



Brighton and Hove Integrated Care Service

Equality and Diversity Performance Review

1. Purpose of this paper

To update the Board on the Equality Objectives report recently created regarding equality and diversity within our recruitment processes and to review our Gateway, MSK and Dermatology patient group diversity.

2. Why we carried out this work

The Board has overall responsibility for the delivery of the Equality Objectives. As a public sector service we are required to:

- Publish equality objectives every four years
- Publish information annually to demonstrate our compliance with the Equality Act 2010 www.legislation.gov.uk which imposes specific duty on public bodies

3. How we carried out this review

As we have done previously, we gathered the Brighton and Hove (B&H) published census data. Unfortunately the census data for 2011 is yet to be published, so we have had to use the 2001 data, as in the previous year.

We then compared this data against our own patient data. This patient data is gathered continually through the Gateway, MSK and Dermatology patient surveys which are now on Survey Monkey which means the data can be viewed at any time.

Further, due to carrying out a “Travel to Work” survey within BICS in October 2011, we now have some limited data on our own staff so were able to use this as another comparative tool.

We then collated our own BICS recruitment monitoring data which we capture from job applicants and finally, we included from our recruitment agencies data which they provided us with regarding the candidates they had sent through to us. Therefore comparing all of this data against the census data gave us a good insight into the make-up of our gateway patients, different patients within different services, staff and potential staff. This allows us to identify if we have any issues relating to equality and diversity.

Four graphs are included illustrating the comparative results of these sources in terms of ethnicity, religion, gender and age.

4. Results

Having data from 2011 compared with 2012 gives us a much clearer view of the gateway patients, job applicants and recruitment company applicants. Comparison has shown no real change in gateway patient's data, a slight shift in the age of job applicants both within BICS and those being referred by the recruitment companies (younger applicants this year).

The new data available this year, which included BICS staff data, MSK and Dermatology data show a rich diversity of patients using the services and working within BICS. Further it has show diversity of candidates applying for jobs at BICS and supplied through agencies; with no indication that our processes are inequitable.

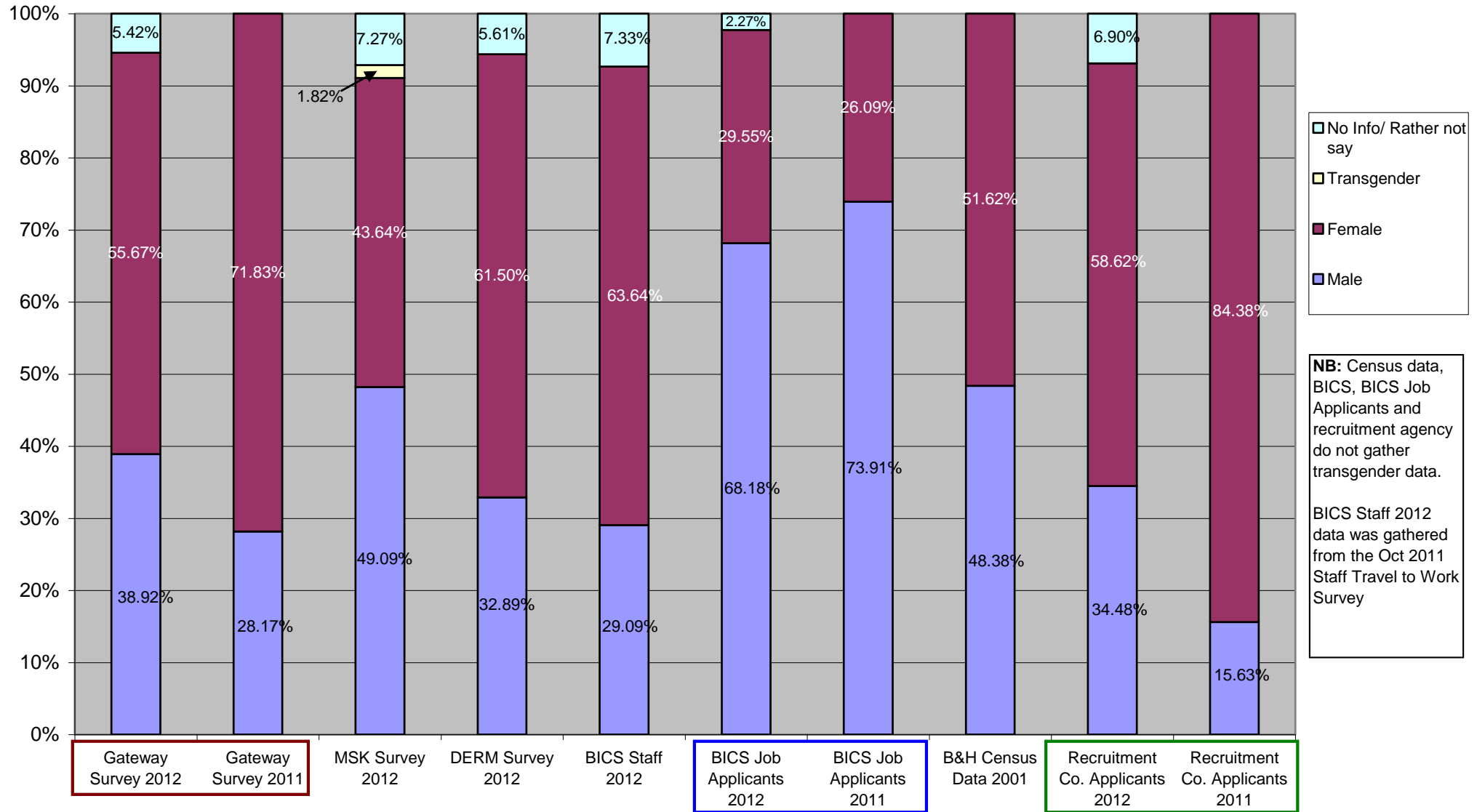
Finally, since the report one year ago we have rolled out Equality and Diversity training to all employed staff and request evidence of this training from clinicians on contracts which we will continue to monitor to ensure training is undertaken by all every three years.

Again, we are reassured by these findings and wished to share them with the Board.

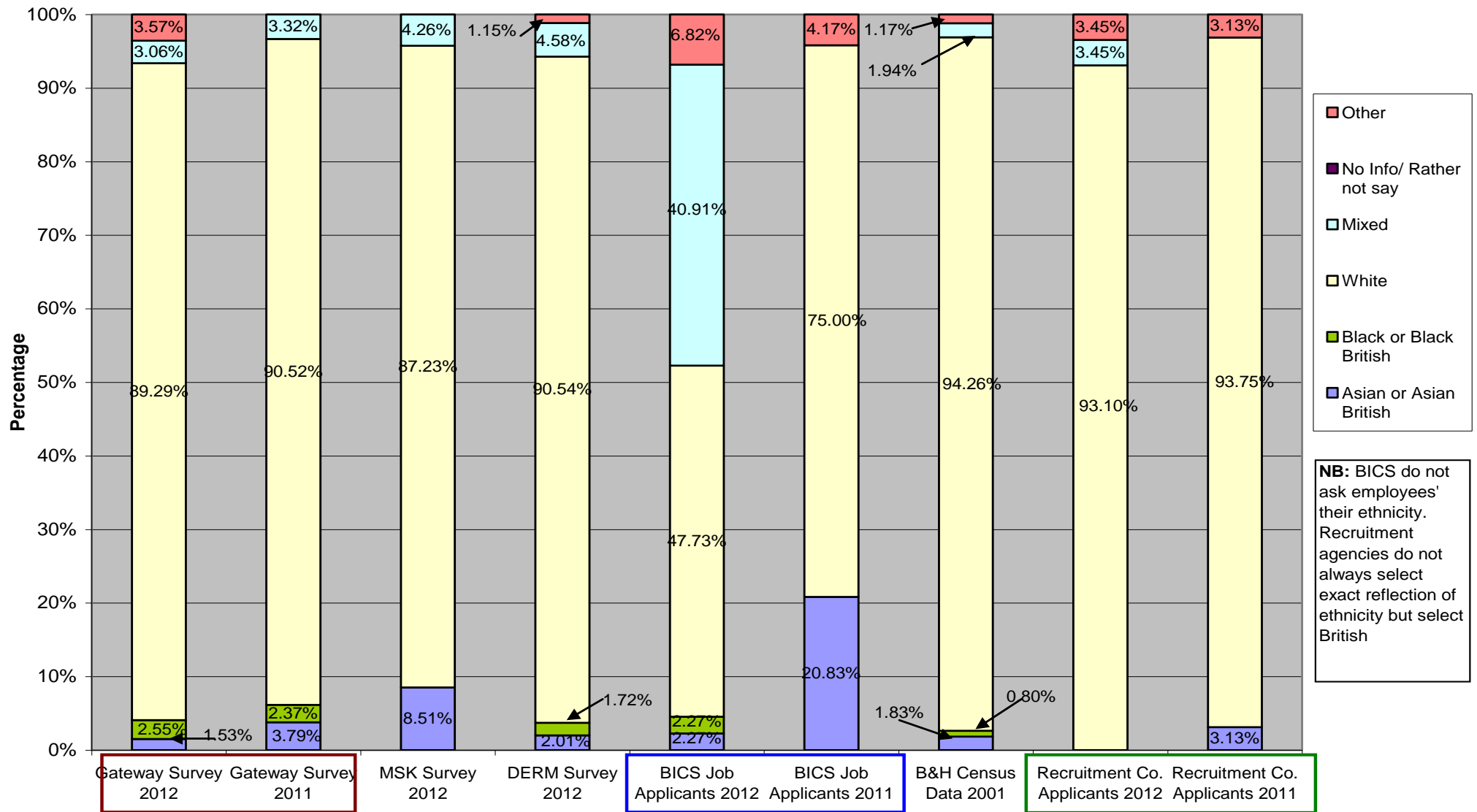
Author Janet Syder

Date: 30 August 2012

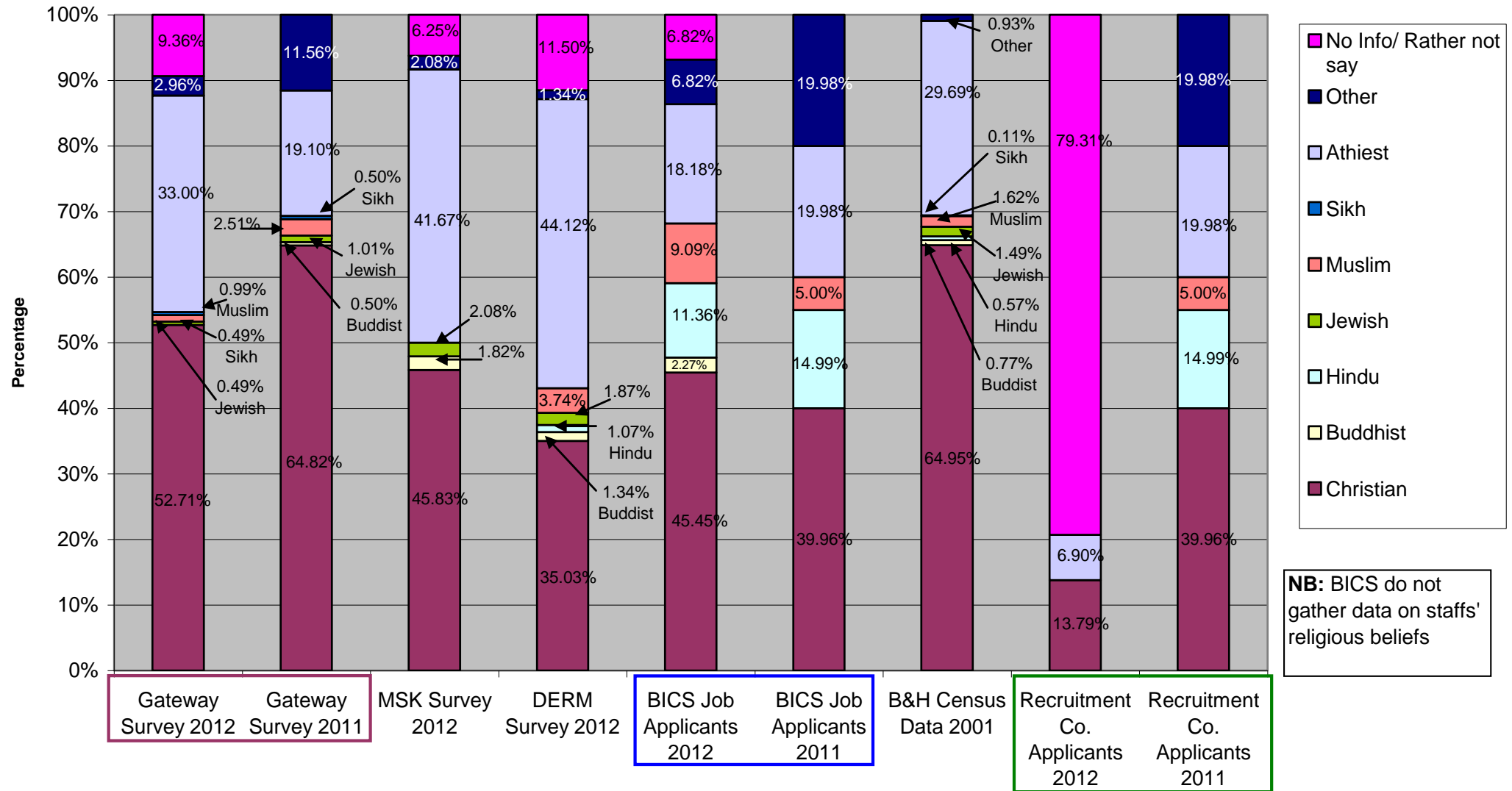
Equality and Diversity Assessment - GENDER Comparison Snapshot: August 2011- July 2012



Equality and Diversity Assessment - ETHNICITY Comparison Snapshot: August 2011- July 2012



Equality and Diversity Assessment - RELIGION Comparison Snap shot: August 2011- July 2012



NB: BICS do not gather data on staffs' religious beliefs

Equality and Diversity Assessment - AGE Comparison Snapshot: August 2011- July 2012

