

Equality Standard Roadmap to 2018

Enabling our staff to connect with our vision, values and behaviours

Responding to our quality, safety, operational and financial obligations

Attracting, developing and retaining skilled and committed people

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Equality Act 2010

The protected characteristics contained within the Equality Act 2010 are:



Corporate Equality Objectives 2015/16

Objective	Action
Strategy	Redesign and launch of a brand new equality and diversity strategy 'Equality Standard'
Equality Analysis	Undertake a full review of the current equality and diversity policy and procedure and review clinical and non-clinical policy and procedures to ensure equality and diversity implications are addressed appropriately
Public Sector Equality Duty (PSED)	Compile an up to date Workforce Diversity Scorecard (including WRES) and publish on website and design WRES implementation plan
Learning, Education and Development	Engage with the Learning and Development team to review current E&D training and launch Diversity Moments initiative
Communication and Marketing	As part of a communication and marketing plan of the E&D service re-design at Solent, we will review and update the information published on the Trust website to ensure we respond to our legal and regulatory requirements

Equality Standard

What is the 5 point integration plan for equality and diversity?

Integration criteria	Improving our EDS2 performance
1. Equality Impact Group (EIG)	Governance and Reporting
2. Equality Standard	Organisational and Cultural Development
3. VOX POP	Workforce and Customer Engagement
4. Diversity Moments	Learning, Education and Development
5. Diversity Scorecard	Employee Relations Performance

Equality Standard Award

The Equality Standard is designed to mainstream equality and diversity in everything we do and offer incremental recognition of improvement with three levels of award: bronze, silver and gold.

The Equality Standard toolkit includes a guidance document outlining standard criteria and a Provider Compliance Assessment (PCA) to record evidence.

Bronze

- A bronze award recognises that the Division has a solid foundation for eliminating unlawful discrimination and developing an inclusive culture that values all staff.

Silver

- In addition to the requirements for a bronze award, a silver award recognises a significant record of activity and achievement by the Division in promoting equality and diversity and in addressing challenges across the Division.

Gold

- As the charter mark progresses we will provide detailed descriptions for what is required at gold level

Equality Standard Objectives and Actions

Equality Objective 1: Better health outcomes for all

- **Quality, safety and operational obligations**
- Joint Strategic Needs Assessment (JSNA)
- Delivering person centred care - a diversity roadmap

Equality Objective 2: Improving patient access and experience

- **A great patient experience**
- Improving diverse patient insight and engagement
- Involving protected groups in the planning, delivery and evaluation of services

Equality Objective 3: Empowered, engaged and supported staff

- **Living our vision values and behaviours**
- Diversity Moments - learning, education and development
- Improving employee relations

Equality Objective 4: Inclusive leadership at all levels

- **Positive Leadership and Coaching**
- Improving workforce cultural capability
- Demonstrating inclusive behaviours

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