

# EDS2 Action Plan 2016 -2017

EDS2 Better Health Outcomes					
	E&D Strategic Priority	Actions	Timescales	Corporate Lead/s	Progress/Update
<b>Goal 1</b>	<p>The Trust will actively engage with diverse communities in order for them to influence and shape services for patients with Cancer.</p> <p>To ensure that the services provided by the Trust are non-discriminatory, enabling equality of access and provision to meet the requirements of the general and specific duties of the Equality Act 2010.</p>	<ul style="list-style-type: none"> <li>➤ Develop effective partnerships with external agencies through working closely with Wirral Health Trusts, CSU and Healthwatch Wirral.</li> <li>➤ Develop a similar relationship with Merseyside Trusts and Healthwatch Merseyside as part of the Transforming Cancer Care (TCC) project</li> </ul>	<p>Ongoing</p> <p>Ongoing</p>	<p>ED&amp;WB Business Partner E&amp;D Clinical Lead HRBP's Trade Unions Trust Management Equality in Action Steering Group RAW Health &amp; Wellbeing Taskforce Healthwatch Wirral CSU Wirral Health Trusts External/community groups</p>	

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		<ul style="list-style-type: none"> <li>➤ Review and ensure the Trust's internet web page is fully informed around E&amp;D legal compliance, initiatives and support information and free from discriminatory language or images.</li> </ul>	April 2016	ED&WB Business Partner E&D Clinical Lead Trade Union Communications Equality in Action Group	
<b>EDS2 Improved Patient Access and Experience</b>					
<b>Goal 2</b>	The Trust will ensure that people with protected characteristics from our catchment population know what is available from our service provision, ensuring where necessary the provision of information in accessible formats and have access to Interpreting and	<ul style="list-style-type: none"> <li>➤ Working closely with Wirral Health Trusts, CSU and Healthwatch Wirral forge relationships with community groups and agencies to promote our services and explore improvements in all forms of</li> </ul>	Ongoing	ED&WB Business Partner E&D Clinical Lead HRBP's Trade Unions Trust Management Equality in Action Steering Group RAW Health & Wellbeing Taskforce Healthwatch Wirral CSU Wirral Health Trusts External/community	

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	Translation services.	communication <ul style="list-style-type: none"> <li>➤ Proactively working with the Job Centre Plus to survey accessibility for patients and staff who have disabilities.</li> <li>➤ Investigate availability of funding to support any further reasonable adjustment which may be required</li> </ul>	<p>April 2016</p> <p>June 2016</p>	<p>groups</p> <p>ED&amp;WB Business Partner E&amp;D Clinical Lead HRBP's Trade Unions</p> <p>ED&amp;WB Business Partner Job Centre Plus</p>	
<b>EDS2 Empowered, engaged and well supported staff</b>					
<b>Goal 3</b>	Maintain a working environment that promotes dignity and respect to all. No form of intimidation, bullying or	<ul style="list-style-type: none"> <li>➤ Promote positive relationships at work by working closely with the Relations at Work Group</li> </ul>	Ongoing	ED&WB Business Partner E&D Clinical Lead HRBP's Trade Unions Trust Management Equality in Action	

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	<p>harassment will be tolerated</p> <p>The Trust is committed to operating fair and objective recruitment systems, which places emphasis on individual's skills, abilities and experiences.</p> <p>Review E&amp;D mandatory training programme</p>	<p>(RAW) and the Trust's Freedom to Speak Advocates to address and reduce any bullying and harassment incidents.</p> <ul style="list-style-type: none"> <li>➤ Identify under-represented groups and through positive action initiatives encourage applications from relevant communities, organisations and individuals i.e. The Learning Disabilities Pledge.</li> <li>➤ Working closely with L&amp;D and Equality Champions, review E&amp;D mandatory</li> </ul>	<p>September 2016</p> <p>August 2016</p>	<p>Steering Group RAW Health &amp; Wellbeing Taskforce</p> <p>HRBP's Recruitment &amp; Information Team ED&amp;WE Business Partner E&amp;D Clinical Lead Trade Unions</p> <p>ED&amp;WB Business Partner E&amp;D Clinical Lead HRBP's L&amp;D Business</p>	
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	<p>Integrate the work from the Equality in Action Steering</p>	<p>training and investigate creative awareness sessions.</p> <ul style="list-style-type: none"> <li>➤ Ensure the Trust's intranet is fully informed around E&amp;D initiatives and support (internal and external) and has self-help guides for staff.</li> <li>➤ Review all employment practices and procedures to ensure fairness and equity of approach in all employment matters</li> <li>➤ Work with the Transformation programme Team to monitor</li> </ul>	<p>April 2016</p> <p>Ongoing</p> <p>May/June 2016</p>	<p>Partner and Advisors Trade Unions</p> <p>ED&amp;WB Business Partner E&amp;D Clinical Lead Trade Unions Communications</p> <p>ED&amp;WB Business Partner E&amp;D Clinical Lead HRBP's Trade Unions Trust Management Equality in Action Steering Group RAW Health &amp; Wellbeing Taskforce</p> <p>ED&amp;WB Business Partner E&amp;D Clinical Lead</p>	
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	Group into the Culture programme roll out	equality impact assessments and influence decisions which may impact upon staff, patients and visitors covered by the 9 protected characteristics		Equality in Action Steering Group	
<b>EDS2 Inclusive leadership at all levels</b>					
Goal 4	Key Individuals will be responsible for Equality, Diversity and Human Rights in line with the Equality, Diversity & Human Rights Policy.	Establish E&D Champions throughout the Trust. Annual objectives will be set for key individuals with E&D responsibilities. Managers will ensure that appropriate resources, time and support is given to deliver these objectives	April 2016	Director of Nursing Director of Workforce & OD ED&WB Business Partner E&D Clinical Lead Trade Unions	
	The Trust will	The Equality in	Ongoing	The Equality in	

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	<p>implement the EDS2 assessment tool and framework as a performance management tool within CCC to develop further areas of improvement for Equality &amp; Diversity.</p>	<p>Action Group together with the Equality Champions and sub groups will be proactive in all matters and report progress and concerns via the Integrated Governance Committee to the Trust Board. In addition progress will communicated through the OPF, SPF &amp; WOD groups.</p>		<p>Action Steering Group          Director of Nursing          Director of Workforce &amp; OD          ED&amp;WB Business Partner          E&amp;D Clinical Lead          Trade Unions          Managers</p>	
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