

Equality & Inclusion plan 2018

*The three overarching priorities for Equality & Inclusion are: *Inclusion, Information & Disability*.

*Three focused objectives have been selected for 2018 with allocated tasks, measures & time frames.

*There is a detailed plan behind the priorities that will be reviewed at EIB to ensure continued compliance.



Objectives	Tasks (What we need to do to achieve the objectives)	Measures (How will we identify the success)	Time Frame (By when we need to complete the tasks)	Accountable Leads
<p><i>Inclusion – Making Equality & Inclusion everyone’s business</i></p> <p>Objective: 1 Trust committees to make sure Equality Impact Assessments (EQIA’s) are fully completed on submitted reports.</p>	<p>Review EQIA form to make sure we are asking the right questions.</p> <p>Make sure the process of submitting the EQIA works & people are aware of what they need to do to submit the EQIA.</p> <p>If there is a resulting action plan from an EQIA. The E&I team to pick this up with the person completing the EQIA to monitor & support the resulting action plan.</p>	<p>We will start to see a higher rate of completion of EQIA’s & this will be reported to the Equality Inclusion Board (EIB) bimonthly.</p> <p>E&I Team to record the support provided to committees, sharing best practice and lessons learnt. This will follow on from completion of EQIA’s, action plans</p> <p>E&I Team will provide annual EQIA report that will support compliance.</p> <p>The trust will embrace EQIA actions as business as usual.</p>	<p>April 2019</p>	



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<p><i>Information - Using, reporting & sharing.</i></p> <p>Objective: 2 To ensure that the information patients & service users receive in regards to their care is in an appropriate & understandable format.</p>	<p>Review the Accessible Information Standard (AIS) Standard Operating procedure (SOP)</p> <p>Assess the impact of the AIS through reviewing case notes of selected patients in clinical services.</p> <p>Consult with patients & service users to better understand the application of the AIS & to seek opinions on whether they have been asked about their communication support needs?</p>	<p>AIS SOP reviewed & with adjustments if required.</p> <p>Better understanding of how the AIS is applied across the trust.</p> <p>Positive practice highlighted across mental health LD & CYPF divisions.</p> <p>Increased request of information support.</p> <p>FFT / Compliments and complaints.</p>	<p>AUG 2019</p>	



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<p><i>Disability- reducing stigma, reporting & readiness for impending WDES compliance</i></p> <p>Objective: 3 Meet compliance requirements for Work Disability Equality Standard (WDES) 2019.</p>	<p>Continue to develop the WDES action group & record the number of staff declaring their disability.</p> <p>Encourage staff to declare their disability.</p> <p>Monitor career progression and appointments (recruitment) of disabled staff</p> <p>Develop an action plan that will support WDES compliance.</p>	<p>Increased number of staff declaring their disability.</p> <p>Increased number of staff being recruited with a disability.</p> <p>WDES action group reporting into the WDES action plan & EIB.</p> <p>Meeting compliance requirements for the WDES 2019.</p>	<p>AUG 2019</p>	

