

Equality Objectives 2016-2017

Programme :	Equality, diversity and inclusion
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Date:	31 March 2017
Document title:	Equality objectives 2016-2018
Document type:	Action plan
Document version no:	1.3
Current status:	Objectives approved by the HR & OD programme board 9 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 Forum, 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	<p>The first meeting of the Equality, Diversity and Inclusion Committee took place on the 9th September 2016. Further meetings will be arranged on a bi-monthly basis.</p> <p>23 January 2017 – Following internal review of the Trust's meeting structure, it was agreed that the group would be known as the Equality, Diversity and Inclusion Forum. The governance arrangements have been refined and the meeting structure for 2017 established.</p>	

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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, Diversity and Inclusion Lead	<p>9 August 2016 – The revised Equality Analysis paperwork has been produced and approved by the HR & OD Programme Board.</p> <p>Piloting of the new paperwork has commenced in a number of key areas and evaluation thereof will follow.</p> <p>8 December 2016 – to further support function leads an Equality Analysis Initial Assessment Form, approved by the Executive Team on the 8th December 2016, was introduced.</p> <p>27 January 2017 an internal communications' strategy to support the implementation of the new Equality Analysis documentation commenced.</p> <p>From 1 March 2017 commenced process whereby all significant papers being brought to the Trust Board will include an Equality Analysis</p>	

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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.	March 2017	Equality, Diversity and Inclusion Lead	<p>Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Forum.</p> <p>23 January.2017 – Date revised to March 2017 following Equality Forum meeting. The Trust is to undertake a training needs analysis in February 2017 and then work on a training strategy for equality, diversity and inclusion. It is proposed that the Champion and Ally element of this work stream is aligned to the Staff Equality Networks and this will be articulated in the Training Strategy.</p> <p>31 March 2017 – Champion and ally roles to be integral to the new Staff Equality Networks to be commenced in Q2/2017-2018.</p>	
4	The Trust will develop and publish a statement 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, Diversity and Inclusion Lead	<p>Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Forum.</p> <p>23 January 2017 a general statement of commitment in relation to Equality, Diversity and Inclusion published on the Trust Internet. Further development of equality statements will be developed following publication of the Trust's Equality, Diversity and Inclusion Strategy in 2017.</p>	

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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.	April 2017	Equality, Diversity and Inclusion Lead	<p>Initial plans will be discussed and developed with the Equality, Diversity and Inclusion Forum.</p> <p>16 December 2016 following in-depth work around the Equality Delivery System 2, it was brought to the Equality Forum that the EDS2 Goals would provide the strategic framework for the Trust's 2-year Equality Strategy. A draft strategy will be brought to the March 2017 meeting of the Equality Forum.</p> <p>31 March 2017 – this proposed date has slipped due to Equality Forum focus on the #ULHT_Equality2021 vision. A draft 2021 Equality Strategy to be brought to the Equality Forum on 21st July 2017.</p>	