

Equality Objectives 2014 – 2018 (reviewed October 2014)

Objective 1 – Capture, monitor and evaluate relevant demographic data in order to remove barriers and improve access to services/information

How we will achieve this:

- Review services provided by DRSS gather equality monitoring data prior to patients entering Trust services
- Improved quality (and more accessible) information which takes into account an individual's needs
- More effective translation and interpretation services
- Improved production of Easy Read materials available to a wide range of patients

Target date: April 2016

Measures:

- Demographic data reports
- Patient feedback
- Increased provision of translation, interpretation and easy read

Objective 2 – Effectively engage with a wide range of local interest groups to actively reduce inequalities in health and care

How we will achieve this:

- Develop and maintain an equality reference group which is representative of the local population
- Focus new engagement on hard to reach groups namely, BME/refugee, Gypsy/Traveller, social deprivation, mental health, prisoners
- Transitions of care are more effective (i.e. homeless) and prevention methods developed.

Target date: April 2016

Measures:

- Patient feedback
- EDS grading and feedback
- Better attendance at appointments and reduced repeat treatment for hard to reach groups

Objective 3 – Influence the shape of the workforce through an effective employability strategy whereby the primary focus is to develop a representative and diverse workforce

How we will achieve this:

- Continue to promote and drive the services provided by the Employability Hub to support those furthest from the labour market
- Develop work experience, traineeship and apprenticeship programs to ensure progression pathways in place
- Liaise with vacancy control panel to ensure job opportunities are identified
- Ensure appropriate support is in place for all candidates (including those who obtain jobs within the Trust)

Target date: December 2015

Measures:

- Staff feedback
- EDS grading and feedback
- Data from workforce diversity report

Objective 4 – Identify Organisational Development interventions which build cultural competence whereby managers are equipped with the skills to manage a diverse workforce and can empower staff through leadership based on organisational values

How we will achieve this:

- Expand leadership and management qualifications to incorporate a values-based module including information on how to manage a diverse workforce
- Develop the cultural tool and use in areas across the organisations to measure cultural competence
- Embed the values of the organisation into all practices as far as possible

Target date: December 2015

Measures:

- Staff feedback
- Cultural tool
- Reduction in HR pathways (disciplinary)
- Reduction in complaints relating to discrimination