

Equality Objectives Plan 2017/18

No	Equality Objective	Progress	U	D	A	E
1	To increase the representation of black and minority ethnic (BME) staff	<p>A task and finish group was established in response to a board paper in June 2016 outlining findings in the Workforce Race Equality Standard (WRES). This has now become a WRES action plan group. Minutes of progress are available. Progress has included changes made to process by the recruitment manager; hosting a pre-employment programme attended by BME staff; exploring opportunities through the apprenticeship programme and opportunities via the volunteer manager. Agreed a local objective of 1% increase in BME staff in the workforce per year for the next 5 years.</p> <p>A 'Listening into Action', Big Conversation Event held in February 2017 highlighted some of the challenges faced by BME staff at Alder Hey. Three priorities were identified that will form part of a refreshed WRES action plan.</p> <p>Metrics to monitor profile i.e. increase in the number of BME staff, progression and experience of BAME staff will be monitored bi-monthly from April by the Workforce, Organisational and Development Committee (WOD).</p>				
2	To improve the experience of families with learning disability/autism	Please see the Learning Disability (LD) and/ or Autistic Spectrum Condition (ASC) CQUIN milestone plan and quarterly responses. Progress has been made following the appointment of a consultant LD liaison nurse in October 2016.				
3	To improve the involvement of staff and patient stakeholders	<p>Progress is underway to improve engagement with the wider community supported by joint working with commissioners and other local Trusts to respond to EDS2 in 2017/18</p> <p>The Equality Lead is a member of the Community Advisory Group (CAG) operated by the Liverpool Metropolitan Police Force. The Equality Lead shares information and seeks support from this group made up of voluntary sector organisations.</p> <p>A cultural event was held in September 2016 inviting community leaders to meet with the spiritual care team in the sanctuary and tour the new hospital facility. Staff and community leaders helped provide information for families of different faiths that was shared in wards, outpatients and ED and is available on the website.</p> <p>Progress has been made to establish a Black and Minority Ethnic Network to engage with this group of staff and understand their priorities.</p>				

Equality Objectives Plan 2017/18

4	To improve the quality of staff data	<p>The self-service aspect of the electronic staff record to enable staff to directly input their personal information including information relating to their protected characteristics is expected to be rolled out in 2017/18.</p> <p>The head of organisational development will explore how the Trust can more broadly monitor non-mandatory training by protected characteristic in 2017/18.</p>				
5	To improve the quality of patient data	<p>Please refer to the patient profile action plan supported by the quality lead. This was preceded by an equality demographics paper taken to clinical quality steering group (CQSG) in January 2017 and annual patient profile report.</p> <p>Collaborative project identification document (PID) combining the need for patient information relating to equality demographics, learning disability and communication preferences presented to CQSG. A number of meetings took place with learning disability flagging system being progressed.</p> <p>The accessible information standard lead undertook a survey to establish how receptionist and PCOS would initially engage with patients/parents/carers to identify their communication preference and results presented to a workshop. Categories to record communication preferences identified and distributed to IM&amp;T.</p>				
6	To ensure equality is embedded through the quality strategy	<p>Progress made in the last 12 months will be reflected in future plans in the quality account.</p>				
7	To broaden opportunities for equality training	<p>Four sessions of face to face cultural competency training has been made available Trust-Wide in addition to e-learning training. The face to face sessions have been well attended.</p> <p>BAME staff, recruitment manager and E&amp;D lead have attended unconscious bias training which will be used in future plans.</p> <p>Equality Analysis E-Learning Training has been purchased and piloted in preparation for implementation.</p> <p>Equality and Diversity is included as part of in-house line management training and student nurse induction.</p>				