

CLCH Promoting Equality and Tackling Inequality Strategy 2021-25

Our strategy for promoting equality & tackling inequality reflects changes in the national, regional and local health policy context, along with a renewed focus on health and workplace inequalities due to the COVID-19 pandemic. We aim to enable values-based cultural change in which equality, diversity and inclusion become part of everything we do and is embedded at every level of our organisation. Our ongoing work will be underpinned by the principles of effective leadership, partnership, collaboration and enablement. Our strategy focusses on four priority areas detailed within the strategic campaigns below.

EXTERNAL CHANGES:

There are a number of legal requirements, national standards and contractual obligations that the Trust must meet to eliminate discrimination, and advance equality and cohesion

The NHS Constitution commits to services for all regardless of characteristics of circumstances

NHS Long Term Plan – emphasises the need for employers to be flexible and responsive

NHS People Plan – Pledged to build a 'compassionate and inclusive culture'

COVID-19 – Phase 3 Letter requires a focus on impact on different communities and staff, and lessons learned.

Implementation



Access to services

Our Outcome:

All services show equal access to services in terms of protected characteristics (analysed by waiting times and take up in case of self-referrals).

We will:

- Protect the most vulnerable from COVID
- Restore NHS services inclusively develop digitally-enabled care pathways
- Prioritise preventative programmes which engage those at greatest risk of poor health outcomes
- Record and review patient ethnicity and all other protected characteristics to monitor and respond to trends related to inequality

Governance via: Quality Committee



Workforce Equality

Our Outcome:

Better staff experiences reflected in equal and improved staff survey results. Better outcomes reflected in recruitment, retention and promotion data.

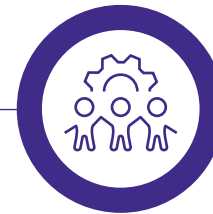
We will:

- Promote a positive culture for our staff and protect them from unacceptable behaviour internally and externally
- Enable career progression for all through targeted improvement initiatives to address disproportionality
- Promote representation and the voice of staff at all levels

Governance via: People Committee



Equality Group: Monitoring implementation of the Strategy and campaign plans.



Understanding our Communities

Our Outcome:

Reduction in health inequalities for targeted groups (where we have identified we need to improve outcomes for targeted groups, such as areas of deprivation).

We will:

- Prioritise areas for intervention relating to evidence of disproportionality in health outcomes
- Enable our staff to develop the skills and knowledge to understand equality, diversity and inclusion
- Share learning and best practice through the Hub and quarterly seminars
- Prioritise preventative programmes targeted at those at greatest risk of poor health outcomes
- Ensure robust community engagement is in place to ascertain qualitative feedback on experience and effectiveness of service provision

Governance via: Quality Committee



Our Role as an Anchor Organisation

Our Outcome:

Evidence of positive impact on local communities served by Trust through targeted employment, procurement and estates initiatives.

We will:

- Develop the culture to reflect the ethos and principles of an Anchor organisation
- Commit to recruiting to our workforce from our local communities
- Support our communities through our procurement and spending power

Governance via: Quality Committee



Inequality / Equality Action Teams

Shared Governance Councils

Staff Networks

OUR VALUES:



QUALITY:

We put quality at the heart of everything we do



RELATIONSHIPS:

We value our relationships with others



DELIVERY:

We deliver services we are proud of



COMMUNITY:

We make a positive difference in our communities