

## Equality Objectives 2016 – 2020

On 6<sup>th</sup> April 2016 Bradford Teaching Hospitals NHS Foundation Trust launches a new set of equality objectives. These objectives have been developed following involvement with the local voluntary and community sector, staff and public sector partners and an external consultation process of which there were 156 individual responses.

The objectives have been approved and ratified by the Trust Board of Directors. The objectives set out the eight equality priorities that will be worked on over the next four years. They are shared objectives with Bradford District Care Foundation Trust and Airedale NHS Foundation Trust.

Progress will be monitored against the equality objectives every six months by the Trust Board of Directors.

	<b>Equality Objective</b>
1.	Carry out a Gender Pay Gap Audit using a recognised audit framework. Develop an action plan to address the findings of the audit.
2	To implement the Accessible Information Standard.
3.	To improve BME service users access and experience of services.
4.	To increase awareness of mental health and to improve access and experience of mental health service users across the health economy.
5.	Prepare for the implementation of the Workforce Disability Equality Standard by preparing data and developing and delivering plans to tackle the issues identified.
6.	To implement the Workforce Race Equality Standard.
7.	To implement the recommendations in the Healthy Attitudes Stonewall Study and Equity partnership LGB&T Local Health Needs Assessment. <ul style="list-style-type: none"> <li>• Including the LGBT Workplace Culture Study findings.</li> </ul>
8.	To commit to employing at least a third of Project SEARCH Interns who have graduated from the programme.

Please note that these are the headline objectives and for each there is or will be a detailed delivery plan developed and delivered.