

Consulting on our Equality Objectives

A structured framework to gather vital feedback on the proposed 2026-2030 Equality Objectives at
Torbay and South Devon Foundation Trust

Stakeholder Feedback Design & Strategy

Consultation Plan & Next Steps

Meeting Our Equality Duty

We are reviewing our Equality Objectives to ensure they reflect the needs, experiences, and priorities of our diverse workforce, patients, and communities. This consultation provides an opportunity for stakeholders to share their views, help shape our objectives, and ensure our approach to equality, diversity, and inclusion remains meaningful, impactful, and aligned with our commitment to reducing inequalities and improving outcomes for all.

Establishing these objectives is a key requirement of the Public Sector Equality Duty (PSED). Engaging stakeholders directly ensures our framework is realistic, collaborative, and tailored to local needs.

- ✓ **Internal Staff:** Driving a culture of belonging, support for career progression, and inclusive leadership.
- ✓ **External Communities:** Reducing inequalities and improving care delivery for local patient groups.
- ✓ **Continuous Loop:** Feeding insights directly into TSDFT's trust's strategic execution planning.

Consultation Overview

We are launching a rapid, high-impact engagement model to validate objectives with internal staff, patient advisory groups, and community partners.

Duration **2 Weeks (Fixed)**

Internal Audience **Staff Networks & Leadership**

External Audience **Patients, Public, Local Partners**

TSDFT Diversity & Inclusion Framework

Our Vision: To support every person, family and community we serve to live well

Our Values

Working together
for people

Respect and dignity

Commitment to
quality

Improving Lives

Everyone counts

Our guiding Principles

Value and
sustainability

A People, purpose
and partnership

Research, learning
and innovation

Safety and
responsible care

Equity and
inclusion

OUR FOUR PRIORITIES: For advancing Inclusion and Diversity at TSDFT



1. Create a culture that fosters belonging

Objective: Shape an inclusive culture to ensure that every person can confidently say “I belong here” - where inclusiveness is a constant practice, not an initiative, and where leaders set the tone.



2. Build a diverse leadership team

Objective: Ensure our hiring practices drive progress toward our commitments to greater gender and ethnic diversity in our leadership team (ExCo, Care Group Director levels and SLT)



3. Accelerate progression of underrepresented talent

Objective: Implement equitable development programmes, pathways and performance and promotion processes to support the progression of talent from underrepresented groups at every level in RDUH.



4. Reduce health inequalities for our local communities

Objective: Advance equitable service provision for our patients and local communities through our models of care and delivery, external partnerships /stakeholders and relationships with service users.

5 Core Stakeholder Questions

Question 1: Suitability

Are these the right priorities?

Do you agree that these 4 proposed equality objectives focus on the most critical areas for TSDFT over the next four years?

Question 2: Gaps & Additions

Is there anything missing?

Are there any clear gaps, key issues, or additions you would like to see included in these objectives that we haven't captured?

Question 3: Actionability

What should we focus on?

In your opinion, what is the single most important action TSDFT can take to successfully achieve these objectives?

Question 4: Clarity & Plain English

Are they easy to understand?

Are the proposed objectives expressed clearly, and is the language straightforward and accessible for everyone?

Question 5: Defining Success

What does progress look like?

From your viewpoint (as a patient, community member, or staff member), how should TSDFT measure and prove our success?