

Equality and Diversity Key Objectives

2017/18

Equality and Diversity remains a priority in everything we do. The aims are to develop a culture which values both its staff and patients and to have processes and systems in place which pro-actively promote equality for all and embrace diversity.

The strategic equality and diversity group is led by the Executive Director of Workforce and Organisational Development. The group aims to help identify steps to improve performance in the area of equality and diversity, which are then addressed and embedded via the London and Essex equality and diversity groups prospectively. The aims of the groups are to ensure that services are designed to meet the needs of our staff and of the communities we serve and:

- Ensure our patients, carers, partners and stakeholders are effectively engaged in service provision
- Ensure that our workforce reflects the communities we serve
- That our workforce is free from discrimination, bullying, harassment and victimisation
- Ensure all staff have the skills and abilities to work with the diverse communities it serves
- Everyone feels assured that the trust is fair to all and values its staff

As a public sector organisation, we are expected to comply with the legal duties of the Equality Act 2010, which includes publishing 4 key objectives and monitoring arrangements. The objectives for 2017/18 focus on 5 key themes. They include the following:

- Embedding diversity
- Leadership
- Governance
- Staff
- Service Delivery
- Training and Development
- Policy Development
- Data

1. Embedding Diversity

- Engagement with local and national events to showcase the work of the equality and diversity team.
- Run events within the Trust to celebrate national equality dates, e.g. International Women's day, cultural days etc.

2. Leadership

- Development of reverse mentoring at Executive level and senior leadership level.
- Ensuring diversity of EMN, LGBT & Disability representation at the Board Level.

- Monitoring the implementation of the EMN Strategy, Disability Staff Strategy and the LGBT Staff Strategy.

3. Governance

- Review and monitor Equality Impact Assessments (EQIA) and support managers on completing EQIAS for service change, delivery and commissioning of new services.
- Report on key issues, and changes to legislation as a result of changes to parliamentary regulators and the exit from Brexit via the Senior Leadership Teams at local and corporate level.
- Monitor the implementation of the Accessible Information Standards, Disability Confidence, Equality Delivery System² and the Workforce Race Equality Standards via the Trust Board on a quarterly basis.
- Work towards achieving Level 2 for Disability Confident.

4. Staff

- Develop and implement the LGBT and Disability Staff Network Strategies.
- Consult and engage with staff on the key objectives for the Equality Delivery System²
- Promote the E-learning module for managing bullying and harassment in the workplace
- Raising awareness of diversity monitoring of patients with staff.

5. Service Delivery

- Improving the knowledge and understanding of the communities NELFT serves and raising awareness of the 9 protected characteristics.
- Engagement and consultation events with patients, carers and community groups on key equality issues.
- Improving new ways of access to interpreting and translation services as the organisation grows geographically (access via the web).
- Improving access and communication for patients with disability (Implementation of the AIS framework).

6. Training and Development

- Monitor the Trust's compliance with the mandatory equality and diversity training.
- Delivery and improve the quality of delivery of the equality and diversity training at corporate induction days.
- Support the chairs of the local staff networks already in place; ethnic minority staff network, disability staff network, LGBT staff network, the Women's group (Juggling lives), and the Special Learning Disabilities and Dyslexia group.
- Deliver specialist training to meet the needs of the changing demographics of the areas NELFT serves.

7. Policy Development

- Develop guidelines for staff on equality issues, e.g. Diversity Monitoring, Carers guidelines, working with Transgender Groups, Supporting women back at work, Accessible Information Standards.

8. Data

- Carry out gender pay audit this year and to bench mark against other organisations.

- Improve diversity monitoring of patients particularly for the gaps identified in this report.
- Complaints data to be broken down by the 9 protected characteristics.
- Audit patient feedback via the “STAR” as part of the EDS2 implementation.

Further information on the work plan for equality and diversity is available at www.nelft.nhs.uk

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