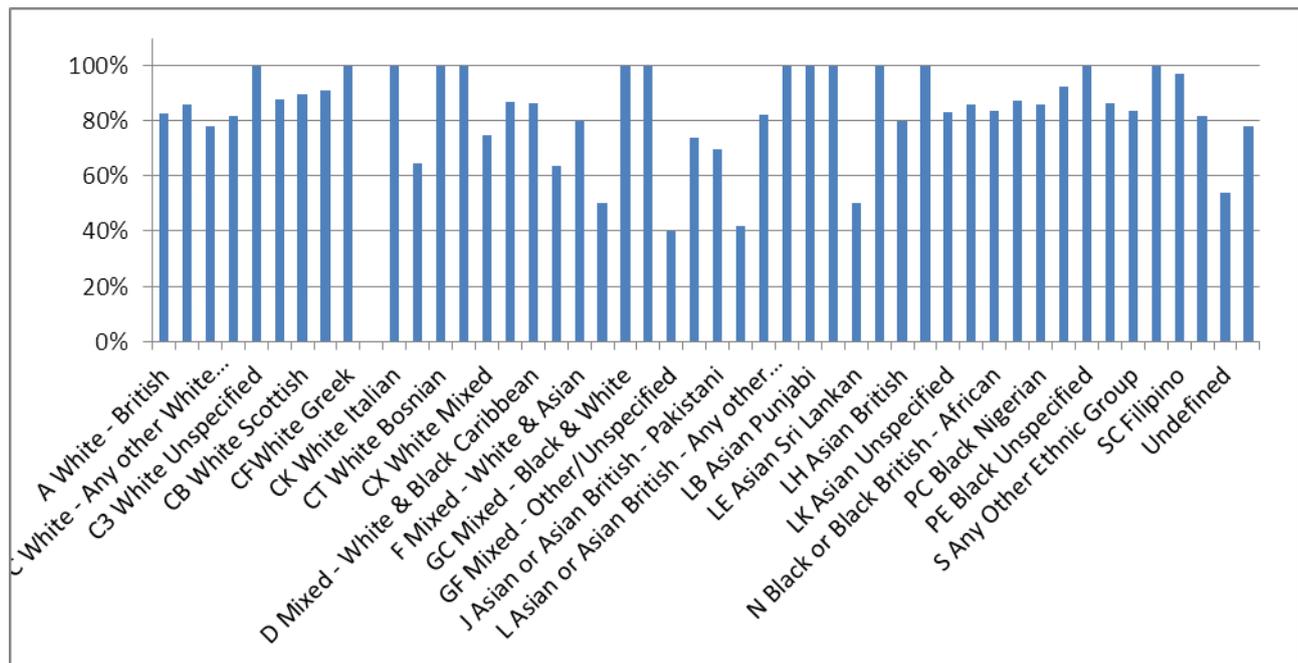


## Ethnicity Group

The figures below show training accessed by ethnicity during November 2011 – October 2012.

Ethnic Origin	Actual no completed	% of overall staff
A White - British	3029	83%
B White - Irish	91	86%
C White - Any other White background	184	78%
C2 White Northern Irish	9	82%
C3 White Unspecified	4	100%
CA White English	300	88%
CB White Scottish	17	89%
CC White Welsh	10	91%
CF White Greek	2	100%
CK White Italian	1	100%
CP White Polish	11	65%
CT White Bosnian	1	100%
CU White Croatian	1	100%
CX White Mixed	3	75%
CY White Other European	26	87%
D Mixed - White & Black Caribbean	19	86%
E Mixed - White & Black African	7	64%
F Mixed - White & Asian	12	80%
G Mixed - Any other mixed background	8	50%
GC Mixed - Black & White	1	100%
GD Mixed - Chinese & White	1	100%
GF Mixed - Other/Unspecified	2	40%
H Asian or Asian British - Indian	144	74%
J Asian or Asian British - Pakistani	76	70%
K Asian or Asian British - Bangladeshi	5	42%
L Asian or Asian British - Any other Asian background	122	82%
LA Asian Mixed	2	100%
LB Asian Punjabi	3	100%
LC Asian Kashmiri	1	100%
LE Asian Sri Lankan	4	50%
LF Asian Tamil	1	100%
LH Asian British	8	80%
LJ Asian Caribbean	1	100%
LK Asian Unspecified	5	83%
M Black or Black British - Caribbean	90	86%

N Black or Black British - African	121	83%
P Black or Black British - Any other Black background	14	88%
PC Black Nigerian	6	86%
PD Black British	12	92%
PE Black Unspecified	5	100%
R Chinese	45	87%
S Any Other Ethnic Group	119	84%
SA Vietnamese	1	100%
SC Filipino	36	97%
SE Other Specified	9	82%
Undefined	7	54%
Not Stated	166	78%
<b>Grand Total</b>	<b>4742</b>	<b>82%</b>



From the figures 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 staff that have completed training more than once within the year.