

**GLOUCESTERSHIRE PARTNERSHIP NHS TRUST
RACE EQUALITY ACTION PLAN 2006 - 2009**

OBJECTIVE	ACTIONS	LEAD RESPONSIBILITY / TIMESCALES	PROGRESS TO DATE
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FUNCTIONS & POLICIES:			
Assess all Trust functions and policies against the requirements to: <ul style="list-style-type: none"> ▪ Eliminate unlawful discrimination ▪ Promote equality of opportunity ▪ Promote good race relations between people of different racial groups. 	Embed impact assessment into policy making process	Clinical Governance and Risk Manager December 2006	Incorporated into policy document, which would go to the Governance Committee, September 2006.
	Using agreed impact assessment tool assess: <ul style="list-style-type: none"> • all proposed policies • all policies at their review date • on a per annum basis 3 policies categorised as high priority and not scheduled for imminent review. 	Directors / Managers with named responsibility for policy On-going	Training scheduled for 6 th July 2006.
	Publish the results of the race impact assessments undertaken on the Trust's website: http://www.partnershiptrust.org.uk	Communication and Business Manager On-going	

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EMPLOYMENT:			
Review the Trust's employment practices in the light of the requirements to: <ul style="list-style-type: none"> • Eliminate unlawful discrimination • Promote equality of opportunity • Promote good race relations between people of different racial groups. 	Re-assess how representative the Trust workforce is by comparing staff profile with the profile of the population served by the Trust.	Director of HR September 2006	
	Benchmark the Trust's staff profile against the profile of professional groups.	Director of HR September 2006	
	Identify which human resource / people management activities the Trust wants to monitor, how and the frequency of monitoring.	Director of HR September 2006	
	Schedule consideration of the monitoring results through the Equalities Group and identify issues and appropriate actions that need to be taken to address trends and patterns.	Director of HR Annual	
	Publish the monitoring results on the Trust's website: http://www.partnershiptrust.org.uk	Communication and Business Manager Annual	

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TRAINING AND DEVELOPMENT:			
Review training provision so as to ensure that all staff receive appropriate training in race issues.	Review the first two phases of the Race Awareness Programme with a view to recommending how to continue to run a race awareness programme covering all staff.	Director of HR Training Manager March 2007	Discussions with Training Manager regarding role out of 3 rd phase of training. Exploring how to integrate into general training programme.
	Review staff induction programmes to ensure race equality issues are addressed.	Director of HR Training Manager December 2006	Discussions with Training Manager - Exploring how to integrate into general training programme.
	Identify a process to capture the learning from incidents of harassment and any changes to training which may result.	Director of HR Training Manager March 2007	Nothing to report
	Influence pre-registration programmes to ensure racial equality issues are addressed.	Director of Nursing, Social Care and Therapies	Check with Heads of Profession re content of their disciplines pre reg programmes: OT ✓ Psychology ✓ Nursing ✓ Social Work ✓ Speech & language Physio Medicine
	Monitor internal training activities to	Director of HR	

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	identify any changes in policy or practice which need to be considered.	Training Manager March 2007	
	Publish training opportunities within the Trust ensuring that all groups are reached.	Director of HR Training Manager On-going	No progress to date
	Establish the number of mentees and mentors and encourage BME staff to take up mentoring opportunities.	Director of HR Training Manager On-going	
SERVICE DELIVERY:			
Ensure that all sections of the community have equal access to Trust services and facilities and that that Trust resources are not expended so as to unfairly advantage or disadvantage particular groups.	Develop demographic, epidemiological and socio-economic databases of black and ethnic minority populations within Gloucestershire.	Head of Information Services Timescales to be discussed and agreed.	
	Publish information relating to the demographic, epidemiological and socio-economic databases of black and ethnic minority populations within Gloucestershire on the Trust's website: http://www.partnershiptrust.org.uk	Communication and Business Manager	Invite Communication and Business Manager to future meeting

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	<p>With reference to <i>Delivering race equality in mental health care: An action plan for reform inside and outside services</i> maintain and develop ethnicity data in relation to:</p> <ul style="list-style-type: none"> • admission to inpatient units; • compulsory detention • violent incidents • use of seclusion • physical interventions <p>With reference to <i>Count Me In: the Black and Ethnic Minority Census</i></p> <ul style="list-style-type: none"> • instances of injury or harm • use of a language other than English as a first language. 	<p>Head of Information Services</p> <ul style="list-style-type: none"> • Quarterly reports to Trust Board • Bi monthly reports to the Race Equality Steering Group 	<p>Audit undertaken</p>
	<p>Using data assess whether any group(s) are under or over represented and take action to redress inequality where necessary.</p>	<p>Director of Nursing, Social Care and Therapies</p>	<p>BME formal detention rates audit</p>
	<p>Publish the quarterly performance reports on the Trust's website: http://www.partnershiptrust.org.uk</p>	<p>Communication and Business Manager</p>	<p>Invite Communication and Business Manager to future meeting</p>
	<p>Address the specific needs of service users from minority ethnic backgrounds by :</p> <ul style="list-style-type: none"> • Monitoring the use of interpreting services available for users and carers. 	<p>Director of Nursing, Social Care and Therapies</p> <p>Deputy Director of Nursing On-going</p>	<p>Policy to be reviewed and central collection of request forms</p>
	<ul style="list-style-type: none"> • Reviewing catering provision to 	<p>March - annually</p>	<p>PEAT inspections access</p>

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	ensure that dietary requirements are recognised.		catering suitability for service users (March yearly) and as part of catering contract renewal negotiations Matron Managers are involved in
	<ul style="list-style-type: none"> • Providing appropriate facilities for religious expression and practice. • Reconsider provision of chaplaincy 		Current service redesign is not proposing any changes to facilities available
	Support the development of user and carer groups amongst BME communities	Director of Nursing, Social Care and Therapies	Development work during 2005 worked with staff from BMHT to set up "Asian Voice" which ran for a while but failed to develop through lack of members. An Afro-Caribbean group also tried to be developed but no take up on the idea
	Maintain systems to identify and monitor formal complaints against race equality issues.	Director of Nursing, Social Care and Therapies	Via existing complaints monitoring reports
	Develop and maintain systems that monitor informal complaints against race equality issues.	Director of Nursing, Social Care and Therapies	Via existing complaints monitoring reports
	Raise awareness of internal and external mechanisms to report racist incidents and incidents of racial harassment	Race Equality Steering Group	Agreed that it would be helpful to have information on reported incidents over a two

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			year period from 1 st April 2004 to 31 st March 2006. Gordon Benson to search data base again with different parameters to identify any incidents.
COMMUNICATION:			
Effectively communicate the Trust's approach to promoting racial equality.	Improve communication with all stakeholders by reviewing all public literature issued by the Trust to ensure that it is clear, comprehensive and accessible to all service users	Communication and Business Manager	Invite Communication and Business Manager to future meeting
	Ensure that information regarding the Trust's approach to promoting racial equality is available to service users, carers community groups, staff and members by: 1. Publishing relevant information the Race Awareness Staff Group and the Race Equality Steering Group in Partnership Matters and in Partnership News and by utilizing the Trust's Internet and Intranet sites	Communication and Business Manager Race Equality Steering Group	As above The group were developing an intranet site.
	2. Ensuring that staff understand their responsibilities in relation to the Race Equality Scheme when planning communication/marketing activity	Director of HR	

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	3. Promoting equality messages in Trust press releases and ensuring circulation to appropriate audiences	Communication and Business Manager	Communication and Business Manager to be invited to meeting.
	Ensure that all current and future partners and third party organisations working with the Trust are aware of the Trust's approach to the promotion of race equality.	Director of Business Development On-going	1) Identify partners – LAA; JCB IAMG; MARMAP etc 2) Share REAP or Race Equality Scheme 3) Ensure incorporation into Contracts – Section 31; Supporting People; SLA w/ PCTs
	Report progress against the Action Plan to the Trust Board biannually.	Race Equality Steering Group	
	Ensure that progress against the Action Plan is reported to the Council of Governors on an annual basis.	Trust Board through the Workforce Committee 6 monthly reports	To be reported at the September Board meeting

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CONSULTATION:			
To consult appropriately with service users, carers and community groups.	Consult with local organisations and the community on the Trust's Race Equality Scheme 2005-08 and its associated Action Plan.	Race Equality Steering Group	Trust's Scheme and Action plan to be sent to relevant organisations for information. HR Director
	Develop proposals for consultation forums with diverse groups in consultation with local community and health partners.	Race Equality Steering Group	Some preliminary discussions had taken place and it was agreed that whilst Banaris Hussain was still in post it would be useful to develop links with the Hospitals Trust, West Gloucestershire PCT etc. No further progress.
	Publish the results of consultation exercises on the Trust's website: http://www.partnershiptrust.org.uk	Communication and Business Manager On-going	Invite Communication and Business Manager to future meeting
	Support the continued development of the Race Awareness Staff Group	Trust Board through the Workforce Committee On-going	
	Support the development of a membership base amongst black and minority ethnic communities using staff networks and in particular the Black Mental Health Team.	Trust Board through the Workforce Committee On-going	