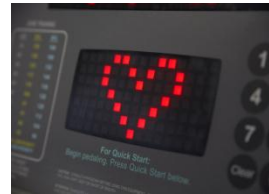


Equality Objectives 2016 - 2020

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March 2016

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Equality Objectives 2016-20

Objective

- Carry out a Gender Pay Gap Audit using a recognised audit framework.
- Develop an action plan to address the findings of the audit.

Rationale

- This is a requirement from April 2016. There has been no focus on gender equality in the past 4 years.

Equality Objectives 2016-20

Objective

- To implement the Accessible Information Standard.

Rationale

- This incorporates the priorities identified to improve access and experience for visual and sensory impaired service users and people with learning disabilities.
- The standard is an NHS England requirement for Trusts to implement by July 2016 and monitor beyond.

Equality Objectives 2016-20

Objective

- To improve BME service users access and experience of services.
- Identify four projects over the four years. One project will focus on Gypsy and Traveller health inequalities, experiences of maternity services, access to community hospitals.

Rationale

- There needs to be a narrower focus on delivering SMART projects in partnership. These will be defined during the delivery plan development.

Equality Objectives 2016-20

Objective

- To increase awareness of mental health issues and to improve access and experience of mental health service users across the health economy.

Rationale

- This will focus on the specific groups identified in the consultation – perinatal mental health, tackling stigma, women's mental health, particularly BME women, physical health, young people and mental health awareness.

Equality Objectives 2016-20

Objective

- Prepare for the implementation of the Workforce Disability Equality Standard by preparing data and developing and delivering plans to tackle the issues identified.

Rationale

- The NHS Workforce Disability Equality Standard will be introduced in April 2017. Staff Survey results show differences in disabled staffs responses to key equality related questions.
- BTHFT is currently undertaking the Disability Standard self-assessment which will result in a set of actions to improve disabled patient and staff experience and outcomes.

Equality Objectives 2016-20

Objective

- To implement the Workforce Race Equality Standard.

Rationale

- The standard includes all of the key work streams required including a representative workforce, disciplinary, access to training and CPD, BME staff experience and Board representation.

Equality Objectives 2016-20

Objective

- To implement the recommendations in the Healthy Attitudes Stonewall Study and Equity partnership LGB&T Local Health Needs Assessment.

Rationale

- Over the past four years, there has been no focus among the health economy on the experience of LGB patients or staff. These studies include recommendations for Trusts to improve their services for LGB and T service users and staff.
- Our existing staff survey sample size precludes us from analysing LGB&T staff experience.

Equality Objectives 2016-20

Objective

- To commit to employing at least a third of Project SEARCH Interns who have graduated from the programme.

Rationale

- BTHFT as the employment partner needs to ensure it is providing permanent work opportunities to young people with learning difficulties who have successfully completed the programme.