

Board of Directors (in Public) Item *3.4

Subject: Equality and Inclusion Strategy 2019-2021
Date of Meeting: 30th April 2019
Prepared by: Joanne Twist, Director of Workforce Development and Service Improvement
Presented by: Joanne Twist, Director of Workforce Development and Service Improvement
Purpose of Report: For Note

BAF Ref	Impact on BAF
4	None

1. Executive Summary

Our current Equality and Inclusion Strategy 2015-2018 was extended by the Board of Directors until the end of quarter 4. This was to allow for wider consultation and to take a decision on publishing our revised strategy pending the introduction of EDS3 (still to be received). Due to the delay in EDS3 until late Spring we have agreed to ratify the new Strategy 2019-2021 and review as and when EDS3 is published.

Appendix 1 and 2 outline our new E&I Strategy and action plan. The documents have been shared with the E&I Group, Health Watch and the CCG lead all of whom sit on our steering group. The documents also sit on our staff intranet as part of the wider staff consultation and have been shared at Team Brief, Operations Board and Learning and Sharing.

2. Background

As an NHS organisation, we have both a legal and a moral duty to demonstrate fairness and equality to our patients, service users, their carers and families, and to our employees. This strategy explains and responds to the Trust's statutory duties to promote equality against all groups of people. It replaces and builds on our previous Equality and Inclusion Strategy 2015-2018.

As well the requirement to ensure equity and inclusion for all protected characteristics, we have extended our revised strategy to capture a wider population who may be vulnerable including:

- Carer responsibility
- Military service
- Homelessness

- Poverty
- Geographical isolation
- Long term unemployment
- Stigmatised occupations e.g. prostitution
- Drug use
- Limited family and social networks

The Equality Act 2010 requires public sector organisations to publish equality objectives at least every four years and share its progress in achieving those objectives. In determining our equality objectives for 2019, we reviewed local and national data, patient feedback, complaints analysis, staff survey results and aspects for service delivery that present a local challenge. The E&I Group agreed the following:

EDS2 Goals	LHCH Equality Objectives
<p>Goal 1: Better Health Outcomes</p> <p>Goal 2: Improved patient access and experience</p> <p>Goal 3: A representative and supportive workforce</p> <p>Goal 4: Inclusive leadership</p>	<ul style="list-style-type: none"> • Improve the patient experience by reviewing of our current translation and interpretation services to ensure they meet the local demand. This is a key area across the region and the trust are part of the local steering group • Work with HR and Training team to determine whether Equality data can be collected for evaluation of programmes across LHCH . • Embed equality and inclusion in mainstream business processes. • Improve information and data collected, in respect of protected characteristics. • The Trust will also be working with the region wide group across the STP footprint on a number of key projects

4. Conclusion

Following consultation with key stakeholders the revised E&I Strategy and Action Plan has been published 1st April 2019 on both the Trusts Internet and Intranet sites.

5. Recommendations

The Board of Directors is asked to note the contents of this report.