

Final Dorset HealthCare Refreshed Equality Delivery System (EDS2) 30 August 2018

A refreshed
Equality Delivery System
for the NHS



EDS2

Making sure that everyone counts

November 2013



'Better Every Day'

If you require further information on the EDS and the Grading process please visit this website and watch the animated video. <http://www.england.nhs.uk/ourwork/qov/equality-hub/eds/>

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Executive Summary

- Following Staff and Community Engagement surveys Dorset HealthCare are in a position to confirm the Equality Delivery System Objectives for 2019 - 20.
- This report will also include information in outline on how the previous EDS Objectives have been met.
- The evidence of community engagement with local interest groups, staff, service users and carers is key contributor and these links will be used to further engage and feedback on progress towards meeting the agreed objectives.
- Every effort will be made to produce information for Staff and Community Groups in a timely and transparent way. Allowing opportunities for dialogue and questions.
- These Objectives will be a key measure of identifying the organisational progress in meeting the Public Sector Equality Duty (PSED) in the Equality Act 2010.
- The Action Plan at Annex A should be incorporated into all Directorate Plans for 2019-20.

Aim

The aim of this report is to inform Dorset HealthCare of the outcomes from the Staff and Local Interest Survey and confirm the EDS Objectives for 2019-20.

Introduction

This report outlines the work of Dorset HealthCare to ensure compliance with the requirement contained within the Equality Act (2010) to publish equality objectives.

It should be read in conjunction with the Dorset HealthCare Equality and Human Rights Implementation Scheme Statement, also available on the Dorset HealthCare public website.

The document statement will be reviewed and developed, as this work progresses.

The role of the NHS Equality Delivery System in equality objectives

The NHS Equality Delivery System was designed to support the NHS to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse.

The Equality Delivery System, which has been adopted by Dorset HealthCare with the support of the Chief Executive, enables us to both review our equality performance and identify future priorities and action by setting equality objectives. It also helps us to assess how well equality and diversity is embedded in the organisation.

At the heart of *EDS2* are 18 outcomes, against which NHS organisations assess and grade themselves. They are grouped under four goals, as shown in the table on the following page. These outcomes relate to issues that matter to people who use, and work in, the NHS. Among other things they support the themes of, and deliver on, the NHS Outcomes Framework, the NHS Constitution, and the Care Quality Commission's key inspection questions set out in "Raising standards, putting people first - Our strategy for 2013 to 2016".

The four equality goals and their associated equality outcomes are:

Objective	Equality Outcome
Objective 1 Better health outcomes The NHS should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results	1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities.
	1.2 Individual people's health needs are assessed and met in appropriate and effective ways.
	1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed.
	1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse.
	1.5 Screening, vaccination and other health promotion services reach and benefit all local communities.

Objective	Equality Outcome
<p>Objective 2</p> <p>Improved patient access and experience</p> <p>The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience</p>	<p>2.1 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>2.2 People are informed and supported to be as involved as they wish to be in decisions about their care.</p> <p>2.3 People report positive experiences of the NHS.</p> <p>2.4 People's complaints about services are handled respectfully and efficiently</p>
<p>Objective 3</p> <p>A representative and supported workforce</p> <p>The NHS should 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>3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</p> <p>3.2 The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations</p> <p>3.3 Training and development opportunities are taken up and positively evaluated by all staff</p> <p>3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <p>3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <p>3.6 Staff report positive experiences of their membership of the workforce</p>
<p>Objective 4</p> <p>Inclusive leadership</p> <p>NHS organisations should 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>4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p> <p>4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed</p> <p>4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p>

The equality objectives of Dorset HealthCare

The outcomes which we have adopted as objectives are;

1. 1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse. 65% of Stakeholders said this was the 'most important'.

2. 2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds. 58% of Stakeholders said that this was the 'most important'.

3 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source. 97% of Staff/Board said that this was the 'most important'.

4 4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed. 79% of Staff/Board said that this was the 'most important'.

The objectives above are in identified areas where we think we can make a measurable improvement. The objectives are in areas where we know we can make positive changes for Dorset over the next four years.

The Equality Delivery System 2 'grades'?

In order to understand how we are progressing and achieving on our equality objectives, of the Equality Delivery System has grading for each of the outcomes. These gradings are:

Purple= Excelling

Green = Achieving

Amber= Developing

Red = Under Developed

Grading	Under developed	Developing	Achieving	Excelling
	People from all protected groups fare poorly compared with people overall OR evidence is not available	People from only some protected groups fare as well as people overall	People from most protected groups fare as well as people overall	People from all protected groups fare as well as people overall

The grades will be used to enable us to plan for further progression in the four goals of the Equality Delivery System.

Who does the Equality Delivery System cover?

The EDS2 covers all those people with characteristics protected by the Equality Act 2010. There are nine characteristics in total:

- Age
- Disability

- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race including Nationality and Ethnicity
- Religion or belief
- Sex
- Sexual Orientation

Commitment to the process of engagement

In recognising the importance of equality and diversity we acknowledge that the population we serve and the staff we employ are diverse and may have different needs according to their protected characteristics.

Engagement is a key part of understanding equality and how we may best use our objectives to advance equality and identify how we are progressing.

Engagement with our stakeholders is a vital part of the process of setting objectives and understanding what we need to do to advance our work in equality and diversity. We are committed to engaging with our patients and the range of organisations who represent the interests of our service users and local communities. It is also key that we engage with our staff.

The processes of setting equality objectives and reviewing equality performance are founded on working in partnership with our patients, the public and our staff. This means that our stakeholders can influence and be part of this work.

Engagement activity

Dorset HealthCare will obtain the full support for these objectives by sharing this report with the Equality and Diversity Steering Group, The Quality Assurance Committee and the Executive Performance and Assurance Group before being presented to the Trust Board. The objectives, once agreed by the Board, which includes executive and non-executive members will be published,

In order to progress work towards achieving our objectives, key individuals in the organisation will be identified to engage with and lead on each of the four Dorset HealthCare equality objectives.

Our staff members have been given information about the Equality Delivery System through our work on implementing the System. Since November 2011 the Equality Delivery System objectives have been included in Equality and Diversity training sessions which is delivered as part of the mandatory induction and core skills training programmes. Staff members have been asked for their view on the objectives and also to identify a grading. This process of engagement, through a survey for staff has taken place and the outcome included in this statement.

The Equality Delivery System and the NHS in Dorset

We work in close partnership with the other NHS organisations within Dorset and hold membership of the Dorset Equality Delivery System 'Cluster'. A number of elements of Equality Delivery System engagement have been carried as a member of this cluster.

In order to engage our stakeholders we have been active in establishing contact with those whose views are important to us in setting out our objectives and assessing our performance.

In 2011 we hosted a launch of the Equality Delivery System. This was attended by a range of both NHS staff and external stakeholders. This gave us an opportunity to begin engaging with a range of individuals and organisations whose views are important to our equality work.

We have again taken part in Equality Delivery System public engagement survey for Stakeholders in Dorset. The survey has enabled the community we serve to comment on and contribute to this work.

We have asked for views in objectives and grading, using a survey questionnaire, from a range of over 50 local interest groups. We have extended the timescale for these groups to give us their views and so the final outcome of this engagement will be included in this statement. This process of engagement and working with local interest groups to analyse and assess our performance in relation to the 18 Equality Delivery System objectives will ensure that we are working on objectives that are meaningful and of benefit to our stakeholders.

The role of equality objectives for progression of equality

The equality objectives are a way of progressing equality and are key to both the promotion of good practice and positive risk management for Dorset HealthCare. The Equality and Diversity Manager is responsible for tracking Equality Delivery System progress.

Following the completion of this stage of engagement, Dorset HealthCare will be able to confirm key equality work streams which will enable us to effectively plan and prioritise to further embed the Equality Delivery System within our organisation and the services we provide. This is the foundation work that helps us to identify our current status against the Equality Delivery System standards, how progress will be made and monitored. This will continue to ensure the essential involvement of stakeholders to determine our grading.

We will continue to identify and establish contact with specific groups and communities, especially those who may experience difficulty in accessing services. Our equalities work will be better informed and influenced by further feedback and involvement, so it is essential that we continue to work with stakeholders.

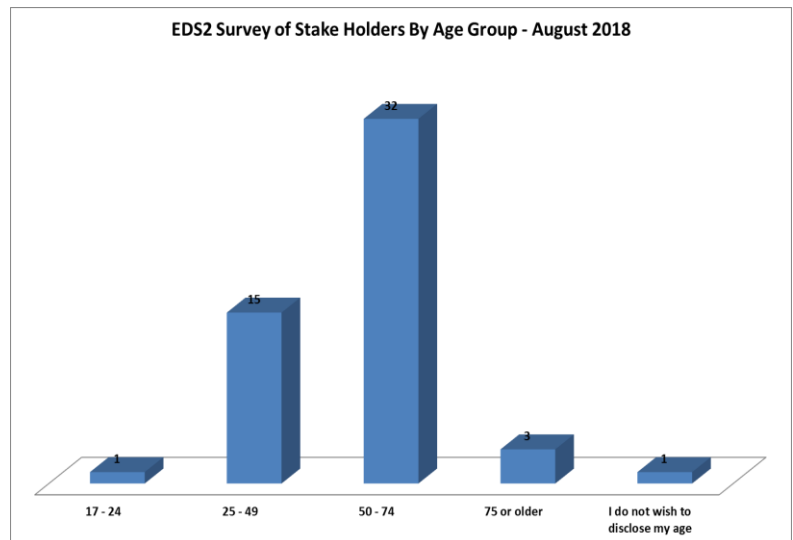
Becoming involved

If you would like to know more about what we are doing to progress equality and diversity, have any queries about the Equality Delivery System 2 or would like to share your views through being part of our programme of engagement we would very much like to hear from you. You are welcome to contact the Equality and Diversity Manager.

Dorset HealthCare EDS2 Local Interest Survey Equality Analysis – August 2018

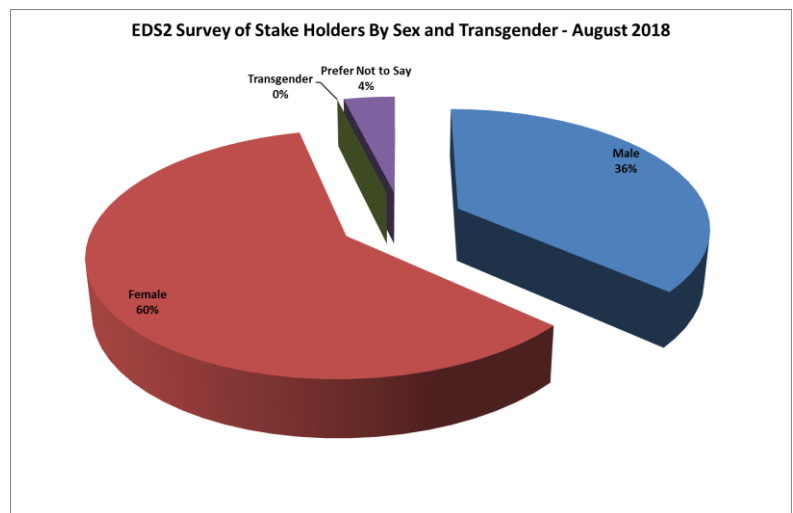
1. By Age

Age	Head Count	%
17 - 24	1	2%
25 - 49	15	29%
50 - 74	32	62%
75 or older	3	6%
I do not wish to disclose my age	1	2%
Total	52	



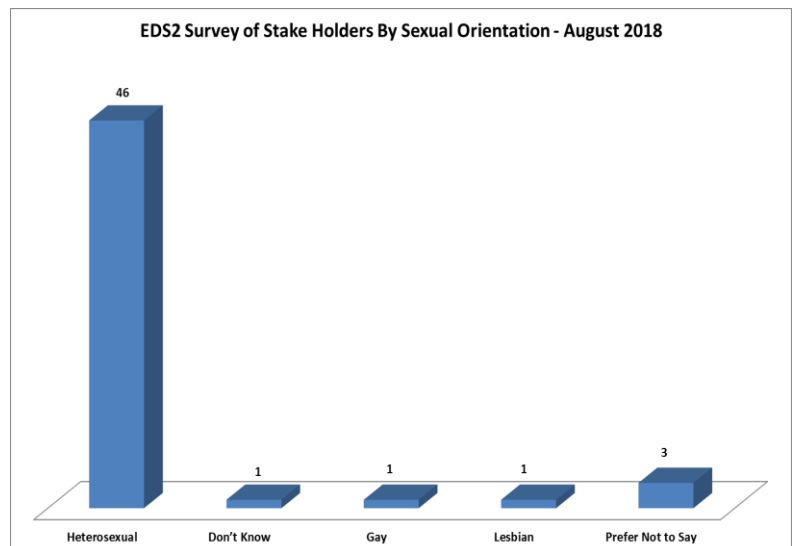
2. By Sex

Gender	Head Count	%
Male	19	37%
Female	31	60%
Transgender	0	0%
Prefer Not to Say	2	4%
Total	52	



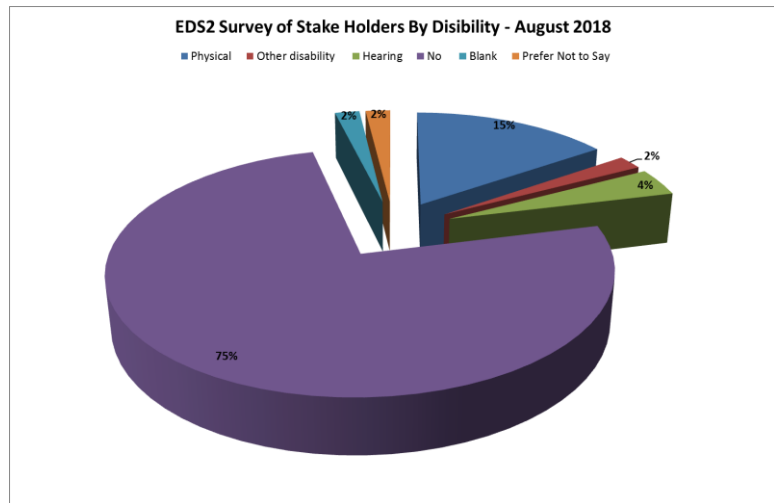
3. By Sexual Orientation

Sexual Orientation	Head Count	%
Heterosexual	46	88%
Don't Know	1	2%
Gay	1	2%
Lesbian	1	2%
Prefer Not to Say	3	6%
Total	52	



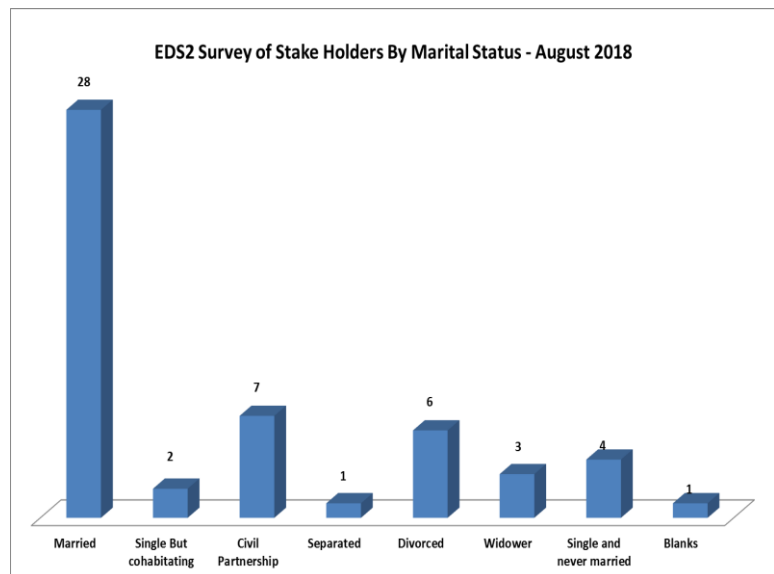
4. By Disability

Disability	Head Count	%
Physical	8	15%
Other disability	1	2%
Hearing	2	4%
No	39	75%
Blank	1	2%
Prefer Not to Say	1	2%
Total	52	



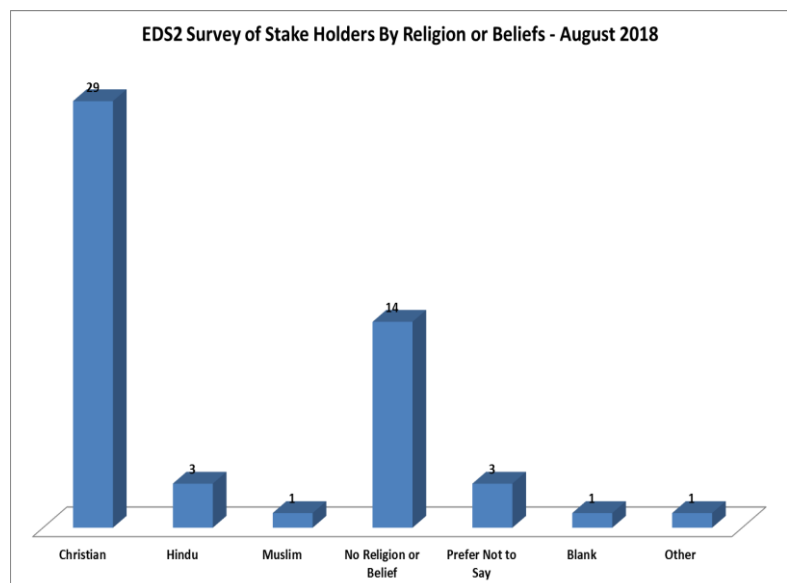
5. Marital Status

Marital Status	Head Count	%
Married	28	54%
Single But cohabitating	2	4%
Civil Partnership	7	13%
Separated	1	2%
Divorced	6	12%
Widower	3	6%
Single and never married	4	8%
Blanks	1	2%
Total	52	



6. Religion or Beliefs

Religion or Beliefs	Head Count	%
Christian	29	56%
Hindu	3	6%
Muslim	1	2%
No Religion or Belief	14	27%
Prefer Not to Say	3	6%
Blank	1	2%
Other	1	2%
Total	52	

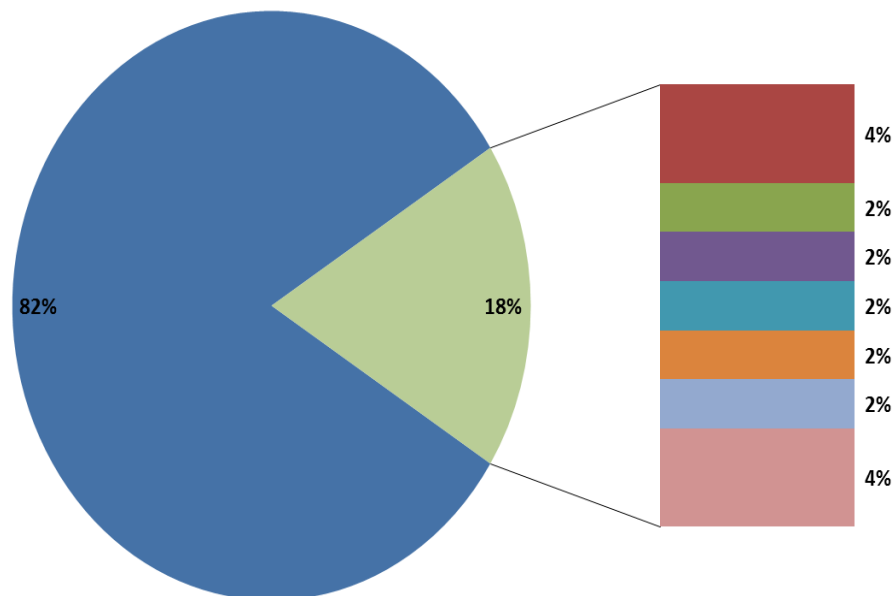


7. By Ethnicity

Ethnicity	Head Count	%
White British	41	79%
Asian or Asian British - Indian	2	4%
Black or Black British - African	1	2%
Black or Black British - any other Black background	1	2%
Black or Black British - Caribbean	1	2%
Mixed Ethnic Background - any other mixed background	1	2%
White - any other White background	1	2%
Blanks	2	4%
Prefer not to say	2	4%
Total	52	

EDS2 Survey of Stake Holders By Ethnicity - August 2018

- White British
- Asian or Asian British - Indian
- Black or Black British - African
- Black or Black British - any other Black background



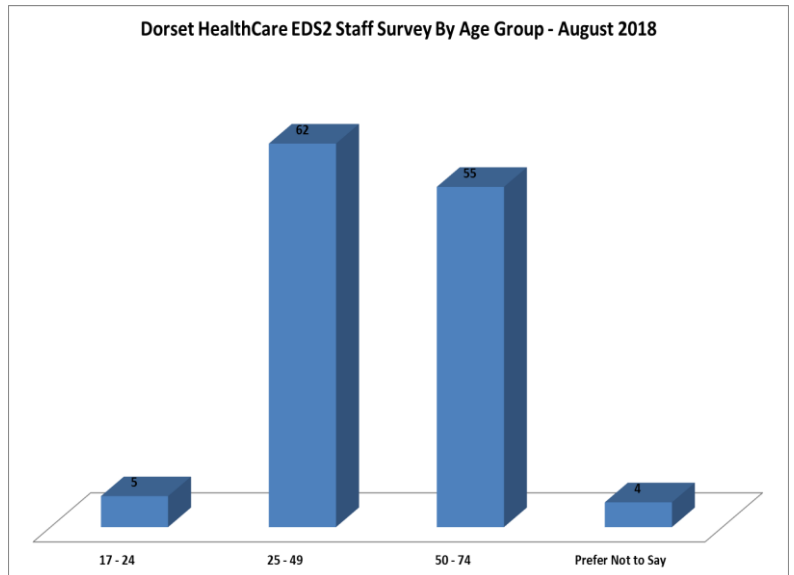
What the Survey Told Us – Service Users, Local Interest groups and Carers

Objective	Equality Outcome	Service Users, Local Interest Groups and Carers	Priority
Objective 1 Better health outcomes The NHS should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results	1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities.	38%	56%
	1.2 Individual people's health needs are assessed and met in appropriate and effective ways.	37%	48%
	1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed.	38%	35%
	1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse.	48%	65%
	1.5 Screening, vaccination and other health promotion services reach and benefit all local communities.	42%	35%
Objective 2 Improved patient access and experience The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience	2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds.	42%	58%
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care.	40%	50%
	2.3 People report positive experiences of the NHS.	38%	42%
	2.4 People's complaints about services are handled respectfully and efficiently	40%	35%

Dorset HealthCare EDS2 Staff Survey Equality Analysis – August 2018

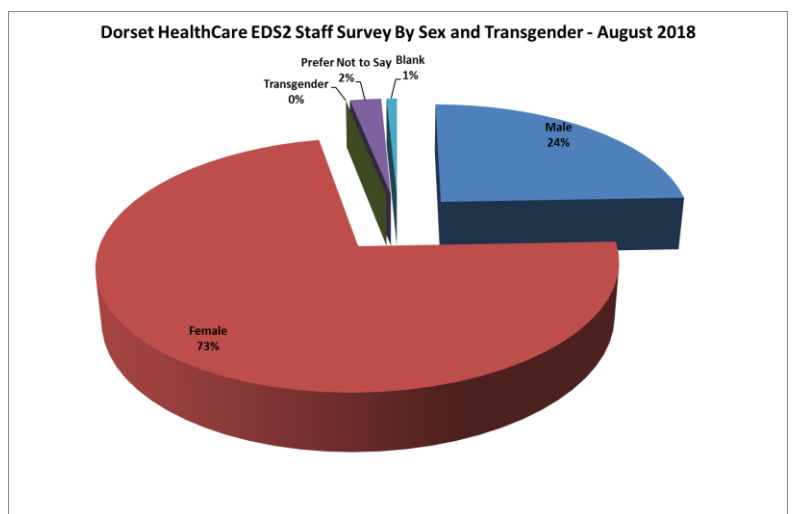
1. By Age

Age Group	Head Count	%
17 - 24	5	4%
25 - 49	62	49%
50 - 74	55	43%
Prefer Not to Say	4	3%
Blank	1	1%
Total	127	



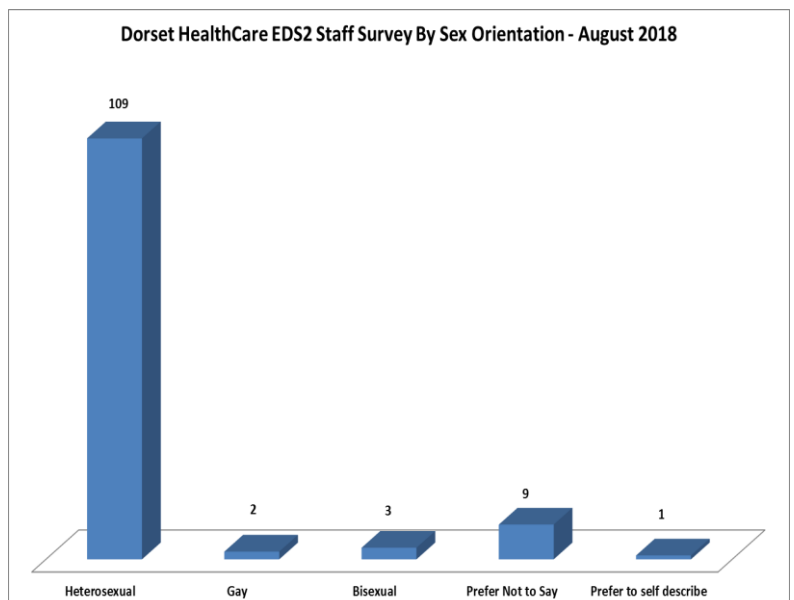
2. By Sex

Gender	Head Count	%
Male	31	24%
Female	92	72%
Transgender	0	0%
Prefer Not to Say	3	2%
Blank	1	1%
Total	127	



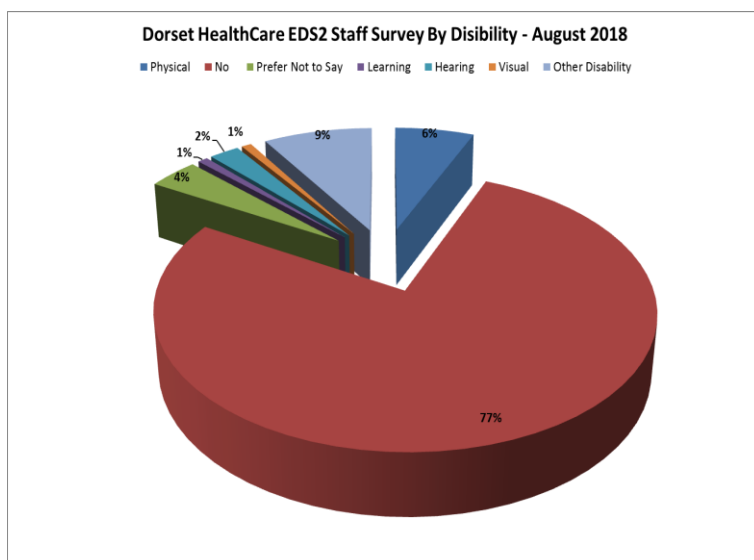
3. By Sexual Orientation

Sexual Orientation	Head Count	%
Heterosexual	109	86%
Gay	2	2%
Bisexual	3	2%
Prefer Not to Say	9	7%
Prefer to self-describe	1	1%
Blank	3	2%
Total	127	



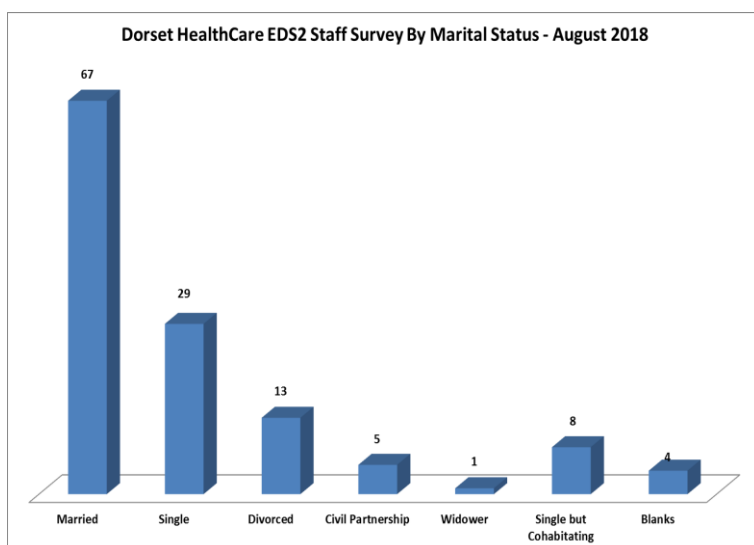
4. By Disability

Disability	Head Count	%
Physical	8	6%
No	98	77%
Prefer Not to Say	5	4%
Learning	1	1%
Hearing	3	2%
Visual	1	1%
Other Disability	11	9%
Total	127	



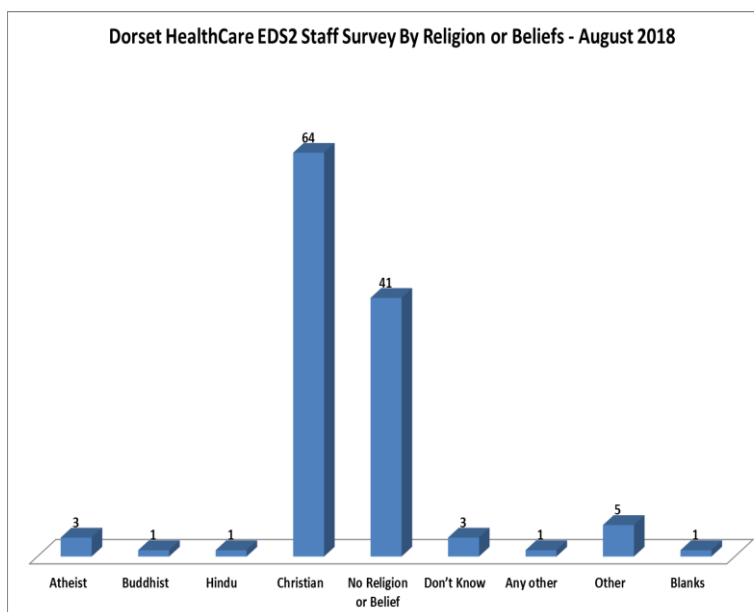
5. Marital Status

Marital Status	Head Count	%
Married	67	53%
Single	29	23%
Divorced	13	10%
Civil Partnership	5	4%
Widower	1	1%
Single but Cohabiting	8	6%
Blanks	4	3%
Total	127	



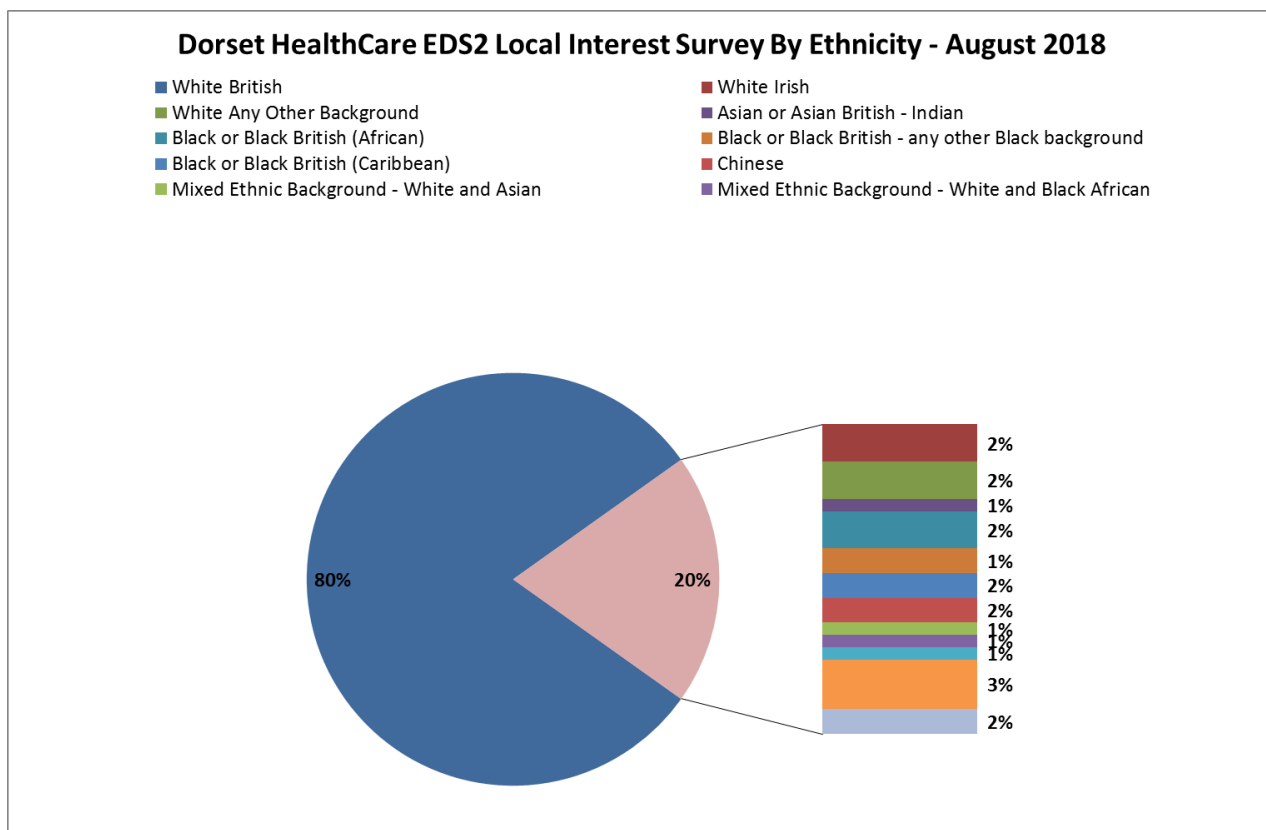
6. Religion or Beliefs

Religion or Beliefs	Head Count	%
Atheist	3	2%
Buddhist	1	1%
Hindu	1	1%
Christian	64	50%
No Religion or Belief	41	32%
Don't Know	3	2%
Any other	1	1%
Other	5	4%
Blanks	1	1%
Prefer not to Say	7	6%
Total	127	



7. By Ethnicity

Ethnicity	Head Count	%
White British	102	80%
White Irish	3	2%
White Any Other Background	3	2%
Asian or Asian British - Indian	1	1%
Black or Black British (African)	3	2%
Black or Black British - any other Black background	2	2%
Black or Black British (Caribbean)	2	2%
Chinese	2	2%
Mixed Ethnic Background - White and Asian	1	1%
Mixed Ethnic Background - White and Black African	1	1%
Mixed Ethnic Background - White and Black Caribbean	1	1%
Prefer Not to Say	4	3%
Blank	2	2%
Total	127	



What the Survey Told Us – Staff/Board

Objective	Equality Outcome	Staff	Priority
Objective 3 A representative and supported workforce The NHS should 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	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	57%	58%
	3.2 The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	40%	67%
	3.3 Training and development opportunities are taken up and positively evaluated by all staff	38%	52%
	3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	39%	97%
	3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	35%	55%
	3.6 Staff report positive experiences of their membership of the workforce	45%	53%
Objective 4 Inclusive leadership NHS organisations should 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	4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	39%	57%
	4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed	46%	79%
	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	39%	43%

Note:

- 1. A full list of respondents by 'Protected Characteristic' is available on the Dorset HealthCare public Website.**
- 2. Where possible all identified areas that are undeveloped will be also be a focus in 2019-20 and become a full objective in 2020-21**
- 3. A full explanation of the Grades can be found on the Dorset HealthCare Website.**

David Corbin
Equality and Diversity Manager

10 Jun 2019

Equality Delivery System Objectives Action Plan 2019-20

Objective				
1.4 When people use Dorset HealthCare services their safety is prioritised and they are free from mistakes, mistreatment and abuse.				
<p>This outcome supports the delivery of the following national policies and initiatives:</p> <ul style="list-style-type: none"> ○ NHS Long Term Plan – Doing things differently, preventing illness tackling health inequalities and making better use of data and digital technology Making Sure Everyone Gets the Best Start in life. ○ Delivering World Class care for major health problems ○ Supporting people to age well <ul style="list-style-type: none"> ● NHS Constitution patient and public rights: “The NHS also commits to ensure that services are provided in a clean and safe environment that is fit for purpose, based on national best practice” ● Dorset HealthCare 5 year Strategy 2015 – 2020 including the Strategic Goals – Partnership Working and Participation ● Dorset CCG Clinical Services Review ambitions ● CQC’s key inspection questions: Are services safe? Are services caring? Are services responsive to people’s needs? 				
Sources of evidence for grading may include: JSNAs; Quality Accounts; Healthwatch and PALS; Friends & Family Test; Serious Incident reports; CQC Quality & Risk Profiles				
Other groups: Dorset HealthCare may also wish to assess how well other disadvantaged groups, including “Inclusion Health” groups, fare compared with people overall, where there is local evidence that indicates the need to do so.				
Narrative	Action	Responsibility/Directorate	Completed	Sources of Evidence
Dorset HealthCare should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results	Further development of Public Patient Engagement Groups and looking to work in co-production to develop services moving forward.	Quality Performance Directorate Communications Directorate Equality and Diversity Manager		Dorset HealthCare Strategy 2020 Equality and Diversity Annual Report 2019-20

	To engage a wide range of communities in Dorset in the development of the Trust Strategy and the Transformation of Health Service continues to take effect in Dorset	All Directorates Communications Directorate Equality and Diversity Manager		Dorset HealthCare Strategy 2020 Equality and Diversity Annual Report 2019-20
	To work towards equitable access to a Pan Dorset Translation and Interpretation Service to meet the needs of our diverse population of services users	Quality Performance Directorate Communications Directorate Equality and Diversity Manager		Dorset HealthCare Strategy 2020 Quality Performance Annual Report 2019-20 Equality and Diversity Annual Report 2019-20

Objective

2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds.

This outcome supports the delivery of the following national policies and initiatives:

- NHS Long Term Plan - Doing things differently and Preventing illness, tackling health inequalities and making better use of data and digital technology
 - Making Sure Everyone Gets the Best Start in life.
 - Delivering World Class care for major health problems
 - Supporting people to age well
- NHS Constitution patient and public rights: “You have the right to access NHS services. You will not be refused access on unreasonable grounds” and “You have the right to expect your NHS to access the health requirements of your community and to commission and put in place the services to meet those needs as considered necessary.”
- Dorset HealthCare 5 year Strategy 2015 – 2020 including the Strategic Goals – Performance and Information Reporting
- Dorset CCG Clinical Services Review ambitions
- CQC’s key inspection question: Are services responsive to people’s needs?

Other groups: Dorset HealthCare may also wish to assess how well other disadvantaged groups, including “Inclusion Health” groups, fare compared with people overall, where there is local evidence that indicates the need to do so

Narrative	Action	Responsibility/Directorate	Completed	Sources of Evidence
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Dorset HealthCare should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience	To work to monitor and report on the implementation of the Accessible Information Standard (AIS) to ensure information on patient needs is requested, recorded and shared in line with the AIS. This information should be used to improve Patient and Carer experiences of accessing Dorset HealthCare Services.	Dorset Care Record Quality Performance Directorate Communications Directorate Equality and Diversity Manager		Equality and Diversity Annual Report 2019-20
	To continue to work with Dorset Council with the implementation and roll out of the Dorset Care Record as a tool to improve patient outcomes and permit sharing of relevant information across Health and Social Care Services.	Dorset Care Record Quality Performance Directorate Communications Directorate Equality and Diversity Manager		Equality and Diversity Annual Report 2019-20

Objective

3.4 When at work, Dorset HealthCare staff are free from abuse, harassment, bullying and violence from any source.

This outcome supports the delivery of the following national policies and initiatives:

- NHS Long Term Plan – Backing our workforce, making better use of data and digital technology and Getting the most out of taxpayers’ investment in the NHS
- NHS Constitution pledge: “NHS Constitution Staff rights: “To expect reasonable steps are taken by the employer to ensure protection from less favourable treatment by fellow employees, patients and others (e.g. bullying or harassment).”
- Dorset HealthCare 5 year Strategy 2015 – 2020 including the Strategic Goals – Staffing, Organisational Development and Our People
- Dorset CCG Clinical Services Review ambitions
- CQC’s key inspection question: Are services well led?
- The principles, objectives and requirements of the Human Resources Transition Framework (2011) This outcome supports delivery on the staff rights and pledges of the NHS Constitution

The NHS Constitution : your rights and NHS pledges

The rights are there to help ensure that staff have healthy and safe working conditions and an environment free from harassment, bullying or violence (p.10)
The rights are there to help ensure that staff can raise an internal grievance and if necessary seek redress, where it is felt that a right has not been upheld (p.10)

CQC Essential Standard : outcome as experienced by service user

No equivalent CQC Essential Standard

Narrative	Action	Responsibility/Directorate	Completed	Sources of Evidence
Dorset HealthCare should 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	To continue to improve the Trust return on the Annual Staff Survey. Responding to key themes and sharing the results at directorate level for actions.	Communications Directorate		Annual Staff Survey Results
	To meet all the requirements for reporting the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). Monitoring and Reporting the outcomes across the Trust.	Dorset HealthCare Board Equality and Diversity Manager		National WRES and DWES Benchmarking Report Dorset HealthCare WRES and WDES reports and Action Plans signed off at Board Level.
	To look to further develop Staff Training to include more specialised Master Classes on key subjects as a result of feedback and increasing demands on services i.e. Autism and Transgender	Learning and Development Directorate Equality and Diversity Manager		A more detailed analysis of training courses to identify which staff groups are not taking up training offers and to do targeted work on those groups.
	To encourage and support the development of community engagement events to celebrate the diversity of our workforce, increase knowledge and understanding and link in with our local community in Dorset.	Communications Directorate Equality and Diversity Manager Local Stakeholder Groups		Dorset HealthCare Equality and Diversity Steering Group minutes and agendas. Equality and Diversity Annual Report 2019-20

Objective**4.2 Papers that come before the Dorset HealthCare Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed.**

This outcome supports the delivery of the following national policies and initiatives:

- NHS Long Term Plan – Backing our workforce, making better use of data and digital technology and Getting the most out of taxpayers’ investment in the NHS
- Dorset HealthCare 5 year Strategy 2015 – 2020 including the Strategic Goals – Staffing, Organisational Development and Our People
- Dorset CCG Clinical Services Review ambitions
- CQC’s key inspection question: Are services well led?
- EDS2 outcomes in Goals 1 to 3

• **The NHS Constitution Principles:**

- The NHS provides a comprehensive service available to all
- Access to NHS services is based on clinical need, not an individual’s ability to pay
- The NHS aspires to the highest standards of excellence and professionalism
- The patient will be at the heart of everything the NHS does
- The NHS works across organisational boundaries and in partnership with other organisations in the interest of patients, local communities and the wider population
- The NHS is committed to providing best value for taxpayers’ money and the most effective, fair and sustainable use of finite resources and pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population
- The NHS is accountable to the public, communities and patients that it serves.

Narrative	Action	Responsibility/Directorate	Completed	Sources of Evidence
<p>Dorset HealthCare should 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>To support the work of the Freedom To Speak Up Guardians in identifying staff and patients at risk.</p>	<p>Lead Freedom to Speak up Guardian Freedom to Speak up Guardians</p>		<p>National Freedom to Speak Up Report Dorset HealthCare Freedom to Speak up Guardians Annual Report</p>
	<p>To review and sign off the Trust Workforce Race Equality Standard Report, Workforce Disability Equality Standard Report and Gender Pay Gap Report. Agreeing Action Plans and the way forward.</p>	<p>Dorset HealthCare Board Equality and Diversity Manager</p>		<p>National WRES and DWES Benchmarking Report Dorset HealthCare WRES and WDES reports and Action Plans sign off at Board Level.</p>

	To continue to review and promote the work of the Equality and Diversity Steering Group and to participate in community engagement events where they have a special interest.	HR Directorate Communications Directorate Learning and Development Directorate Equality and Diversity Manager		Dorset HealthCare Equality and Diversity Steering Group minutes and agendas. Equality and Diversity Annual Report 2019-20
	To continue to support and engage with the development of the Staff Networks. Taking opportunities to attend meetings or events where possible.	Learning and Development Directorate Communications Directorate Occupational Health Local Stakeholder Groups		A more detailed analysis of training courses to identify which staff groups are not taking up training offers and to do targeted work on those groups. Linking in with the Health and Wellbeing Steering Group and the Staff Wellbeing Steering Group to look at ways of supporting and retaining staff.

This Action Plan will reviewed in September 2019, January 2020 and April 2020