

<p>Objective 1 Better Health Outcomes</p> <p>Dorset HealthCare will aim to achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results.</p>	<p>Objective 2 Improved patient access and experience</p> <p>Dorset HealthCare will aim to improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience.</p>	<p>Objective 3 A representative and supportive workforce</p> <p>Dorset HealthCare will aim to increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients’ and communities’ needs.</p>	<p>Objective 4 Inclusive leadership</p> <p>Dorset HealthCare will aim to ensure that equality is everyone’s business, and everyone is expected to take an active part, supported by the work of specialist equality leaders and champions</p>
<p>Outcome 1.4</p> <p>When people use Dorset HealthCare services their safety is prioritised and they are free from mistakes, mistreatment and abuse.</p>	<p>Outcome 2.4</p> <p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds.</p>	<p>Outcome 3.4</p> <p>When at work Dorset HealthCare, staff are free from abuse, harassment, bullying and violence from any source.</p>	<p>Outcome 4.3</p> <p>Dorset HealthCare middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.</p>
<p>Patient and Stakeholder Priority Actions</p>		<p>Employee and Leadership Priority Actions</p>	
<p>2015-16 (Ongoing)</p>	<p>2016-17</p>	<p>2015-16 (Ongoing)</p>	<p>2016-17</p>
<ul style="list-style-type: none"> • Further development of the PALS system. • Implement the Accessible Information Standard. • Make available Cultural Specific Information • Insure easily-accessed translation and interpreting services • Facilitate BME Panel visits to services • Better supporting Community Groups through the work of the Access and Equalities Development Team 	<ul style="list-style-type: none"> • Obtain a profile of Dorset Health Care Patients and service users by ‘Protected Characteristic’. 	<ul style="list-style-type: none"> • Further analysis of the Staff Survey 2015 -16 to inform actions in the Workplace Race Equality Standard • Workforce Data analysis. • Staff Engagement events. • Workplace Accessibility Audit. • The Trust is part of the National Employer Engagement Database (N.E.E.D) Project which is looking to support the employment of individuals with Learning Disabilities. 	<ul style="list-style-type: none"> • Gender Equality Pay Audit • Set up a Staff Disability Group/Forum • Security Advisory Group – Patient on Staff incidents analysis by ‘Protected Characteristic.’ • Executive Committee to receive a quarterly Equality Report on progress • Performance and Corporate Risk Group who will propose objectives to improve equalities performance for 2017/18.