

Southport & Ormskirk Hospital NHS Trust Equality Objectives 2018-2020 Update – Discussion paper for Exec / Board

Purpose

To provide an update to the Trust Board on the setting of a set of Equality Objectives for 2018 to 2020, the equality objectives are usually set for a period of 4 years (2016-20) and to fall in line with other NHS Trusts the proposed objectives will carry forward to March 2020 when they will be reviewed.

Under the Equality Act 2010 the Trust are required to develop and publish their equality objectives, and set out how they will measure improvements against them over the next four years. The purpose of setting equality objectives is to strengthen performance in meeting the general equality duty and ensure that the Trust are making year on year progress in advancing equality and human rights for all protected groups, both for our patients their carers and those who work at the Trust

The proposed Trust objectives are:

- Improving our intelligence
- Developing our staff
- Working with our communities

How the objectives were set

The Equality Delivery System 2 (EDS2) evidence collated by the Merseyside NHS Trusts (equality leads) and the Sefton CCG was used to assess equality performance across the four EDS2 goals to identify areas for improvement, other items of Trust evidence has also been used :

- Workforce Race Equality Standard (WRES)
- Workforce & Patient Equality Monitoring Data
- National Regional and Local equality information from various groups representing the diverse communities

The equality objectives will strengthen performance in meeting the three aims of the general equality duty of promoting equality, removing discrimination and fostering good relations between people with different protected characteristics and will ensure that the Trust continue to make progress in advancing equality and human rights for all protected groups for patients, carers and those who work at the Trust.

How we will monitor progress

The Trust will compile an action plan after the EDS2 Trust assessment takes place in February 2019 and the equality objectives will be reviewed annually by the Board, progress will also be reported to the Valuing our People Group and other Trust committees groups and organisations. The Equality Objectives and action plan will be published on the Trust website

The Exec Team/Board are requested to note the content of the update and agree to the Equality Objectives proposed

Southport & Ormskirk Hospital NHS Trust Equality Objectives 2018-2020

Southport & Ormskirk Hospital NHS Trust Values: SCOPE

Supportive Caring Open & Honest Professional Efficient

Improving our Intelligence	Developing our Staff	Working within our Communities
<ul style="list-style-type: none"> • Develop a Trust-wide approach to collecting equality information • Review current patients accessing Trust services data/information in order to address gaps in equality and diversity information reporting. • Develop in partnership with representatives of local community group processes and information sessions for improving staff collection of equality data / information • Work with patients and carer representatives who access the Trust to assist the Trust in developing its E&D objectives and action plan • Formalise relationship with Local Authority, third sector and other statutory bodies to enable greater sharing of data and intelligence information in relation to equality groups and health inequalities 	<ul style="list-style-type: none"> • Provide training and development opportunities for all staff across the Trust and provide a summary of mandatory and non - mandatory training by ethnic groups providing data for the Trustwide Valuing Peoples Group • The Trust to develop a diverse workforce in the various bandings and attract minority staff across the range of job opportunities and in particular into senior roles. • Develop a range of successful community and staff engagement events and activities that highlight different communities and demonstrate the Trusts commitment to being a personal, fair and diverse organisation • Develop successful Staff Network Groups and a Equality Champions Network that plays a meaningful role within the Trust and local community 	<ul style="list-style-type: none"> • Corporately and locally develop robust partnership working with third sector providers including the sharing of information and intelligence, partnership service delivery and shared training events • Develop leaflets with partnership organisations to ensure they are reflective and meet the needs of our targeted communities and ensure our website is truly reflective of our personal, fair and diverse services we deliver • Invite representatives from the various diverse community to present information and training sessions on issue relating to their specific group, • Support local community events across the Trusts footprint

Underpinning Requirements

The Equality Act 2010 NHS Equality Delivery System (EDS2) Workforce Race Equality Standard (WRES) Care Quality Commission