

Equality of Opportunity Plan 2018/19 v3

	Action	Driver/s	Proposed outcome and measures/ indicators of impact	Timescale/ Deadline	Lead Responsible Person
1.	Engage with stakeholders (patients, staff and public) to devise a new set of equality objectives which will run to 2022	Mandated requirement of: <ul style="list-style-type: none"> Public Sector Equality Duty Equality Delivery System 2 	<ul style="list-style-type: none"> Refreshed equality objectives co-created with stakeholders Adherence to PSED and EDS2 requirements Improved perceptions and feedback (via staff and patient surveys) that we take EDI and Equality of Opportunity seriously 	Sept-Dec 2018	Abigail Hopewell, Head of Leadership & OD Suzie Cro, Deputy Director of Quality
2.	Undertake detailed analysis of results against all protected characteristic data, where available. Identify trends and devise actions, where appropriate	NHS Staff Survey 2017	<ul style="list-style-type: none"> Evidence-based understanding of similarities/ differences in staff experience across protected characteristics and also departmental/divisional areas where available Share findings in action no. 1 above, the Staff Experience Improvement Group, plus relevant staff engagement opportunities throughout the year Identified recommendations and actions which are implemented following analysis and feedback 	July-August 2018	Helen Thackway, L&OD Specialist Abigail Hopewell, Head of Leadership & OD
3.	Review and learn from the existing CEA process; ensure learning is used when the new CEA process (from NHS Employers) is launched in late 2018. Undertake a full Equality Impact Assessment as part of the launch.	Gender Pay Gap Report 2018	<ul style="list-style-type: none"> Demonstrably fair process which has considered all protected characteristics Perceived barriers/deterrents, linked to protected characteristics, are removed Increase in applications from consultants with declared protected characteristics, especially women Ensure CEA panel is represented by panellists having a range of protected characteristics 	December 2018	Richard Giles, Medical Staffing Manager Sean Elyan, Medical Director
4.	Deliver CEA information workshops to encourage more applications from women and better understand what may discourage them from applying	Gender Pay Gap Report 2018	<ul style="list-style-type: none"> Better understanding of reasons why some consultants choose not to submit an application Increased confidence in, and understanding of, the CEA process – leading to increased applications from under-represented areas, especially women 	July-Oct 2018	Richard Giles, Medical Staffing Manager Sean Elyan, Medical Director

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			<ul style="list-style-type: none"> Share themes and learning with LNC and EDI Steering Group, taking appropriate action to support implementation of action no.3 		
5.	Mandated delivery of Unconscious Bias training to Trust Board (both Execs and NEDs) and Divisional Board members	Workforce Race Equality Standard 2017/18	<ul style="list-style-type: none"> Reduction in likelihood of white staff appointed from shortlisting vs. BAME staff. Equitable selection of candidates for Talent Development opportunities (i.e. Accelerated Development Pool) 	March 2019	Abigail Hopewell, Head of Leadership & OD
6.	Mandated delivery of Unconscious Bias training to all Lead Recruiting Managers	Workforce Race Equality Standard 2017/18	<ul style="list-style-type: none"> Reduction in likelihood of white staff appointed from shortlisting vs. BAME staff 	March 2019	Abigail Hopewell, Head of Leadership & OD
7.	Ensure that a BAME panellist sits on all interview panels for job vacancies at band 8a and above. Explore feasibility of doing the same for senior medical staffing job vacancies, where appropriate.	Workforce Race Equality Index Emerging good practice in other sectors and some NHS organisations (e.g. Sandwell & West Birmingham)	<ul style="list-style-type: none"> Reduction in likelihood of white staff appointed from shortlisting vs. BAME staff. Better representation of BAME staff in senior roles (currently no BAME representation in Band 8c and above) 	Implement by November 2018, then ongoing	Ali Koeltgen, Deputy Director of People & OD
8.	Review and update processes in relation to requests for reasonable workplace adjustments	Preparation for forthcoming Disability Equality Standard (2018/19). Feedback from NHS staff survey and Diversity Network.	<ul style="list-style-type: none"> Fair, consistent and transparent approach to managing and processing reasonable workplace adjustment requests Improved staff engagement scores 	October 2018	Ali Koeltgen, Deputy Director of People & OD
9.	Executive Board members each champion a protected characteristic which is statistically more vulnerable to discrimination – keeping this in mind, championing on behalf of the Trust at Board meetings and other relevant forums:	NHS Staff Survey 2017 Public Sector Equality Duty Equality Delivery System Workforce Race Equality Standard Disability Equality	<ul style="list-style-type: none"> Stronger visibility, championing and promotion/support of protected characteristics, at a senior level, that are more vulnerable to discrimination Decisions and actions taken at strategic level are considered through protected characteristic lenses Improved staff engagement scores as measured through NHS staff survey 	August 2018, ongoing	Emma Wood, Deputy Chief Executive/Director of People & OD Dhushy Mahendran, Chair of Equality, Diversity & Inclusion Steering Group

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	<ul style="list-style-type: none"> • Gender (in particular, women and pregnancy/maternity) • Race (in particular, BAME) • Sexual Orientation (in particular, LGBTQ+) • Disability Other protected characteristics which could also have a champion: age; marriage/civil partnership, religion/belief/no belief	Standard Gender Pay Gap Report			
10.	Invite representatives from Trust Diversity Network to participate in HR Policy and Governance reviews	Diversity Network NHS Staff Survey 2017	<ul style="list-style-type: none"> • Representation of minority views when reviewing HR policies and their potential impact • HR policies are well-informed, more effective and fairer as a result of diversity network engagement 	July 2018, ongoing	Ali Koeltgen, Deputy Director of People & OD
11.	Participate in the Stonewall Workplace Equality Index	NHS Staff Survey 2017 Diversity Network	<ul style="list-style-type: none"> • Benchmarking of our performance in relation to equality against other UK organisations (including some NHS organisations which participate) • Promotion and visibility of LGBTQ+ in the Trust by asking staff to participate in anonymous online survey (hosted by Stonewall) • Increased confidence that Trust takes EDI seriously, evidenced by staff survey results 	Sept-Dec 2018	Abigail Hopewell, Head of Leadership & OD

All actions to be monitored and delivered through the Equality, Diversity & Inclusion Steering Group which reports to the People & OD Delivery Group.

Abigail Hopewell, Head of Leadership & OD (Vice-Chair, Equality Diversity & Inclusion Steering Group)

Ali Koeltgen, Deputy Director of People & OD