

## Equality and Diversity Objectives

Objective	Actions	Timescale	2016 progress
<p>To create and publish easily accessible workforce and patient/service user E&amp;D profile reports</p>	<ul style="list-style-type: none"> <li>• Review of all E&amp;D information collected for employees and patients/service users</li> <li>• Identify gaps which will inform the E&amp;D strategy and on-going objective setting</li> <li>• Publish reports</li> </ul>	<p>09/2015</p>	<p>Reports have been published and a review of information has taken place. Identifying the gaps within this is currently in progress and will be supported by EDS2 outcomes.</p>
<p>To embed Equality and Diversity into the existing people strategy and clinical services strategy; this should reflect the needs of both employees and patients/service users in the community</p>	<ul style="list-style-type: none"> <li>• Identify E&amp;D lead for patients (Exec and Operational leads)</li> <li>• Review of profiling information</li> <li>• Understand employee needs and views</li> <li>• Understand patient/service user needs and views</li> <li>• Completion of the EDS 2 assessment which should incorporate the Workforce Race Equality Scheme (WRES) and all future characteristics as identified.</li> <li>• Collaborative working with other NHS providers within the Derbyshire community</li> <li>• Assess the promotion and awareness of E&amp;D in both employment processes, education and patient/service user information</li> </ul>	<p>04/2015 06/2015  10/2015  04/2015</p>	<p>Patient lead identified.</p> <p>WRES information published and implementation of EDS2 due to start with support from DCHS.</p> <p>EDS2 process will hear the views of employees and patients/service users.</p>
<p>To provide assurance of the implementation of the E&amp;D agenda for CRH</p>	<ul style="list-style-type: none"> <li>• To embed E&amp;D within the governance structure at CRH as part of an established sub-committee to the Board</li> <li>• To review the equality impact assessment process and ensure it is of high quality and within the spirit of making E&amp;D at the heart of decision making across the Trust in service redesign, changes to service delivery and new policies/procedures</li> </ul>	<p>05/2015  10/2015</p>	<p>Awareness raised through leadership team and an established sub-committee to be discussed further.</p> <p>Equality and Diversity Policy updated and equality impact assessment currently in progress.</p>