

Objective 2: Baseline Information

Context: With the introduction of the additional protected characteristics the Trust has recognised a requirement to expand statistical reporting to ensure all protected characteristics are measured and monitored, wherever possible. This may require revisiting the current reporting measures to ensure they are relevant and appropriate ensuring the Trust meets all its public duties whilst ensuring the patient experience is improved and discrimination removed where identified.

Equality Objective:

Objectives	Actions	Outcomes/Measures
Equality impact assess all new policies and services against the requirements of all 9 protected characteristics	Review of current EIA tools to ensure they are fit for purpose Publicise and provide support for Line/Service Managers to ensure they are able to use the EIA tools Baseline the current EIA information to ensure gaps are identified (refer to SES Enabling Strategy; Equality Impact Assessment)	To have a structured EIA process and documentation that ensures all services are EIA assessed Measureable: each policy will have an EIA published on the external Website and HUB
Review appropriateness of current statistical reporting and where required expand to include all protected characteristics	Review of Diversity statistical data collated and published on an annual basis Ensure the statistical data covers all 9 protected characteristics where information is available. Benchmark information with other NHS Trusts and the local population	Gain an understanding of the data and how it may be adjusted to include all relevant protected characteristics; Established best practice data collection
Review/identify whether there is a protected characteristic that is experiencing a barrier to accessing services or employment	Diversity Management group to do a sample audit on EIA from Policies and services to monitor issues identified and actions taken by directorates	Ability to demonstrate that E&D gaps in provision are being closed which may improve the patient /staff experience
Review how suppliers are adhering to Equality legislation in the operation of their business, providing support where required.	Review Tendering documentation to ensure the equality duty is included in the text as a requirement of the tendering process. Review/audit a sample of existing suppliers to ensure they have equality systems in place that support the NHS Equality and Diversity duty	The Trust is assured that the equality duty is being applied throughout its processes and that suppliers and contractors to the Trust are acting in accordance with the Trust's equality duty.

<p>Review workforce activities to ensure there are no barriers to access, training, development, promotion, recruitment or selection</p>	<p>Review/audit Recruitment and Selection process to assure equality of application Review/audit Training and Development processes to assure equality of application and access</p>	<p>Annual reports to be reviewed by the Diversity Management group</p>
<p>Timescale: Quarterly interim reviews against objective throughout 2012; by April 2013 initial results will be ready for publishing; this objective will be an on-going theme for 2013/14/15 to ensure all projects and new processes are embedded and statistical information improved.</p>		
<p>Mainstream: This equality objective will be taken forward as part of the organisations agreed package of Equality Improvements; workforce improvement measures in response to staff surveys and improvements in patient experience.</p>		
<p>Transparent Reporting: The Trust will report on progress of this objective on a quarterly basis to the Trust Risk and Assurance Committee; an annual report on progress of this objective will be included in the Risk and Assurance Committee annual report to the Trust Board. This will demonstrate the Trust's compliance with the general public sector equality duty, CQC and NHSLA standards.</p>		
<p>Measures: Improvement will be measured by:</p> <ul style="list-style-type: none"> • A reduction in the number of personnel who are unaware of the counselling service and a review of the statistics will show an increase in awareness/use by any currently underrepresented groups. • An improvement in the numbers of persons completing the Staff Survey across the protected characteristics where information is available. 		