



Equality Objectives

1 To create and publish easily accessible workforce and patient/service user E&D profile reports

January 2017 progress update

- EDS2 completed and published
- Regular review of reports created and published with comparator reports now beginning to be available in relation to workforce demographics.
- E-learning for E&D in place
- More workforce demographics included
- Equality link on first page of internet to find reports
- Patient demographic data updated and comparative population data included.

January 2017 objectives (supported by WRES and EDS2 outcomes)

- Develop a banding report linked to protected characteristics
- Collect E&D information from training attended for career development purposes
- To access specific external areas which will encourage diverse applications for positions at CRH

2 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

January 2017 progress update

- 2016 WRES and EDS2 presented to People Committee and Trust Board.
- E&D element included and monitored within existing People Strategy and Clinical Services Strategy.
- E&D session with Leadership Assembly took place in June 2016 with follow up session planned for March 2017
- People Strategy listening sessions, to shape 2017 strategy, took place throughout November and December 2016 to listen to staff views about what was important to them. E&D was part of these discussions.
- Pilot E&D awareness session took place in December 2016 with plan to further develop this to become part of frequent 'skills lab' training offer.
- New dignity at work policy agreed with strong focus on informal resolution
- New emotional resilience policy agreed with resilience training sessions provided which have received excellent feedback
- Staff Forum developed in November 2016 and now embedded within Trust
- Grown our Own group leading on recruitment of Apprentices and reaching out to those from different backgrounds.
- Recruitment, Retention and Incentives set up as working groups in relation to considering retaining a diverse workforce which attracts those from all different generations in line with the gen-gagement research.
- More robust and transparent job evaluation system agreed.
- Implementation of values based recruitment and values based induction.
- 2015 Staff Survey engagement score improved on 2014. Awaiting 2016 results

- In the 2015 National Staff Survey – 90% of employees believe trust provides equal opportunities for career progression/promotion
- E&D session included as part of the matron development programme which commenced in 2016
- Links established with the local NDVA to increase access voluntary organisations who offer support to protected groups.
- NHSI Learning Disability Network member; starting to establish relationships and build ideas to support employing young people with learning disabilities in the first instance.
- Links established with Chesterfield Equality and Diversity Forum – consulted on the Trust's Quality Strategy.
- All patient letters include information of who to contact if support is required.

January 2017 objectives (supported by WRES and EDS2 outcomes)

- Assessment of recruitment and casework data from WRES and how any identified issues can be addressed through further training and awareness.
- Further assessment of the workforce demographics in the 2016 Staff Survey, results available in March 2017, with a focus on how we can develop further.
- Diversity of Board membership to be analysed in line with local population demographics including Council of Governors
- To consider the inclusion of support for staff to respond to E&D situations which may be sensitive
- Consider E&D impact in the delivery of Quality Strategy ambitions; ambitions with a particular impact are Accessible Information and Frailty along with communication and dignity and respect.
- Fully embed the accessible information standards across the Trust, including
 - development of a patient communication policy
 - improved recording facilities on Trust IT systems.
 - Staff awareness in relation to the requirements

3 To provide assurance of the implementation of the E&D agenda for CRH

January 2017 progress update

- People Committee established in July 2016 – People Committee is a sub-committee of the Trust's Board and provides a clear governance process for E&D assurance at the Trust
- Follow up session with Leadership Assembly, planned for March 2017, has a theme linked to checking what leaders have developed within their areas since the original session in June 2016
- New Equality Impact Assessment agreed. In place for all new policies and part of new organisational change policy
- CRH have been part of NHS Employers E&D network from April 2016 until March 2017. This has supported us through networking, benchmarking and assurance related to national agenda.
- E&D section now included on Corporate Citizenship Committee agenda.

January 2017 objectives (supported by WRES and EDS2 outcomes)

- Inclusion of E&D metrics with monthly integrated performance report (IPR)
- Analyse patient feedback to assess any differences between protected groups.