

Board of Directors (Public)

Item 4.2

Subject: Equality & Inclusion Strategy 2014 - 2017
Date of meeting: 26th January 2016
Prepared by: Rachael McDonald, HR Business Partner
Presented by: Debbie Herring, Director of Strategy & Organisational Development

BAF Ref	Impact on BAF Risk Rating
1,2,8	None

1. Executive Summary

The Trust has reviewed and updated its Equality and Inclusion Strategy for 2014 – 17 which sets out its commitment to taking equality, diversity and human rights into account in everything it does. The People Committee reviewed and debated the strategy at its meeting on December 2015 and following the suggested revisions and now recommends that the Board approves the Strategy and Delivery Plan for implementation.

2. Background

The aim of this strategy is to help the Trust develop and improve its approaches to promoting equality, managing diversity and ensuring that it is effective and efficient in taking a human rights based approach to its work as a health care provider and an employer.

The Trust is required to take its legal, ethical and moral duties and obligations around equality, inclusion and human rights seriously and so it is important that it enables the Trust to achieve its vision '*to be the best cardiothoracic integrated healthcare organisation*' by helping it to:

Meet its legal and moral obligations as a public sector organisation, including the new Workforce Race Equality Standard (WRES)

- Set some clear priorities and goals for performance and practice improvement
- Clearly articulate how Trust values promote the principles of equality, diversity, fairness, respect and inclusion through achieving priorities set out in its Equality Delivery System (EDS2) plan
- More clearly demonstrate and evidence our commitment to effective and efficient practice to a variety of audiences.
- Put the involvement and inclusion of patients, their families, staff, volunteers and the wider communities in which the Trust works within at the heart of all that what it does and all that it wants to achieve.

As many people as possible have been engaged to ensure that the strategy reflects what is important to staff and patients and in response high level aims and objectives have been developed and activity planned has been categorised under four clear outcomes of:

- Better Health Outcomes
- Improved Patient Access
- Empowered Engagement & Well Supported Staff
- Inclusive Leadership

Acknowledging the risks to achieving the aims, this strategy sets out the priority objectives and high level outcomes over the next three years, focusing on ensuring that people, systems, process, and services add value and are shared with patients and staff, in a way that is accessible to them.

An Operational (Delivery) Plan for 2015-16 sits alongside the Strategy and sets out the progress made against the measures and objectives.

3. Governance

The People Committee will receive regular assurance that the Equality and Inclusion aims are being achieved and the delivery plan implemented through the Equality and Inclusion Steering Group

4. Recommendations

The Board is asked to approve the contents of the Equality and Inclusion Strategy, together with the high level delivery plan.