

Complete/ Ongoing
In progress
Incomplete



Equality and Diversity Action Plan 2015
(Reviewed and Updated January 2015)

Objective	Progress	Lead	Target / Review Date	RAG rating
Equality Act 2010 (including Public Sector Equality Duty)				
Governance systems in place to clearly demonstrate compliance with General Duty.	Equality and Diversity Lead attends Work streams 2 and 4.	Emma McCluskey	Ongoing	
Publication of an annual Workforce diversity report in January each year	Data received from workforce planning. Report in draft. (add fields to ensure all relevant information captured)	Emma McCluskey	March 2015	
Publication of complete Equality Impact Assessments	Equality Analysis Procedure under review. Completed forms to be sent to Equality & Diversity (E&D) for checking and publishing	Emma McCluskey	Ongoing	
Publication of action plan and objectives on a quarterly basis	Objectives to be set and published annually. Action plan is a working document	Emma McCluskey	April 2015	
Development of equalities risk register to feed into work streams 2 and 4	Equality and diversity risk register currently in draft form – to be considered at work stream 4 in February	Emma McCluskey	February 2015	
Robust tool available for equality analysis to enable identification and management of equality risks	Equality Analysis Procedure (EAP) revised in December 2014 and provides clearer, simpler and more relevant process to identify and manage equality risks. Further development required following consultation with regional E&D leads	Emma McCluskey	June 2015	
Equality is mainstreamed through the organisations business through effective implementation of the Equality Delivery System (EDS) and equality analysis	EDS to have leadership through an effective EDS Governance Group. Equality Analysis to be mainstreamed through business planning and audits etc.	Emma McCluskey	June 2015	
Continuous engagement with other NHS organisations for benchmarking and sharing of best practice	Part of regional E&D Leads forum which currently meets on a quarterly basis (Devon and Cornwall)	Emma McCluskey	Ongoing	

EDS Goal 1: Better Health Outcomes				
Health inequalities data and patient experience data are collected and used for evidence-based strategy and policy decisions	<p>Working with CCG and DRSS to best identify ways to seek patient demographic information prior to entry into services in order to ensure reasonable adjustments are considered where necessary.</p> <p>Working with Clinical Portal Manager to best identify mechanism for equality monitoring and any apps to improve provision of services (e.g. Translation)</p>	Emma McCluskey	April 2015	
EDS Goal 2: Improved Patient Access and Experience				
Diverse public representation at Trust forums, to contribute to the design and delivery of services.	Public are currently represented on Trust's Disability Awareness and Action Group (DAGG) and the Lesbian, Gay, Bisexual and Transgender (LGBT) network	Emma McCluskey	Ongoing	
Foundation Trust members profiled to ensure representative of the population profile.	Work with the Trust's Corporate Secretary to develop suitable profiling tool for this group	Emma McCluskey	May 2015	
Ensure all services are accessible – consider both physical access and access to information	Member of DAAG is represented on estates and facilities panel in relation to refurbishments.	Stephen Macey	Ongoing	
Accessible Information Standard (from April 2015)	Accessible information project to improve availability of documentation in the Trust. Easy read materials being reviewed to improve quality - menus being revised.	Ros Banfield	February 2015	
	Translation and Interpretation services being revised and updated for staff (including braille, large font etc).	Emma McCluskey	February 2015	
	Accessible information policy in draft.	Emma McCluskey	March 2015	
Local Interest Groups (LIG) are engaged on a continual basis	Equality Reference Group merged with CCG and evidence will be presented on a quarterly basis for engagement and feedback. Effort will be made to engage hard to reach groups (BME/refugee, Gypsy/Traveller, Prisoners etc)	Ros Banfield	March 2015	

EDS Goal 3: A Representative and Supported Workforce				
The employability strategy is implemented across the organisation to ensure the workforce is diverse and representative of the local population	Employability Hub established November 2013 to increase representation by supporting those furthest from the labour market to gain employability skills. Continue to deliver and embed into culture of the organisation	Ros Banfield	Ongoing	
Project Search is supported to deliver on the model fidelity across the organisation	Project Search in its third year with 80% employment rate from 2014 graduates. Continue to identify suitable work placements and support managers to accommodate needs.	Ros Banfield	Ongoing	
Workforce Race Equality Standard (from April 2015) – increase representation	Consider advertising media and how advertising could be targeted to better inform local communities of opportunities	Emma McCluskey	April 2015	
Employee Network Groups are well supported and actions are delivered as appropriate	<ul style="list-style-type: none"> - LGBT - PFD - DAAG 	Ros Banfield	Ongoing	
EDS Goal 4: Inclusive Leadership				
Senior Leaders are engaged and drive equality through attendance at E&D groups	EDS Governance Group established February 15. Will report to work streams 2 and 4. Review governance structures following scoping meeting.	Emma McCluskey	February	
Training and development opportunities are available to all staff irrespective of background	Training and development opportunities are advertised on specific employee network group sites on E&D webpage for staff. Training data to be added to workforce diversity report	Ros Banfield	Ongoing	
Leaders are equipped with the skills to manage a diverse workforce	Develop module to be deliver alongside a Values-based module in Leadership and Management programmes	Helen Limmer	June 2015	
Workforce Race Equality Standard (from April 2015) – increase diversity at all levels of organisation	Develop talent management programmes to support development of junior staff into senior positions	Helen Limmer	June 2015	