

## Equality Objectives 2022 to 2025

### **EQUALITY OBJECTIVE 1**

**Person-centred care is experienced by all, with a well-informed, responsive approach to equality of patient experience and to the reduction of health inequalities**

#### **Priority Actions**

##### **We will:**

1. Develop and publish an EDI Calendar to recognise and celebrate main cultural/religious events, to raise awareness and foster respect as well as a true sense of belonging across ULHT.
2. Understand the barriers to completion of patient equality monitoring and improve participation rates.
3. Implement Patient Equality dashboard.
4. Continue with the Equality Delivery System (EDS) - participating in the pilot of EDS Version 3.
5. Launch ULHT patient Transgender policy, in partnership with internal and external stakeholders, and in line with legal requirements. The policy will take into account any updates or developments to the Single Sex accommodation guidelines currently under review by the Chief Nursing Officer for England.
6. Reset Equality Impact Assessment (EIA) process and align with regional approach; develop and establish accessible learning resources to build organisational capacity and embed as Business As Usual.
7. Continue to work in partnership with the Lincolnshire system to monitor demographic trends and changes and to secure meaningful engagement with key groups, including “Lincolnshire’s Hidden Voices”.
8. Continue to work with the Lincolnshire NHS system to reduce health inequalities in Lincolnshire.

## Equality Objectives 2022 to 2025

### **EQUALITY OBJECTIVE 2**

**The information and communication we provide is accessible to all our patients**

#### **Priority Actions**

##### **We will:**

1. Ensure ULHT meet the obligations of the Accessible Information Standard (AIS) i.e. staff are aware of the Trust's contractual and legal responsibilities for providing accessible information to patients. We will also advocate best practice ('Giving your patient a voice') and ensure staff are signposted to resources for assisting patients with sensory impairment or loss and/or in a language other than English.
2. Work to establish an accessibility sub-group (as part of the Patient Experience Group/PEG) to improve communication and access to information for patients.
3. Review current Interpretation and Translation services and prepare for a new tender (early 2023) in order to meet the Accessible Information Standard (AIS) and reduce health inequalities.
4. Engage with the Lincolnshire system to advocate for greater system integration and ensure information is protected and shared with the Trust in a timely manner. The desired outcome is to streamline processes so that patients receive information in the format indicated without having to repeat preferences, and fully-meet the Accessible Information Standard (AIS).

## Equality Objectives 2022 to 2025

### **EQUALITY OBJECTIVE 3**

**Our Trust is equity-driven, inclusive and well-led with compassion**

#### **Priority Actions**

**We will:**

1. Address inequality for Black, Asian & Minority Ethnic colleagues and engage with colleagues to agree and implement a Workforce Race Equality Standard (WRES) action plan for 2022-2023, which will also incorporate the NHS Model Employers Standards.
2. Address inequality for disabled colleagues and implement the Workforce Disability Equality Standard (WDES) action plan for 2022 - 2023.
3. Ensure a structure is in place to review all incidents (Datix IR1s) reported by protected characteristic under the Equality Act 2010 and provide EDI expertise to those following-up on such incidents.
4. Restart and continue to embed Cultural Intelligence (CQ) programme, progressing from full completion within the Trust Leadership Team to full completion across the Leading Together Forum.
5. Ensure SMART EDI objectives for Very Senior Management (VSM) and immediate reports.
6. Develop ULHT Staff Networks, in line with the findings of the Midlands Staff Network Maturity Audit Framework. We will also establish a Universal Terms of Reference to empower network leads to work in partnership and support each network to develop strategic goals and objectives to highlight the role they have in creating a respectful and safe workplace.
7. Engage with the NHS Carers Forum led by Every-One, to consider the need for a ULHT carers staff network
8. Consider the need for new staff network groups by listening to feedback from our workforce.
9. Continue to work as part of the Lincolnshire NHS system to encourage system-wide staff network links.
10. Implement and embed the newly-developed Workforce EDI dashboard into all Trust divisions.

## Equality Objectives 2022 to 2025

### **EQUALITY OBJECTIVE 4**

**Our Trust is a safe, inclusive place for all staff**

#### **Priority Actions**

**We will:**

1. Implement an Anti-Racism strategy to highlight the ULHT 'zero tolerance' stance on all forms of discrimination; ensure availability of guidance for staff involved in discriminatory incidents and implement robust processes for managing/learning/reporting of incidents.
2. Reaffirm ULHT commitment to the NHS Rainbow badge scheme and the Board's commitment to supporting LGBT+ colleagues and patients.
3. Contribute to developing a culture of dignity, respect and civility, by reinforcing the importance of being able to bring the whole self to work and disclose safely various aspects of identity.
4. Support and as required lead the implementation of Lincolnshire's 'Belonging' Strategy which prioritises inclusive recruitment & progression; reducing the disciplinary gap; bullying & harassment and strengthening of regional Staff Networks.
5. Develop and implement effective EDI training for line managers, staff and by-standers to ensure all are equipped with the skills and confidence to recognise and address bias, discriminatory behaviour (including banter), and appreciate the impact the of such behaviour upon staff involved in incidents.

## Equality Objectives 2022 to 2025

### **EQUALITY OBJECTIVE 5**

**The Trust is a place where staff feel a sense of belonging, are offered opportunities to develop and are supported to thrive**

#### **Priority Actions**

##### **We will:**

1. Review and develop recruitment processes to ensure an inclusive and values based approach to recruitment decisions (including internal promotions).
2. Recognise the concept of intersectionality and inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination “intersect” to create unique dynamics and effects.
3. Ensure ULHT attraction, recruitment and retention methods position and promote ULHT as an inclusive and global employer of choice; and utilise to full affect the reach and influence of social media in attracting/retaining diverse talent
4. Educate and raise awareness of reasonable adjustments to ensure equity of access to training opportunities etc.
5. Improve the visibility and profile of EDI matters in internal communications, review the EDI intranet pages from start to finish and relaunch, and communicate regularly action the Trust is taking to improve the lived experience of all staff.
6. Proactively analyse and use the results of the NHS Staff Survey and Pulse Staff Survey to inform action and monitor progress.
7. Work towards eliminating all forms of pay inequality.
8. Participate in the Medical Workforce Race Equality Standard (MWRES) as it develops from national to Trust level.
9. Improve ULHT induction programmes, ensuring the national programme for welcoming international medical colleagues is applied to develop effective local practices.
10. Launch a ULHT EDI Calendar to highlight ULHT as a global employer, to acknowledge the richness of ULHT diversity and to raise awareness of the main cultural and religious events.