

Meeting the general equality duty

Title: Education, Learning & Development 2015-2016

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.

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

Statutory and Mandatory Training

From 1 April 2015 to 31 March 2016, out of the 5,634 staff in post, approximately 5,550 members of staff have accessed statutory training either via e-learning and/or face-to-face sessions leaving only 84 staff who had not. This is a considerable improvement on the previous year, when 564 staff had not accessed training at 31 March 2015. Statutory training is a requirement for all staff to complete. There is consistent access to the training by staff from all protected characteristics. Uptake of this training across the Trust is closely monitored with monthly reports to the Trust Board.

Statutory Training – Ethnicity

The following shows the ethnicity as declared for the workforce whose e-learning records are held on the Electronic Staffing Register (ESR).

Ethnicity Group	Ethnicity Breakdown as at 31st March 2016	Change from previous year
White British	3576	-13
White Irish	79	-2
White Any Other	716	+97
Asian	583	+45
Black	282	+23
Mixed	91	+2
Chinese	44	+3
Any Other Ethnic Group	201	+14
Not Stated	349	-20
Total	5921	+57

Equality, Diversity & Human Rights 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 responsibilities under the Equality Act 2010.

E-Learning Equality and Diversity Training Sessions

As at 31 March 2016, 5820 staff members, 91% of the current workforce, were compliant in Equality and Diversity e-learning, 2379 having completed this within the last year; an increase of 805 from the previous year. This course is supported by the National Skills Training Framework and can be accessed at www.skillsforhealth.org.

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 five face-to-face Equality and Diversity training sessions, attended by 69 staff, delivered by an equality and diversity practitioner during the year. These sessions are much longer and more in depth than the online learning.

Using this 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 by staff and enable a good cross fertilisation of experience, ideas and learning.

Learning Disability Awareness Training

Learning Disability training has continued to be delivered across the Trust and is in its eighth year. It is delivered by the learning disability specialist team and covers 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 of how to deliver a more effective service to patients with learning disabilities. During 2015-16, 26 people attended this training from across the Trust. In addition, two more in depth sessions addressing Learning disabilities and Challenging Behaviour were also held, attracting an additional 14 delegates.

Vocational Education - AFC bands 1 to 4

Bands 1 to 4 cover a diverse mix of job roles; they include clinical, support staff and administrative & clerical staff. Historically there have been less developmental opportunities for non-clinical staff. However, now all Healthcare Assistants are now offered a Level 3 Advanced Apprenticeship on completion of corporate and HCA Induction and it is hoped this approach will be rolled out to the rest of the organisation by the beginning of 2017 in response to the Government's strategy on apprenticeship opportunities. This is in line with the Health Education England (HEE) 'Talent for Care' Strategy. BHT continues to provide the National Care Certificate (we were an initial pilot site in April 2014) which was implemented following the Francis report in response to standards of care.

All newly appointed Health Care Assistants are automatically enrolled onto an induction programme, followed by the Health Care Assistant Development Programme

Induction Programme

- 5 day Basic Care Induction completed following Corporate Induction
- Core Competencies and Care certificate completed within first 3-4 months of employment
- Development Programme
 - 6 day Development Programme completed within 18 months of employment
 - Level 3 Health & Social Care qualification completed within 2 years of employment

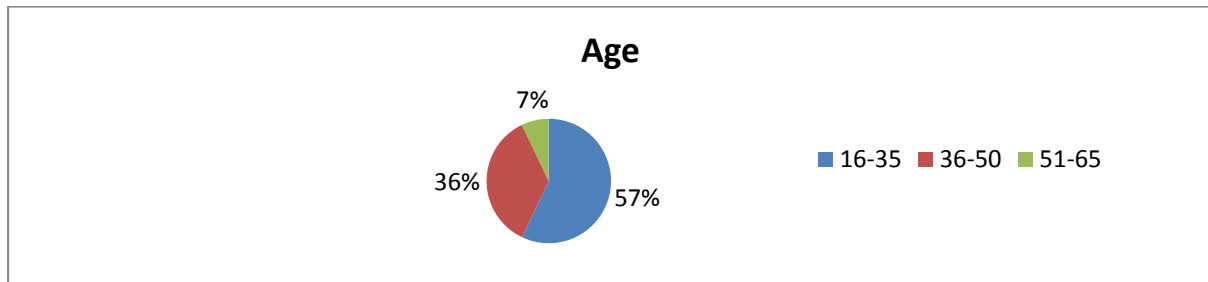
The programme focuses on the delivery of patient care with sessions on 'Patient Experience', Equality & Diversity, 'How culture, diversity, religion & spirituality affect the care we deliver', and 'supporting patient centred thinking and planning'.

Participation in training for Bands 1-4 in both the Modern Apprenticeships in Health & Social Care and the HCA Development Programme has been analysed by the protected characteristics.

Age

Age Group	Number
16-35	49
36-50	34
51-65	7
Total	90

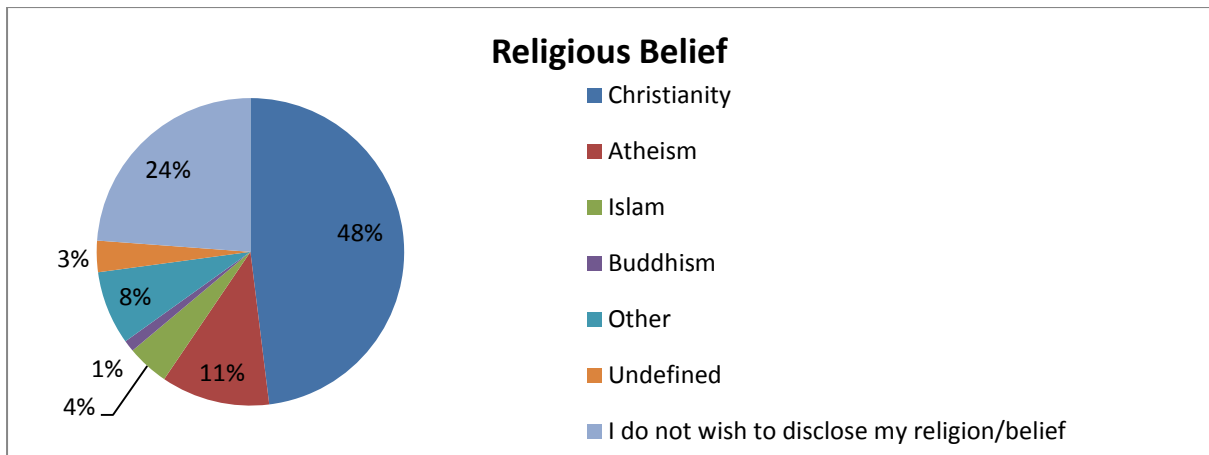
This data shows participation in training for staff in Bands 1-4 is broadly representative of our trust profile for staff in Bands 1-4, which has a lower age profile than the Trust population as a whole.



Religious Beliefs

Religious Belief	Number
Christianity	42
Atheism	10
Islam	4
Buddhism	1
Other	7
Undefined	6
I do not wish to disclose my religion/belief	20
Total	90

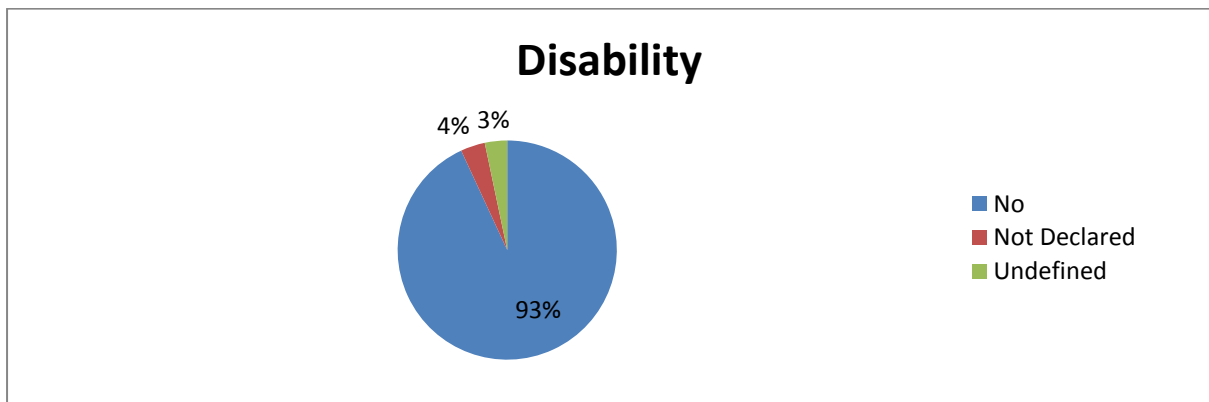
The breakdown of staff in Bands 1-4 by religion participating in this training is broadly in line with the breakdown for the Trust as a whole.



Disability

Disability	Number
No	81
Not Declared	3
Undefined	6
Total	90

The Trust profile for staff Bands 1-4 shows 2% of staff declare a disability which is in line with 2% across the workforce. Whilst it may not be disproportionate within the group of 90 we will look into possible reasons for this disparity.



Ethnicity

Ethnicity	Number
White British	43
White Irish	1
White Any Other	15
Asian	12
Black	2
Mixed	2
Any other ethnic group	7
Not Stated	8
Grand Total	90

When compared to the ethnicity of all staff in Bands 1-4 across the Trust, there was a slightly higher proportion of staff from non-white background who participated in this training. The workforce profile shows 10% of Asian staff in comparison with 5% black staff therefore there is some disproportionality in these groups for this training

Ethnicity

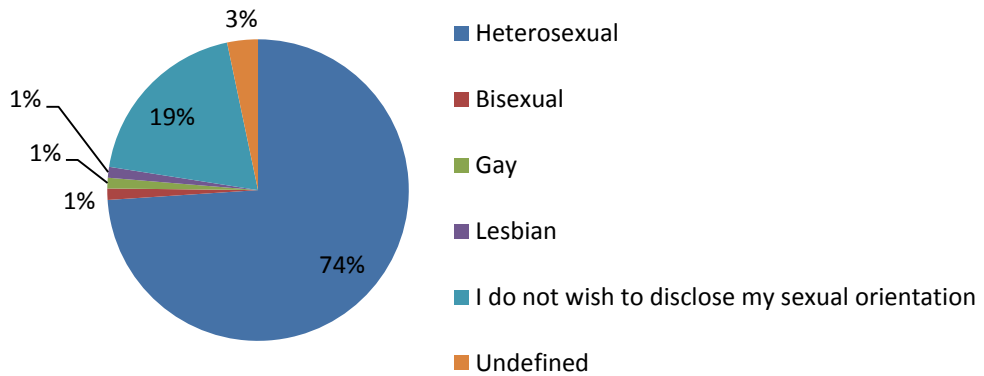


Sexual Orientation

Sexual Orientation	Number
Heterosexual	65
Bisexual	1
Gay	1
Lesbian	1
I do not wish to disclose my sexual orientation	16
Undefined	6
Grand Total	90

The proportion of staff whose sexuality is “undefined” in this group is higher than that for the Trust as a whole by 3%.

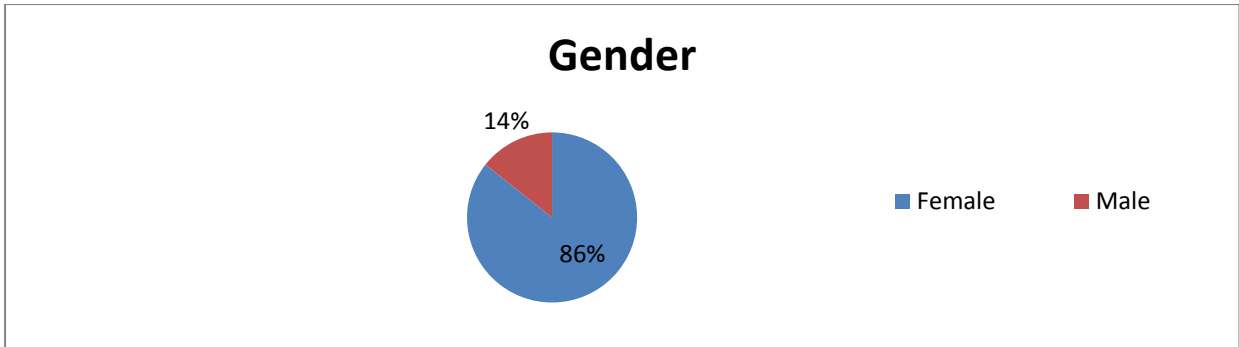
Sexual Orientation



Gender

Gender	Number
Female	77
Male	13
Grand Total	90

A slightly lower proportion of men in Bands 1-4 accessed the training when compared to the gender split of the Trust as a whole, however this is reflective of the Bands 1-4 profile



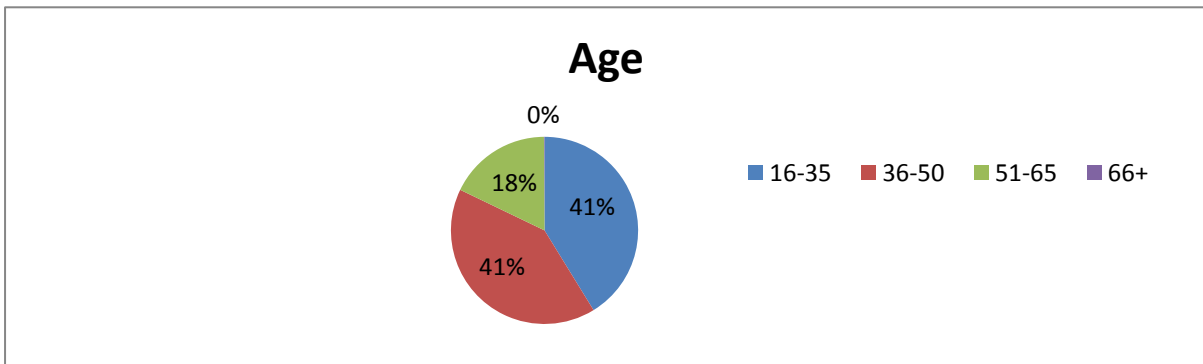
Learning Beyond Registration: Bands 5 and above

This training is largely outsourced to external providers, mainly local universities and colleges who also 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 (CPD) and are of differing durations. In the last financial year, funding was allocated to 512 applications and the data on the breakdown of that figure is below. These courses frequently have a clinical theme, and are reflective to the needs of the organisation, particular staff groups or departments. Increasingly, specific bespoke modules are being made available in house.

Age

Age Group	Count of Employee
16-35	206
36-50	259
51-65	127
65+	1
Grand Total	593

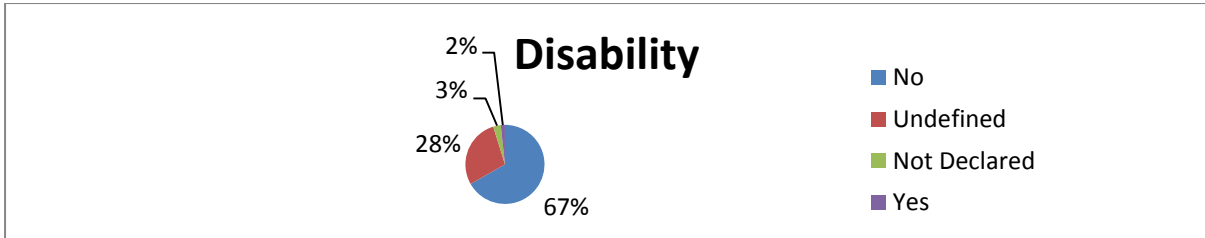
The data shows that staff accessing this training are in a younger age group than the Trust profile as a whole. Particularly noticeable is that staff in the 51-65 age group make up 18% of staff accessing this training, but are 30% of the Trust workforce as a whole.



Disability

Disabled	%	Number
No	67%	337
Undefined	28%	226
Not Declared	3%	18
Yes	2%	12
Grand Total	100%	593

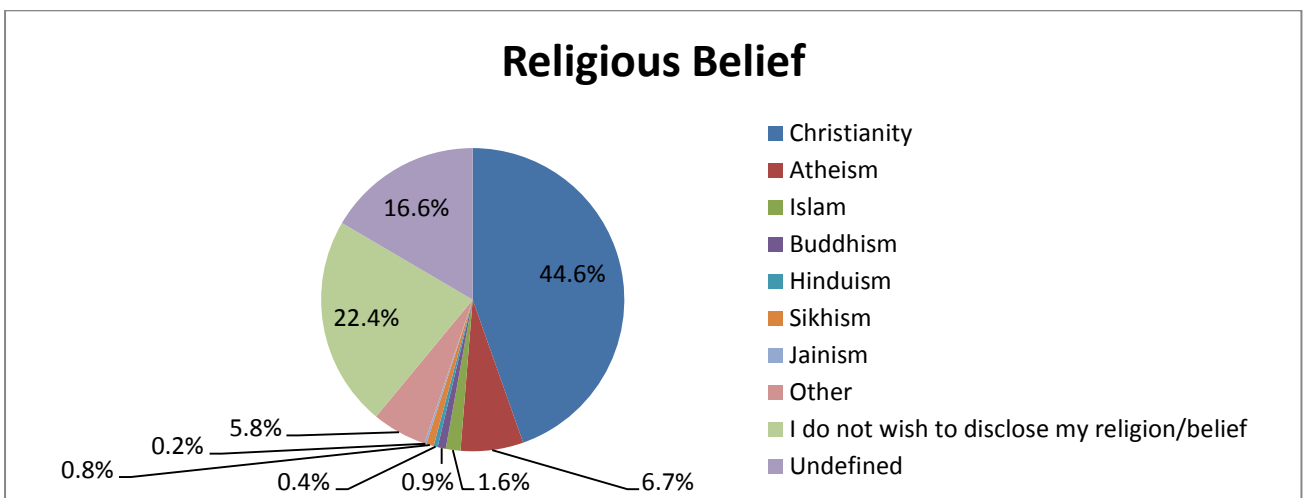
The number of staff who declared they had a disability is in line with the organisational overview.



Religious Beliefs

Religious Belief	%	Number
Christianity	44.6%	258
Atheism	6.7%	34
Islam	1.6%	8
Buddhism	0.9%	4
Hinduism	0.4%	2
Sikhism	0.8%	5
Jainism	0.2%	1
Other	5.8%	31
I do not wish to disclose my religion/belief	22.4%	121
Undefined	16.6%	129
Grand Total	100.0%	593

This is broadly reflective of the overall trust demographics

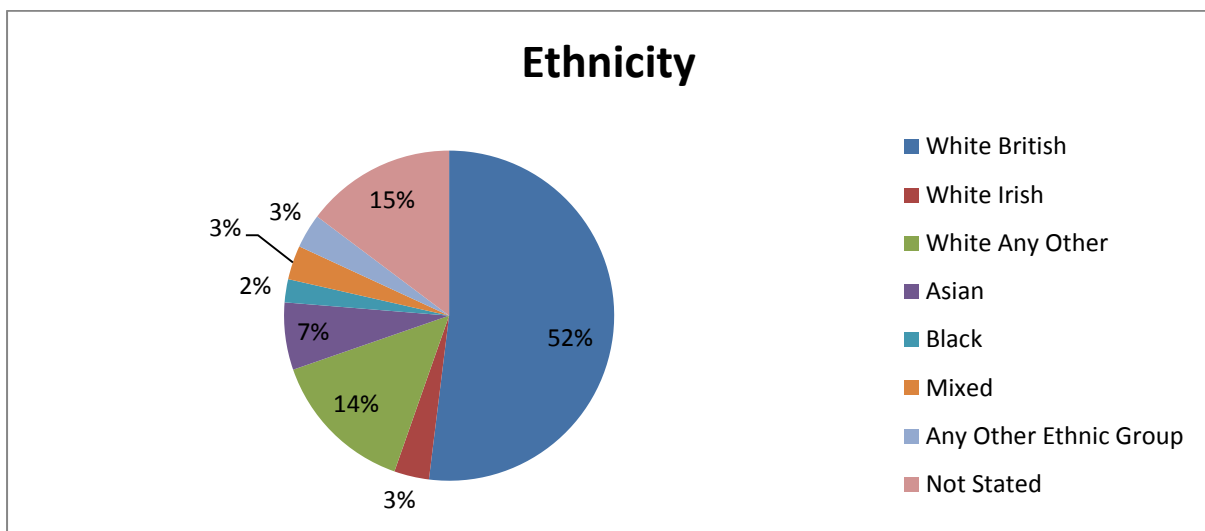


Ethnicity

Ethnic Group	%	Number
White British	54%	323
White Irish	3%	18
White Any Other	14%	83
Asian	6%	37
Black	6%	33
Mixed	2%	11
Any Other Ethnic Group	4%	29
Not Stated	10%	50
Grand Total	100%	590

The proportion of BME staff accessing this training is also broadly reflective of the Trust demographic.

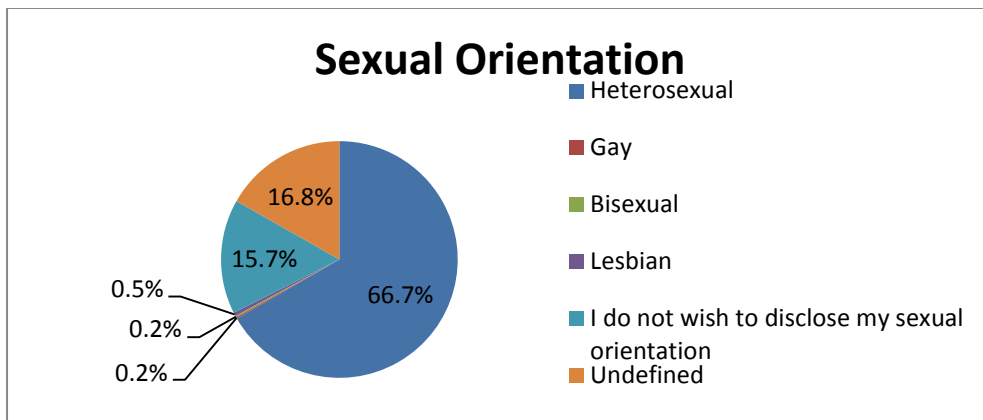
The proportion of white staff accessing this training is broadly in line with the Trust profile; the proportion of “white any other” staff is a reflection of our recent recruitment of Band 5 nursing staff from across the EU.



Sexual Orientation:

Sexual Orientation	%	Number
Heterosexual	66.7%	367
Gay	0.2%	1
Bisexual	0.2%	1
Lesbian	0.5%	3
I do not wish to disclose my sexual orientation	15.7%	91
Undefined	16.8%	130
Grand Total	100.0%	593

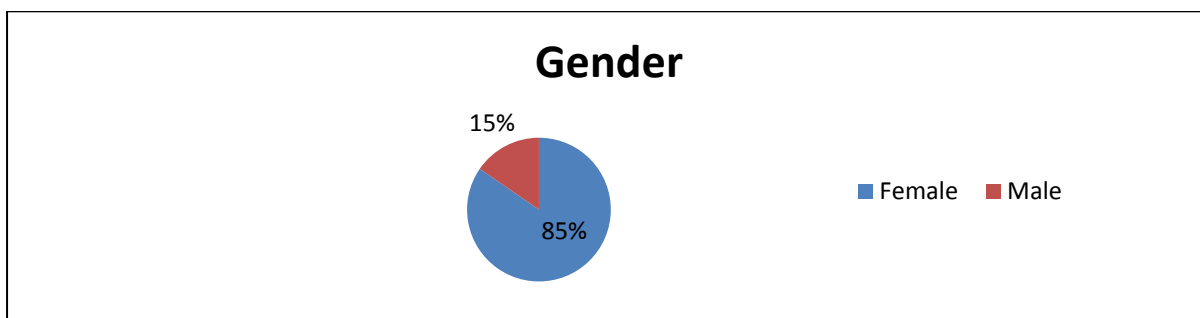
The overall picture is not dissimilar to the organisational picture. However the proportion of staff in the undefined category is 6% less than for the Trust as a whole.



Gender

Gender	%	Number
Female	87	524
Male	13	69
Grand Total	100	593

The Gender split is reflective of that of the organisation as a whole.



Leadership and Management

The ELD Team 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 are a combination of targeted learning events and open-access events. It is expected that leaders and managers 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 is then be planned to enable staff to reach their full potential and to make a meaningful and recognised contribution to the organisation's goals.

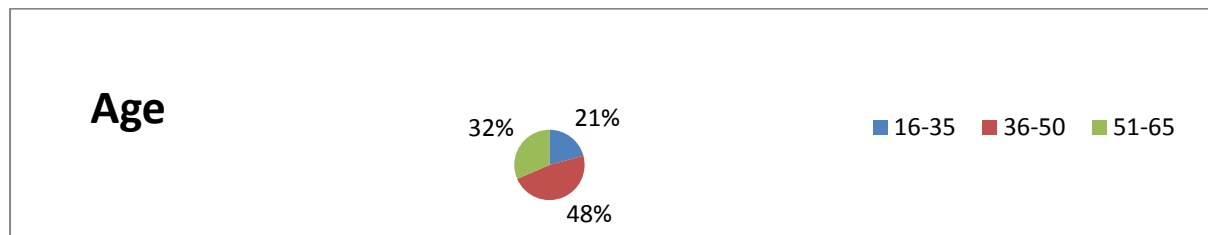
A new leadership pathway is now in place, which enables staff to develop when joining Buckinghamshire Healthcare Trust through internal and external programmes and learning interventions.

During 2015-16, over 400 staff from Bands 6-9 and medical staff attending leadership and management training. The equality and diversity monitoring data is as follows:

Age

Age Range	%	Number
16-35	21%	87
36-50	48%	200
51-65	32%	132
Grand Total	100%	419

The proportion of staff aged 51-65 was in line with the Trust profile as a whole. A higher proportion of staff aged 36-50 accessed this training and a smaller proportion of staff aged 16-35.

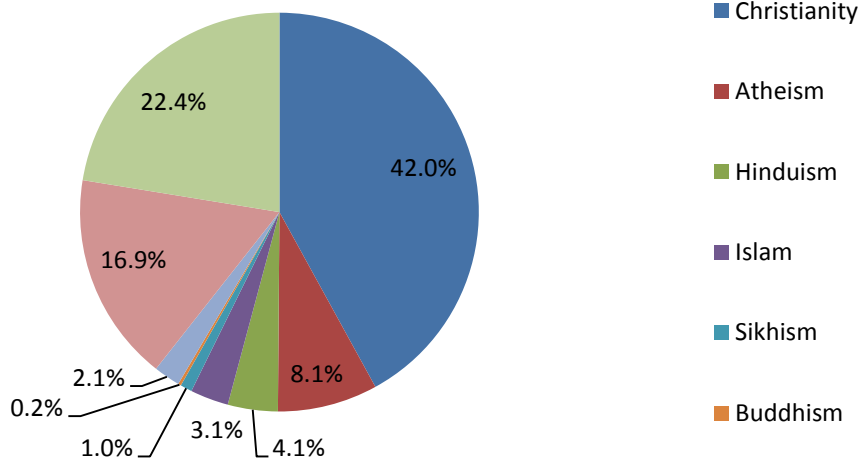


Religion

Religious Belief	%	Number
Christianity	42.0%	176
Atheism	8.1%	34
Hinduism	4.1%	17
Islam	3.1%	13
Sikhism	1.0%	4
Buddhism	0.2%	1
Other	2.1%	9
I do not wish to disclose my religion/belief	16.9%	71
Undefined	22.4%	94
Grand Total	100.0%	419

This is broadly reflective of the overall Trust demographics.

Religious Belief



Gender

Gender	%	Number
Female	79%	337
Male	21%	82
Grand Total	100%	419

This is broadly reflective of the overall Trust demographics.

Gender

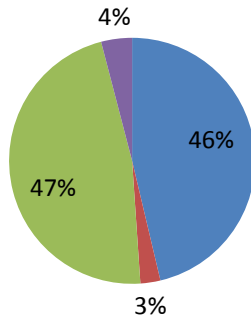


Disability

Disabled	%	Number
No	46%	194
Yes	3%	11
Undefined	47%	197
Not Declared	4%	17
Grand Total	100%	419

This is broadly reflective of the overall Trust demographics.

Disability



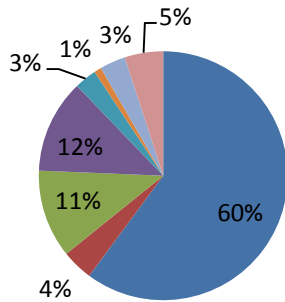
- No
- Yes
- Undefined
- Not Declared

Ethnicity

Ethnicity	%	Number
White British	60%	252
White Irish	4%	17
White Any Other	11%	48
Asian	12%	51
Black	3%	12
Mixed	1%	4
Any Other Ethnic Group	3%	14
Not Stated	5%	21
Grand Total	100%	419

This is broadly reflective of the overall Trust demographics.

Ethnicity

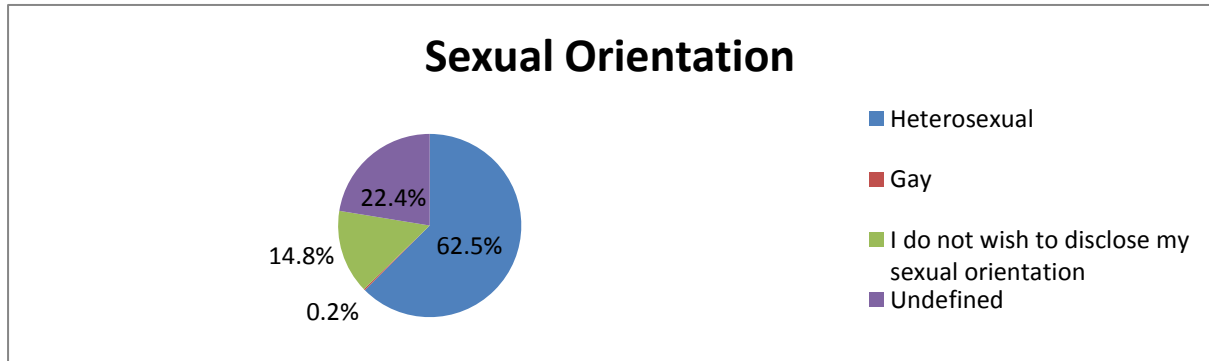


- White British
- White Irish
- White Any Other
- Asian
- Black
- Mixed

Sexual Orientation:

Sexual Orientation	%	Number
Heterosexual	62.5%	262
Gay	0.2%	1
I do not wish to disclose my sexual orientation	14.8%	62
Undefined	22.4%	94
Grand Total	100.0%	419

This split is broadly reflective of the trust overall demographic.



National Learning Management System

Buckinghamshire Healthcare NHS Trust implemented the National Learning Management System (NLMS) on April 2014. This system has a directly connected interface into Electronic Staffing Records (ESR). ESR has the potential 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 hoped that in the future it will be able to monitor 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 could then be utilised when performing equality impact assessments for future provision planning. The Trust is one of the test pilot sites for these new interfaces that are being developed however development with the National ESR Team and IBM who have recently taken over the contract has been slower than initially anticipated.