

EQUALITIES NEWSLETTER

February 2024 - Issue 4

Equalities Team Update

Hello, and Welcome to the February 2024 edition of the Equalities newsletter!

As we start a new year, the Equalities and Wellbeing team have been reflecting on past achievements. Most have only been possible because of our staff networks and our wellbeing champions who have worked alongside us to strive to improve the working lives of their colleagues.

Many of the Key Performance Indicators (KPIs) have seen improvements, such as improving our disability declaration rates to 6%, increasing our ethnically diverse workforce to over 26%, and maintaining our gold TIDE mark.

We have been working on projects and campaigns throughout 2023 to support the Dudley Group and make it a brilliant place to work and thrive.

We have all been working to increase visibility, attending staff meetings, highlighting the Trust wellbeing offers and delivering training sessions such as Allyship and Manager Essentials. Throughout 2024 we will focus on embedding our campaigns and projects and we will continue to work through the actions set out in our Equality, Diversity, and Inclusion Journey and our new Wellbeing Journey launching soon.

Highlights from the end of 2023 are:

- Celebration of Black History Month in October and Disability History month in November/December.
- Recruited over 100 Wellbeing Champions and have network meetings.
- Launched a neurodiverse toolkit.
- Launched a centralised process for reasonable adjustments.
- Supported further career conversation by attending events and fairs across the staff groups.
- Launched an anti-racism statement and continue to work on our anti-racism programme.
- Working towards thrive at work accreditation and the delivery of two mental health first aid courses.
- Implemented cycle one of the Equality Delivery System (EDS), evaluating patient experience, workforce wellbeing and inclusive leadership.
- Undertaken the NHS Rainbow Badge Phase II assessment to support actions to improve the experience of our LGBTQ+ community.

Celebrating 75 years - South Asian Pioneers

Congratulations to Paul Singh, Head of Equality, Diversity, Inclusion & Workforce Wellbeing, for being invited to attend 'Celebrating 75 years - South Asian Pioneers' on 8th December 2023 at the House of Commons.

The event was hosted by Preet Kaur Gill MP, Shadow Minister for Primary Care and Public Health and coordinated by the Asian Professional National Alliance (APNA). The event was held to pay tribute to the remarkable individuals who have shaped the course of healthcare in the United Kingdom.

The evening shone a spotlight on the incredible journeys of South Asian pioneers, stories of triumph over adversity, highlighting tireless dedication to healthcare, breaking barriers with profound empathy for staff and patients.

The NHS is a symbol of compassion and inclusivity and South Asian pioneers have played a pivotal role in its rich tapestry these individuals driven by dedication and commitment have not only contributed to the NHS success but also exemplified the story of a diverse and multicultural Britain.

Paul was sighted as one the 75 recognised as being in this prestigious list of pioneers.

Paul said, "I was honoured to be recognised for my work on equalities, inclusion, work tackling health inequalities and discrimination. It was a privilege to be celebrating achievements with other pioneers from clinical and non-clinical roles. This evening was a tremendous opportunity to network with other NHS Trust's across the Country".





Rainbow Badge Phase II Update

In 2020, the Trust set up the **first phase of the NHS Rainbow Badge scheme**. The Rainbow Badge was developed and led by Evelina London Children's Hospital and community services, part of Guy's and St Thomas' NHS Foundation Trust.

The initiative was created to be a way for **NHS staff to demonstrate that they are aware of the issues that LGBTQ+ people can face when accessing healthcare**.

The original model emphasised that wearing a badge is a responsibility. It provides **basic education and access to resources for the staff** who want to sign up. The information provided highlighted the challenges LGBTQ+ people can face in accessing healthcare and the degree of negative attitudes still found towards LGBTQ+ people.

NHS England commissioned a collaboration of the LGBT Foundation, Stonewall, the LGBT Consortium, Switchboard and GLADD to deliver phase II of the Rainbow Badge scheme.

Phase II moved to an assessment and accreditation model. It allows Trusts to demonstrate their commitment to reducing barriers in healthcare for LGBTQ+ people whilst evidencing the excellent work already undertaken.

The Trust entered Phase II of the Rainbow Badge scheme in March 2023.

Research and data from Stonewall highlights that

- 23% of LGBT people have witnessed anti-LGBT remarks by healthcare staff.
- 45% of trans young people have tried to take their own life.
- 24% of homeless people aged 16-24 are LGBTQ+
- 52% of LGBTQ+ people have experienced depression in the past year.
- 37% of LGB+-identifying women have incorrectly been told by a health professional they did not require a cervical screening test because of their sexual orientation.

The **2022 staff survey results** highlighted 37.5% of staff who identify as being part of the LGBTQ+ community said they have experienced bullying, abuse or harassment from patients, relatives, or visitors, which is a higher proportion than any other staff group.

Furthermore 24% of LGBTQ+ staff said they have experienced bullying, abuse or harassment from other colleagues. The trend is worse for bisexual staff than for lesbian and gay staff. Bisexual staff also report lower levels of engagement and higher levels of burnout.

Our **ESR data** shows that LGBTQ+ staff are not well represented in our workforce, which we expect is due to under-reporting. Statistically, based on the most recent Census data, 3% of UK population identifies as Gay, and 5% as Bisexual. However, if you look generationally, there is a shift toward younger people being more likely to identify under the LGBTQ+ umbrella, with only 71% of Gen Z identifying as 'straight'. The implication is that failure to address inclusion for LGBTQ+ people affects far more people than perhaps has been previously recognised.

Trust and Staff Network actions

There were 17 recommended actions.

The LGBTQ+ Staff Network and the Equalities Team are committed to improving staff and patient experience.

The Rainbow Badge assessment process supports the Trust in identifying actions that will support our ambitions to improve the experience of staff and patients.

The assessment focuses on 5 areas: a policy review, a staff survey, a patient survey, a services survey, and a workforce assessment.

Each area is assessed and awarded points based on evidence and survey responses.

The points are then displayed as a grade, either initial stage, bronze, silver, or gold.

Area	Score	Available	Outcome
Policy Review	12	19	Bronze
Staff Survey	8	16	Bronze
Patient Survey	0	18	Initial Stage
Services survey	11	76	Initial stage
Workforce assessment	18	38	Bronze

Interpreting the scores



Policy

- Strongest area for the Trust - due to Trust's Supporting Gender Transitioning Colleagues guidelines
- Need to improve language and consistency, referencing provisions and support available across all workforce policies.



Staff Survey

- 417 responses - 17% of staff identifying as LGBTQ+ and 72% involved in patient-facing activity.
- Need to improve identifying patients' gender identity, trans status and sexual orientation



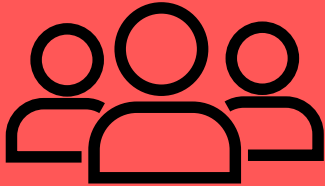
Patient Survey

- 39 responses - 18% identifying as LGBTQ+
- 74% had not seen LGBTQ+ information or posters in the Trust.
- All respondents stated they had not been asked for their pronouns and 92% experienced gendered language.
- Only 21% had seen gender-neutral toilets
- 5% had witnessed anti LGBTQ+ language/behaviour



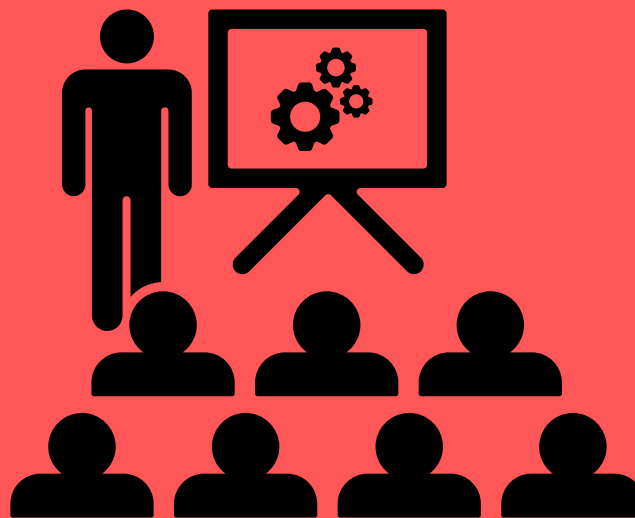
Services Survey

- Largest area of the assessment - 23 services in total.
- Departments were unable to provide evidence for most of the questions posed.
- Only a few services said they use pronouns, badges, or corporate backgrounds to indicate services are LGBTQ+ inclusive.
- 65% of services do not have signposting available for LGBTQ+ support or resources for patients, and 70% of services said they do not ask for patient pronouns.
- Only 9% of services said they consulted with LGBTQ+ patients about barriers to healthcare.
- 35% of staff had received training on the needs of LGBTQ+ people.
- 61% of clinicians said they didn't feel confident giving advice on hormonal contraindications for trans and non-binary patients.
- 57% said they were unaware of LGBTQ+ champions for staff or patients.



Workforce Assessment

- Focused upon attracting talent, valuing diversity, internal communications and promoting events. The Trust scored well for this.
- Points were lost due to some inconsistencies in how information is promoted externally.
- Need to monitor exit interviews and improve information given to new starters.



LGBTQ+ Awareness Training

As part of the events and projects for the network this year, we are concentrating rolling out LGBTQ+ Awareness Training to all departments and locations across the Trust.

The Awareness training will cover LGBTQ+ issues, including health inequalities and statistics.

Please contact dgt.lgbtnetwork@nhs.net to book. The training will take approximately 90 minutes and you will ideally need to provide a room to deliver this in.



Events

- 26th February - 3rd March - Eating Disorders Week
- 18th June - Sickle Awareness
- 16th November - 16th December - Disability History Month

Meeting Dates

- 27th February - 12pm - Teams
- 14th May - 9.30am - Teams
- 10th September - 12pm - Teams
- 3rd December - 9.30am - Teams

Priorities of the network

- Publicising the Reasonable Adjustment project and increasing the support rate staff receive to 75%
- Increasing ESR declaration rate to 10%
- Reducing bullying and harassment rates



Events

- 5th February - 11th February - Race Equality Week
- 18th July - 17th Aug - South Asian Heritage Month
- October - Black History Month

Meeting Dates

- 26th January - 10am - Teams
- 26th April - 12pm - Teams
- 1st July - 12pm - In person
- 18th October - 1pm - Teams

Priorities of the network

- Continuing anti-racism campaign including encompassing Trust policies, Board and Senior Leader support and staff / patient reporting guidance.
- Reducing bullying and harassment rates



LGBTQ+
Staff Network



dgft.lgbtnetwork@nhs.net

Events

- February - LGBT+ History Month
- May - Birmingham Pride
- June - Pride Month

Meeting Dates

- 23rd February - 10am - Teams
- 17th May - 9.30am - In person
- 18th July - 10am - Teams
- 26th October - 12.30pm - In person

Priorities of the network

- Rainbow Badge actions
- Increasing ESR declaration rate to 3%
- Reducing bullying and harassment rates



women's
network



dgft.womensnetwork@nhs.net

Events

- March - Women's History Month
- September - Gynaecological Cancer Awareness Month

Meeting Dates

- 14th March - 10am - Teams
- 13th June - 10am - In person
- 10th September - 11am - Teams
- 5th December - 10am - Teams

Priorities of the network

- Talent pipeline work for Women
- Menstrual health and Menopause support groups
- Reducing bullying and harassment rates