

Meeting the general equality duty

Title: Education, Learning and Development

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.

How does this information help us to show we are paying due regards 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.

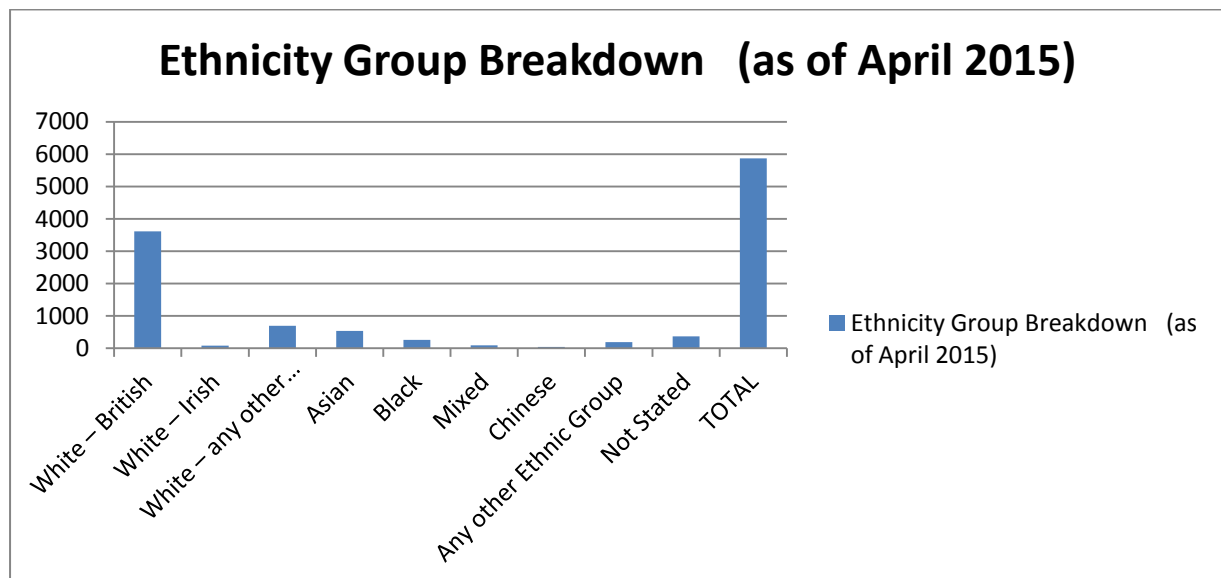
Carrying out equality monitoring on our training information, we can look at staff receiving training by protected characteristic group. This helps us to make sure all staff are given opportunity to access the relevant training and take the appropriate action to address any inequalities identified.

Statutory and Mandatory training

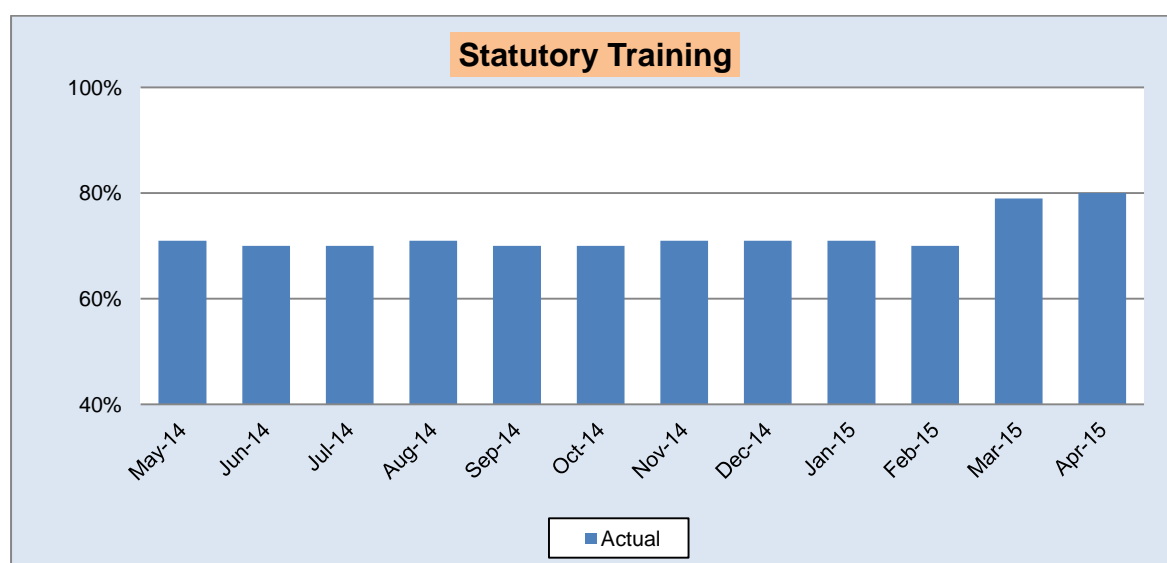
From 1st April 2014 to 1st April 2015, out of the 5,864 staff in post, approximately 5,400 members of staff have accessed statutory training, either via e-learning and/or face-to-face sessions. Statutory training is a requirement for all staff to complete and therefore, there is consistent access to the training by staff from all protected characteristics. Uptake of this training is closely monitored.

Statutory Training – Ethnicity

Ethnicity Group	Ethnicity Group Breakdown (as of April 2015)
White – British	3609
White – Irish	81
White – any other background	691
Asian	538
Black	259
Mixed	89
Chinese	41
Any other Ethnic Group	187
Not Stated	369
TOTAL	5864



Statutory Training – uptake



Vocational education - AFC bands 1 to 4 incl

The funding application form for external courses, for staff in roles at band 1-4, requests information for equality monitoring purposes. This is to enable us to monitor equality of opportunity between people who share a protected characteristic and those who do not. Information is collected anonymously. **The data for the 2014 / 2015 financial year was analysed to identify the demographics of the staff who had received funding for external courses e.g. apprenticeships.** All Healthcare Assistants are offered a level 3 apprenticeship on completion of corporate and nurse/HCA induction to all new starters and it is hoped this will be rolled out to the rest of the organisation by the end of 2015. This correlates to the Health Education England (HEE) 'Talent for Care' Strategy.

Number of Apprentices	Age Range	Clinical or Non Clinical	Apprenticeship Pathway
35	25+	Clinical	Health & Social Care
6	19 - 24	Clinical	Health & Social Care
2	25+	Non Clinical	Advanced Carpentry
4	25+	Non Clinical	Business & Admin
1	25+	Clinical	Clinical Support
1	25+	Non Clinical	Customer Service
1	25+	Clinical	Health & Social Care - Maternity & Paediatric support
2	25+	Non Clinical	Painting & Decorating
1	25+	Clinical	Pharmacy Service Skills

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 2014 to March 2015, 5820 staff members or 91% of the current workforce have completed Equality and Diversity e-learning. This course is supported by the Nation Skills Training Framework and can be accessed at www.skillsforhealth.org.

Year	Equality & Diversity E-learning
April 2012 – March 2013	371
April 2013 – March 2014	2444
April 2014 – March 2015	1574

This e-learning is currently statutory for all occupational groups within the trust with a training frequency of every 3 years.

Face to Face Training - Equality and Diversity

There have been two additional face to face training sessions for Equality and Diversity training delivered by an equality and diversity practitioner which are much longer and in depth sessions than the online learning. One in June and one in September at which a further 25 people attended. There have been no specific face to face equality impact assessment training sessions during this period however, sessions have taken place previously. The impact of a key vacancy has affected the ability to deliver more face to face training in this field but this is being addressed for the forthcoming year.

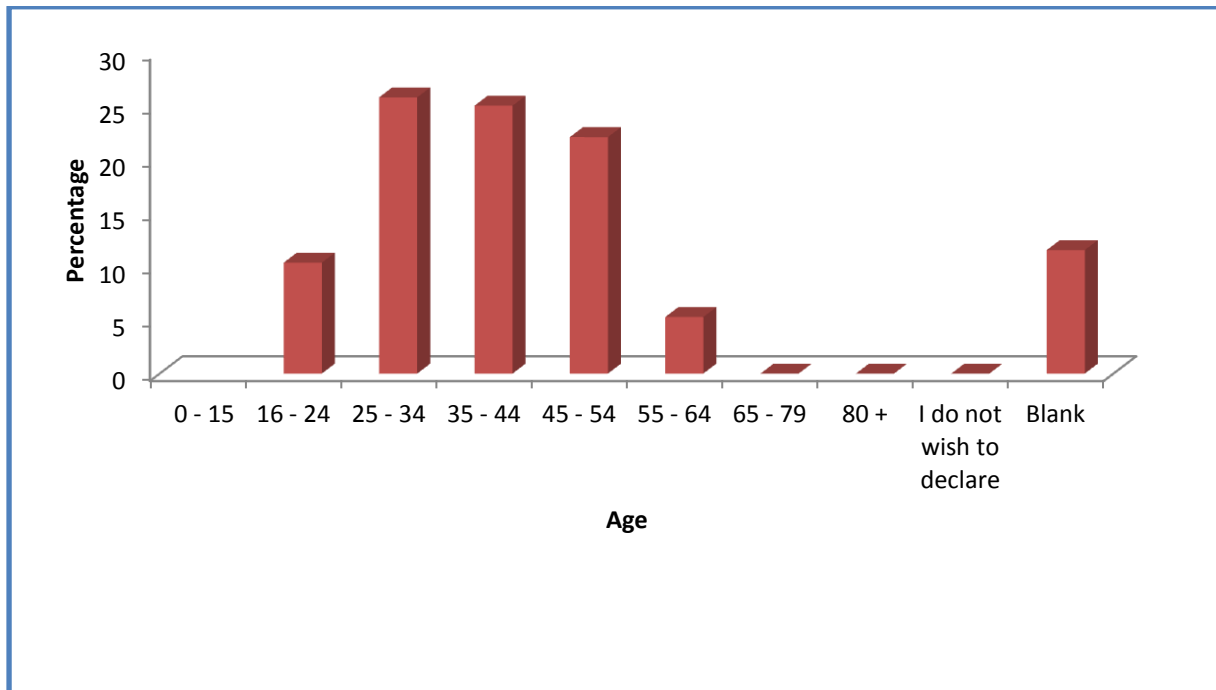
Using the blended approach to learning enables the Trust to accomplish greater levels of inclusivity in its equality and diversity training. Face to face sessions are welcomed and enable a good cross fertilisation of experience, ideas and learning.

Learning Beyond Registration: Bands 5 and above

This training is largely outsourced to external providers, mainly local universities and colleges who undertake their own equality impact assessments.

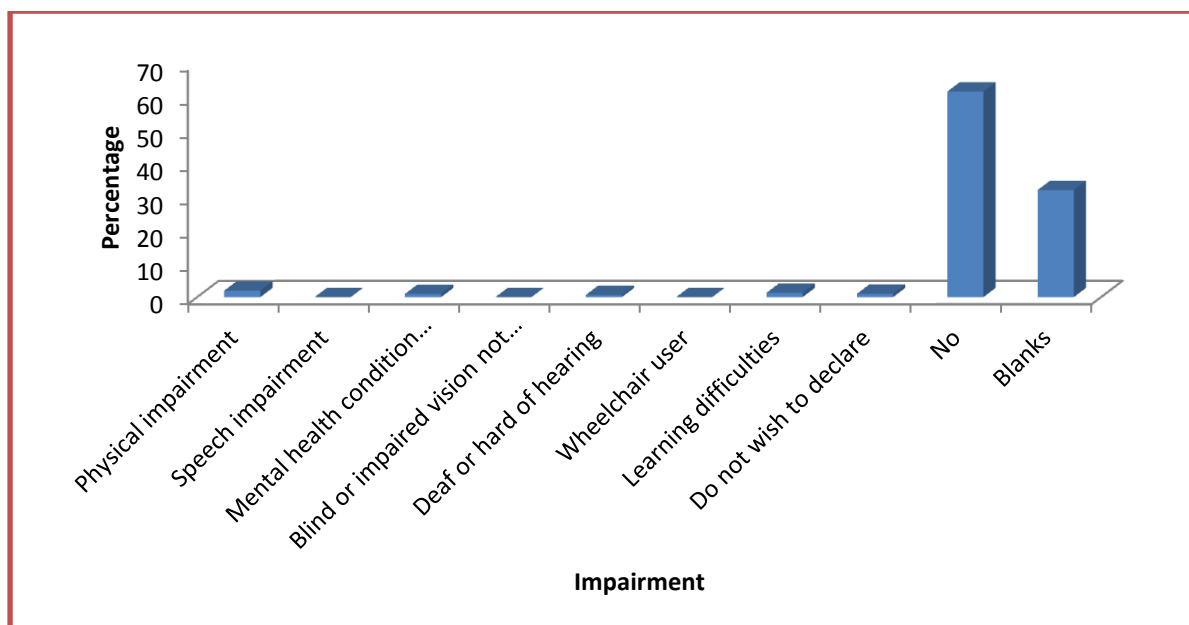
Funding is available for any Trust staff member to apply for as highlighted in divisional training needs analysis. These courses relate to continued professional development (CDP). **How many total or how does percentage make sense? Number on courses versus number of evaluations ?**

Age		Percentage
0 - 15	0	0
16 - 24	53	10
25 - 34	132	26
35 - 44	128	25
45 - 54	113	22
55 - 64	27	5
65 - 79	0	0
80 +	0	0
I do not wish to declare	0	0
Blank	59	12
Total	512	

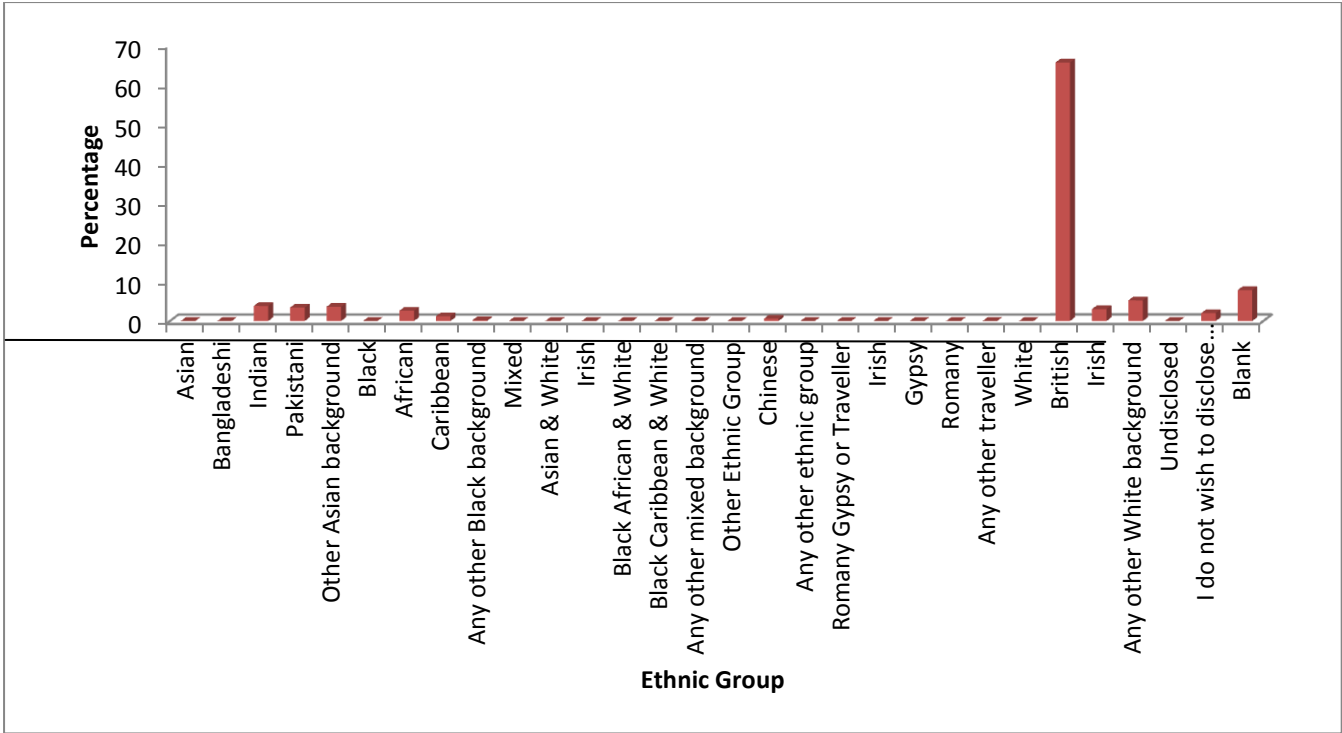


Gender		Percentage
Male	45	9
Female	413	83
Transgender	0	0
Do not wish to declare	2	0
Blank	38	8
Total	498	

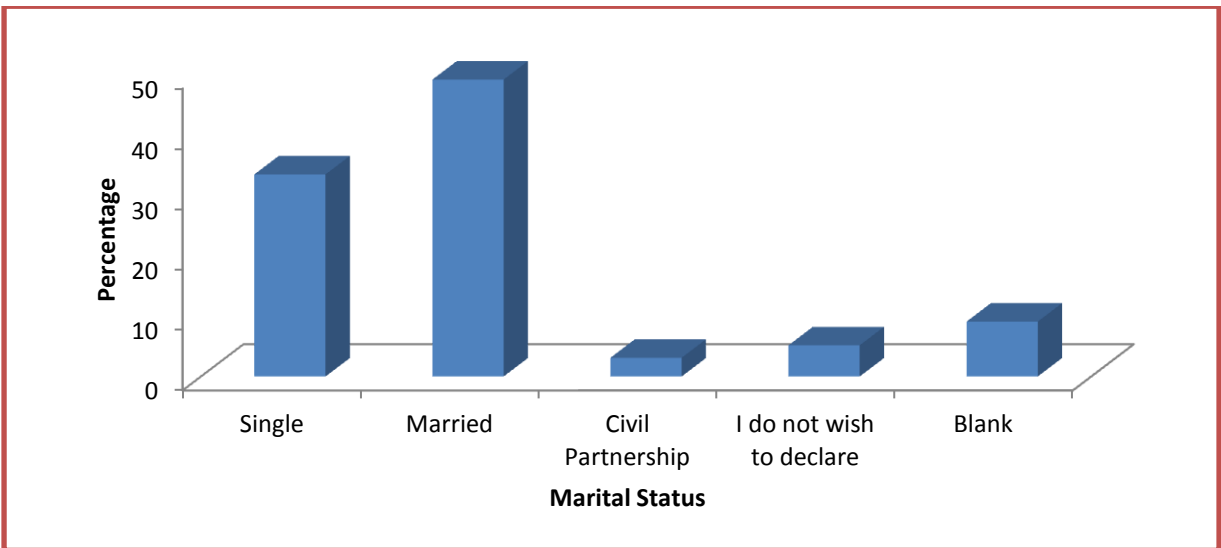
Impairment		Percentage
Physical impairment	6	2
Speech impairment	0	0
Mental health condition current or previous (e.g. depression)	3	1
Blind or impaired vision not correctable by glasses	0	0
Deaf or hard of hearing	2	1
Wheelchair user	0	0
Learning difficulties	4	1
Do not wish to declare	4	1
No	190	62
Blanks	99	32
Total	308	



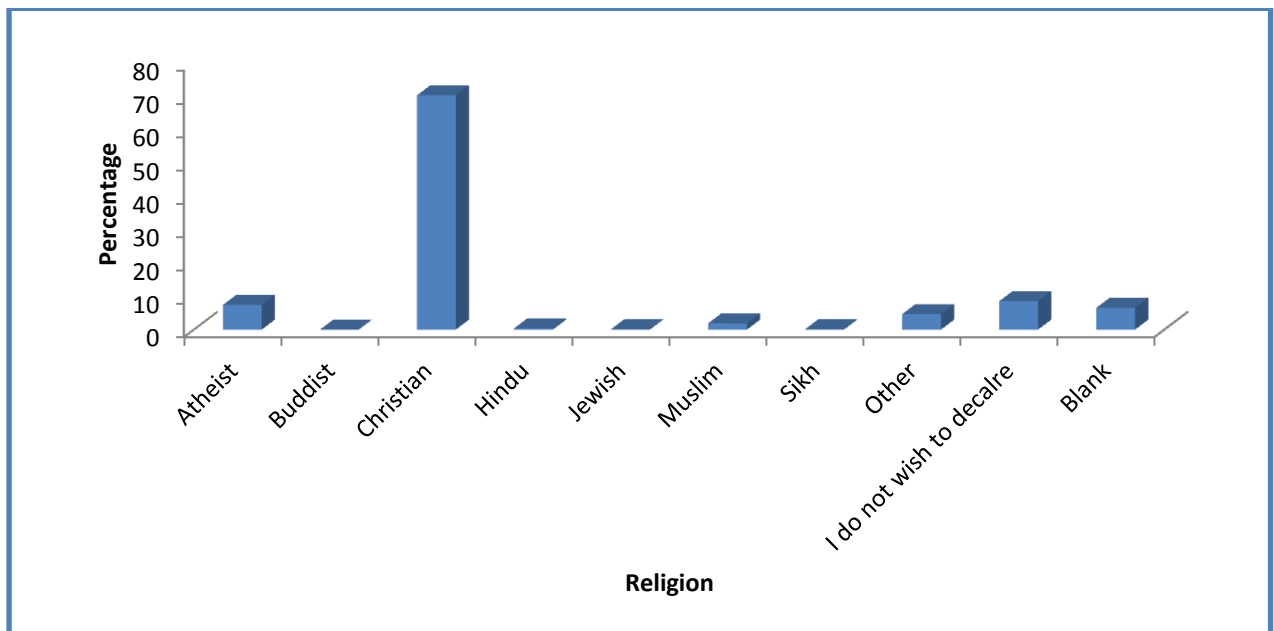
Ethnic Group		Percentage
Asian	0	0
Bangladeshi	0	0
Indian	19	4
Pakistani	17	3
Other Asian background	18	4
Black	0	0
African	13	3
Caribbean	6	1
Any other Black background	1	0
Mixed	0	0
Asian & White	1	0
Irish	0	0
Black African & White	1	0
Black Caribbean & White	0	0
Any other mixed background	0	0
Other Ethnic Group	1	0
Chinese	3	1
Any other ethnic group	0	0
Romany Gypsy or Traveler	0	0
Irish	0	0
Gypsy	0	0
Romany	0	0
Any other Traveler	0	0
White	0	0
British	326	66
Irish	15	3
Any other White background	26	5
Undisclosed	0	0
I do not wish to disclose my ethnic origin	10	2
Blank	39	8
Total	496	



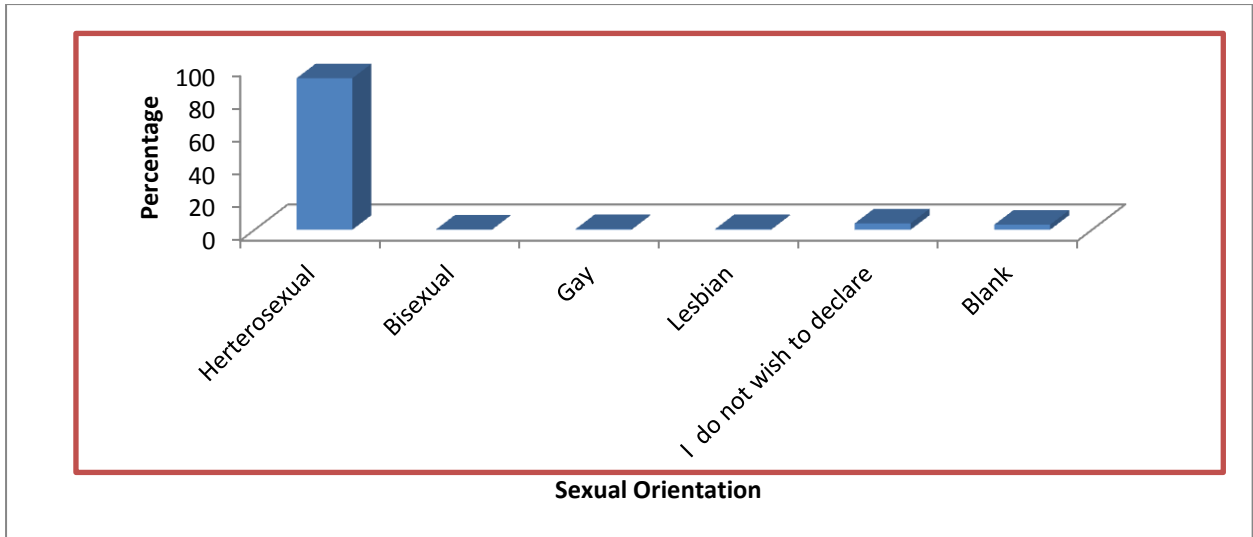
Marital Status		Percentage
Single	162	33
Married	238	49
Civil Partnership	15	3
I do not wish to declare	25	5
Blank	44	9
Total	484	



Religion		Percentage
Atheist	59	7
Buddist		0
Christian	560	70
Hindu	3	0
Jewish	1	0
Muslim	15	2
Sikh	1	0
Other	37	5
I do not wish to decalre	68	9
Blank	52	7
total	796	



Sexual Orientation		Percentage
Herterosexual	451	92
Bisexual	1	0
Gay	2	0
Lesbian	2	0
I do not wish to declare	19	4
Blank	15	3
Total	490	



‘Treat Me, Not my Knee’ training (Learning disability awareness)

This training has continued to be delivered across the Trust during 2014-5 and is in its seventh 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 information from national reports about healthcare needs and legislation requirements. It aims to raise awareness of staff, help break down barriers 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.

How many ? Attended?

Equality and Diversity Monitoring for Leadership

The ELD Team will plan, commission and where appropriate, deliver a range of learning and development opportunities that support the development of leaders and managers across the organisation. The development opportunities will be a combination of targeted learning events and open-access events to which all staff will be invited. It is anticipated that leaders and managers will identify the specific knowledge, skills and competencies required for their role with their line manager during appraisal and one-to-one meetings. Appropriate education, learning and development activities will then be planned to enable staff to reach their full potential and to make a meaningful and recognised contribution to the organisation’s goals.

A leadership pathway is now in place that shows how a member of staff can develop when joining Buckinghamshire Healthcare Trust through internal and external programmes and learning interventions.

And ? Stats figures BMER representation?

Professional Development Workshops

Seven different one day skill based workshops have been run in the Trust for 4 years. Any member of staff can attend these programmes once they have had a development conversation with their line manager and staff need to book themselves onto the programme through the local booking service. Each programme runs between 2/3 times a year depending on the needs of the organisation.

E&D monitoring?

Band 6 Training Programme

A new programme for our Band 6 Development Programme has been running since its launch in 2013 and looks at 3 key areas:

- Managing your Clinical area
- Managing your Team
- Managing yourself

This second day of the in house programme maintains focus on giving the Knowledge of 5 key People Management policies and their application including equality and diversity which help develop their core interpersonal skills that enable and underpin effective people management skills and the opportunity to participate in Q and A session with internal HR practitioner.

All new promoted Band 6 staff should attend this programme after they have been in their role for 3-6 months.

So ?and E&D link is???

National Learning Management System:

Buckinghamshire Healthcare NHS Trust implemented the National Learning Management System (NLMS) on 7th April 2014. This system has a directly connected interface into Electronic Staffing Records (ESR).

ESR has the capability to manage and monitor the career of all employees by maintaining records of training competencies, qualifications, experience and appraisals as they are defined locally and by national requirements for example by a professional regulatory body. Completed competencies can also be matched against the core skills training framework, national occupational standards and national workforce competencies. It is capable of monitoring career progression against any

of the equality and diversity protected characteristics to maintain a fair and equitable career pathway for all employees and highlight any possibly deviations. This data can be utilised when performing equality impact assessments for future provision planning.

Positive - should this be moved up to beginning?