

Diversity and Inclusion in the BSSH

Equality and diversity are slightly different things:

- Diversity places a positive value on differences between groups of people
- Equality ensures everybody has an equal opportunity

There are 9 protected characteristics in UK law all of which are important when considering the equality and diversity of an organisation or process.

Inclusion is the concept of welcoming people of any type into a structure or organisation. In the context of the BSSH the aim is to embrace all eligible Hand Surgeons regardless of age, race, religion, gender, sexual orientation or other protected characteristic.

The Charity Governance Code covers a range of charity activities. Principle six involves diversity and is measured by the following:

- Diversity statement and evidence of steps taken to support this effort
- Attention paid to diversity in recruitment/appointment to trustee panels
- Reduce obstacles to people becoming trustees
- Regular audit of skills to include diversity and identify potential gaps
- Disclose diversity training provided
- Annual description of approach to diversify leadership and performance against diversity objectives

In our 2019 audit the BSSH scored zero for this principle simply because it does not appear in any of our processes or documentation.

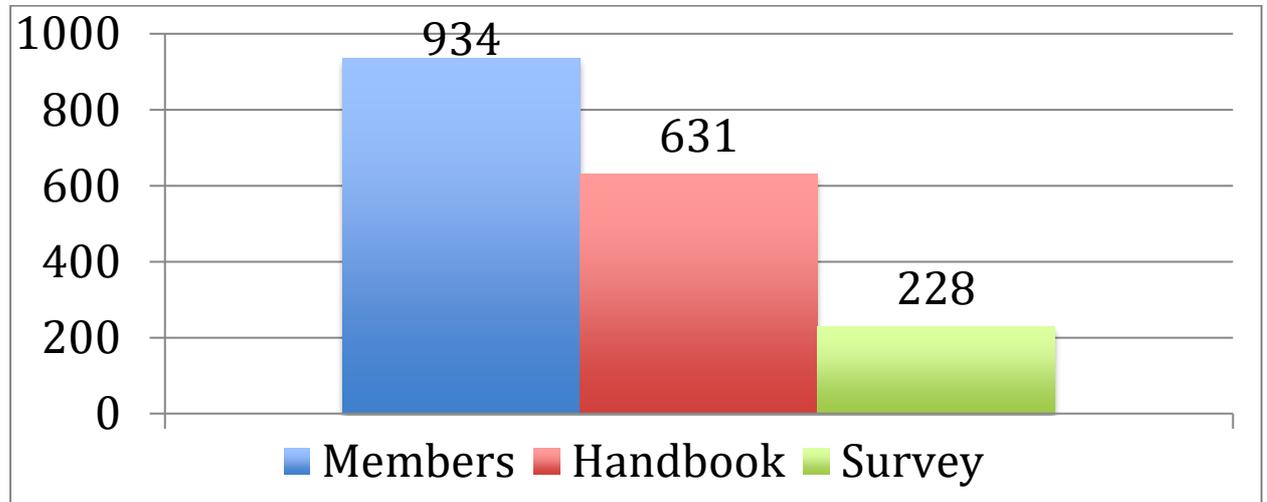
Investigation of BSSH diversity – carried out December 2019

- Sources of information
 - UK 2011 census data
 - GMC freedom of information request
 - BSSH handbook 2019
 - BSSH membership internet based survey
- Limitations of study
 - Sexuality not included this time
 - Ethnicity limited to white or BAME, in line with GMC data
 - Response rate 24.4% (T&O 70:30 Plastics)
 - GMC specialty data only include those on the specialist register
 - Presidential information is longitudinal rather than cross-sectional as for the other factors
- Sample sizes – total population is 934 members
 - 631 appear in the handbook
 - 228 responded to the survey

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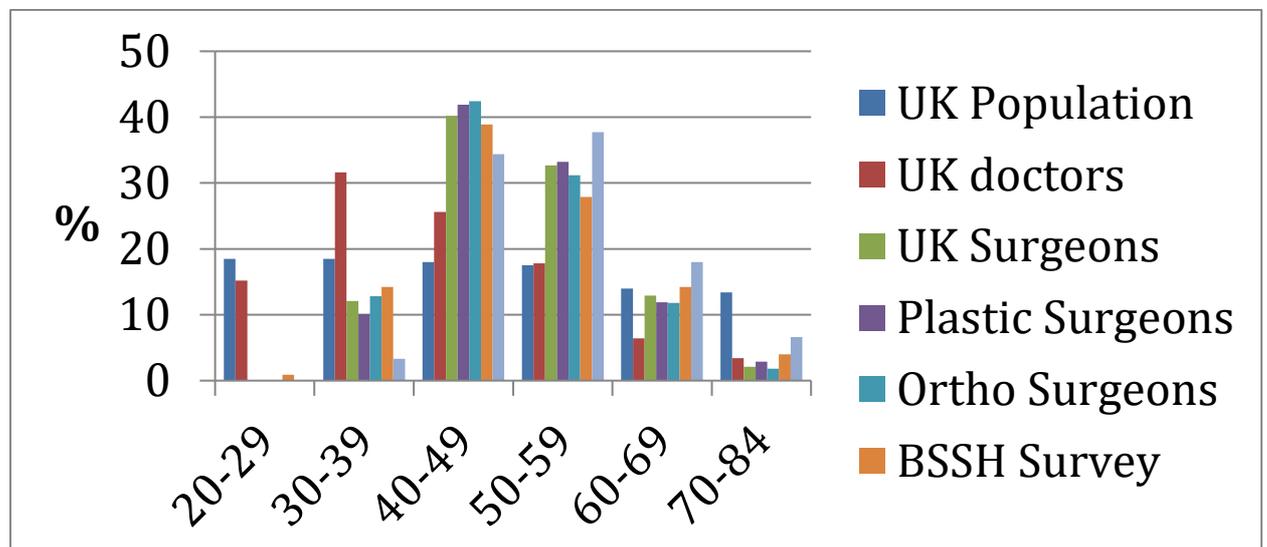
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- Spread of membership categories in each group was roughly the same suggesting the survey and handbook were representative samples in that respect.



Data from each source were compared for each characteristic:

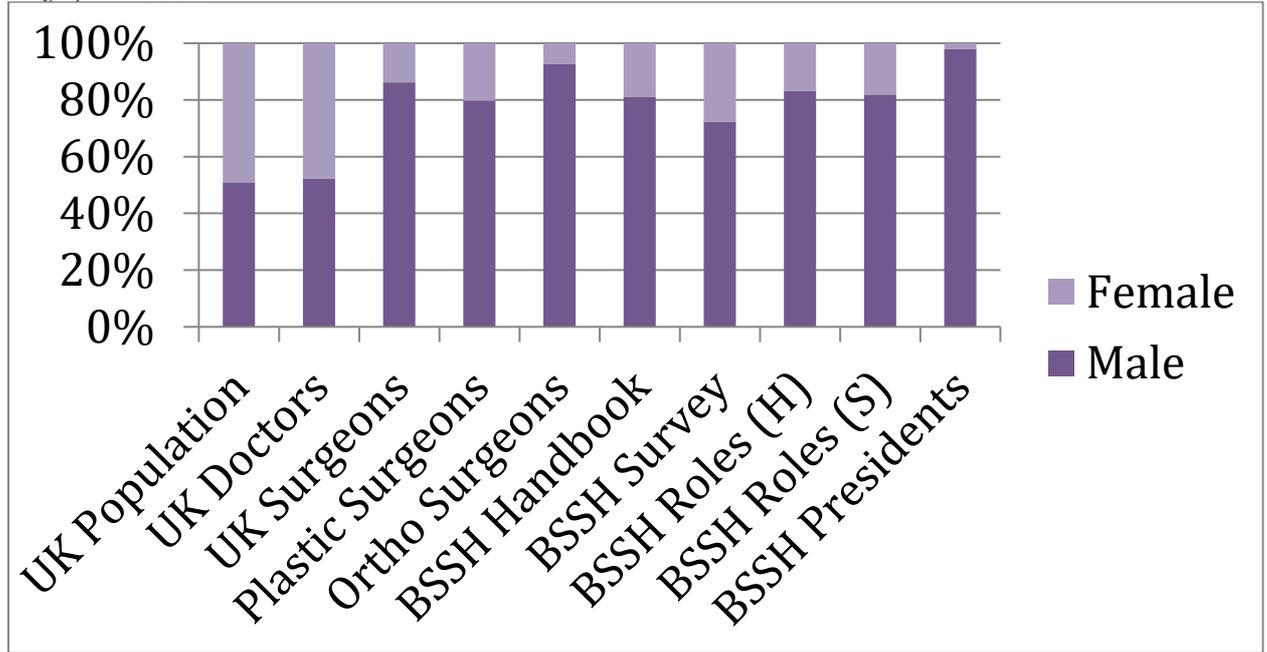
- Age
 - Survey follows roughly same distribution as UK surgeons
 - Members taking part in committees/council/officers tend to be around 10 years older



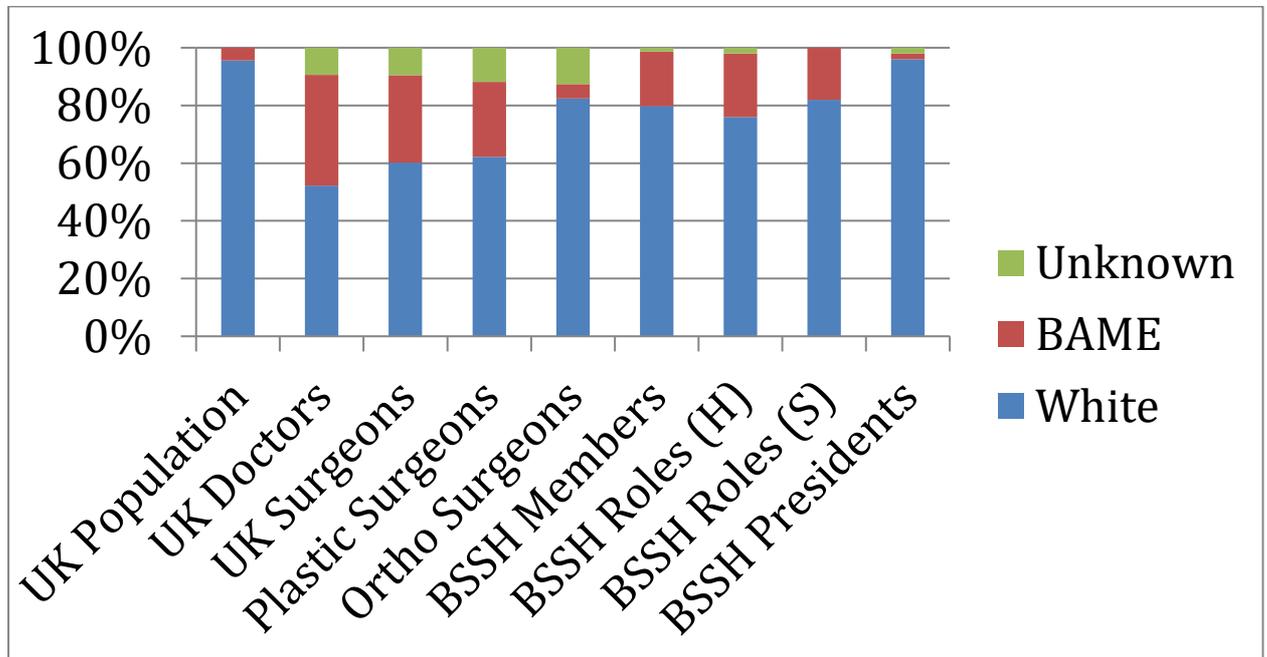
- Gender
 - Women are slightly better represented in the BSSH handbook than in UK surgeons
 - Women Hand Surgeons in the BSSH less well represented than in UK doctors or UK population, similar proportion of women in committee/council/officer roles to the membership at large, apart from president

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- Ethnicity
 - BAME individuals are less well represented in the BSSH survey than in UK surgeons but equivalent to UK population
 - BSSH committee/council/officer roles are representative of the society's membership, apart from president



- Disability (information only available from survey)
 - Greater proportion of membership disabled than UK surgeons or doctors but less than UK population
 - BSSH committee/council/officer roles representative of membership

	UK population	UK doctors	UK Plastic surgeons	UK Ortho surgeons	BSSH Survey	BSSH Roles (Survey)
Disabled	18%	3.3%	1.6%	1.6%	4.4%	5%
Able bodied	82%	48.7%	40.1%	40.1%	95.6%	95%
Response declined	0%	2.3%	2.2%	2.2%	0%	0%
Not declared	0%	45.7%	56.1%	56.1%	0%	0%

Comments received from 69 of 228 respondents

- 30 with constructive feedback
- 18 supportive of current situation
- 13 with negative feedback
- Evidence of confusion between promotion of diversity and introduction of positive discrimination or quotas

Ideas to safeguard/enhance equality and improve diversity

- Continue wide advertisement of committee/council/officer roles – invite and/or encourage individuals to apply
- Encourage/support non-member colleagues to join, in order to be eligible for these posts
- Include accessing BSSH roles in the new mentoring scheme from E&T committee – encourage/invite members from 'protected groups' to become mentors
- Provide positive role models in meeting activities, newsletter etc
- Enhance awareness of diversity and inclusion issues among committee chairs and support them in those areas

Steps to meet Charity Governance Code Requirements

- Draft Diversity Statement
- Set Diversity Objectives
- Include Diversity section in annual report to record progress on above
- Publish survey/assessment results for members to access

Future work

- Create awareness and simple steps guidance for BSSH committee chairs
- Work with other organisations – including but not limited to RCSEng and BOA
- Encourage more visibility of positive role models
- Explore widening access for hand dedicated SAS surgeons
- Repeat survey in 3-5 years time

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- Include broader gender identity question
- Include sexuality question (links to NHS LGBTQ awareness agenda)
- Consider more BAME categories
- Consider including DGH v Teaching hospital question and/or consultant v SAS
- Diversity session in the Spring 2021 Scientific meeting (Exeter)

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September 2020