

Equality Objectives 2016-2017

Programme :	Equality, Diversity and Inclusion
Author:	Tim Couchman, Equality, Inclusion and Engagement Programme Manager
Date:	1st August 2016
Document title:	Equality Objectives 2016-2017
Document type:	Action plan
Document version no:	1.1
Current status:	Objectives approved by the HR & OD Programme Board 9 th August 2016

RAG status key

R	Red: Immediate remedial action required to progress this action
A	Amber: Action required for successful delivery of this action
G	Green: Action on target
B	Blue: Completed action

Objective No	Requirement	Timescale	Lead	Progress towards outcome	Current status
1	Establish an Equality, Diversity and Inclusion Committee, fully embedded within the Trust's governance framework, to provide the strategic direction and drive in the organisation in all matters relating to equality, Diversity and Inclusion.	September 2016	Chief Executive Officer	The first meeting of the Equality, Diversity and Inclusion Committee will take place on the 9 th September 2016. Further meetings will be arranged on a bi-monthly basis.	
2	To ensure the Trust can evidence compliance with the Equality Act 2010 and the Public Sector Equality Duty in relations to its functions, a revised system of Equality Analysis will be piloted, evaluated and implemented.	March 2017	Equality, Inclusion and Engagement Programme Manager	9 th August 2016 – The revised Equality Analysis paperwork has been produced and approved by the HR & OD Programme Board. Piloting of the new paperwork has commenced in a number of key areas and evaluation thereof will follow.	
3	Develop an Equality Champion and Ally programme for ULHT staff, to increase understanding of the important aspects and elements of Equality, Diversity and Inclusion and to increase organisational capacity and performance in improving the patient and service user experience in this area.	January 2017	Equality, Inclusion and Engagement Programme Manager	Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Committee.	
4	The Trust will develop and publish statements of commitment, in line with the NHS Constitution, to articulate the importance of, and the organisation's commitment to, Equality, Diversity and Inclusion for patients, service users and staff.	March 2017	Equality, Inclusion and Engagement Programme Manager	Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Committee.	
5	The Trust will develop and publish a 2-year Equality, Diversity and Inclusion Strategy. This document will articulate the Trust's ambitions in relation to Equality, Diversity and Inclusion.	March 2017	Equality, Inclusion and Engagement Programme Manager	Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Committee.	

