

Equality, Diversity & Inclusion Action Plan 2020 to 2023

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Objective	Actions	Timescale	Owner
<p>1. Staff Networks – We will continue to support our staff networks as a safe way for staff to have peer support and open conversations.</p>	<ul style="list-style-type: none"> • Promote membership of our staff networks more widely across the Trust using posters, email communication and development of dedicated web page with information on staff networks • Establish focus groups with staff network representatives to review policies, trust equalities action plans and contribute to the development of strategies to tackle areas of identified inequalities 	<p>January 2021</p> <p>January 2021</p>	<p>EDI Lead, Staff network Leads and Head of Communications</p> <p>EDI Lead, Staff network Leads and Head of Communications</p>
<p>2. Lived experience – Listen to and act on the lived experiences of our staff.</p>	<ul style="list-style-type: none"> • Hold regular listening events to hear the lived experiences of staff and run a series focusing on various staff groups including BAME and disabled staff • Ensure any issues raised from listening events are addressed by investigating further where 	<p>Ongoing</p>	<p>EDI Lead, Assistant Director of Health, Wellbeing & Equalities, Head of Communications</p>

	necessary and feeding this back to the Equality, Diversity & Inclusion Committee for action planning		
3. Inclusive patient access – ensure that EIA is a robust process offering assurance and opportunities that address inequalities in access to services.	<ul style="list-style-type: none"> Establish an EIA review group and offer support and training for members. Membership should, in so far as is possible, include staff members able to bring a LD, AI, BAME, safeguarding, chaplaincy, Dementia, patient experience perspective. 	November 2020 and ongoing	EDI Lead, Patient Experience Team.
4. Inclusive patient feedback – collect data on protected characteristics (where feasible / appropriate) and understand perspectives of seldom heard groups.	<ul style="list-style-type: none"> Request demographic breakdown for National Survey data where is feasible (to include ethnicity). Ensure demographic data is collected on all patient surveys carried out across the Trust. Work with Healthwatch partners on projects to capture experiences of seldom heard groups. 	<p>November 2020</p> <p>November 2020 onwards</p> <p>Spring 2020</p>	<p>Patient Experience Team.</p> <p>User groups/patient partners</p>

<p>5. Inclusive patient involvement</p>	<ul style="list-style-type: none"> • Utilise the enhanced capacity in the Patient Experience to further diversify patient involvement. This includes expertise of a newly appointed LD practitioner, as well as additional capacity in the dementia and delirium team and the patient experience team (as of winter 2020). • Continue to maintain the database patient involvement initiatives established for the 2019/20 quality priority. 	<p>November 2020 onwards</p> <p>Ongoing</p>	<p>Patient Experience Team and Quality Improvement Team.</p>
<p>6. Accessible information</p>	<ul style="list-style-type: none"> • Utilise enhanced capacity in the patient experience team (as of winter 2020) to continue to identify and flag people with an accessible information need. • Establish a consistent process for responding to the most commonly identified requests. 	<p>March 2021</p> <p>March 2021</p>	<p>Patient Experience Team.</p>

<p>7. Safeguarding of Vulnerable Adults</p>	<ul style="list-style-type: none"> • Implementation of appropriate national and local recommendations for the management of patients affected by mental health difficulties, learning disabilities, domestic violence and suicide prevention • Promoting compliance with legal frameworks and procedures (Mental Capacity Act 2005 and Deprivation of Liberty Safeguards) in the management of care for vulnerable adults 	<p>Sep 2021</p>	<p>Safeguarding Adults Team</p>
<p>8. London Workforce Race Equality Strategy – implement the recommendations of the <i>London Workforce Race Equality Strategy 2020 valuing difference. Improving care.</i></p>	<p>Review current trust position against recommendations in final London strategy (published 1/10/20)</p> <p>Work collaboratively with South West London colleagues to deliver recommendations at Integrated Care System level where indicated in the London report</p>	<p>End of October 2020</p> <p>Commence October 2020; completion as indicated in final London report.</p>	<p>Interim AD, Health Wellbeing & Equalities</p> <p>Interim AD, Health Wellbeing & Equalities</p>

<p>9. Leadership - Develop Inclusive and compassionate Leadership to support a diverse workforce</p>	<p>Continue provision of compassionate leadership training for all managers.</p> <p>Develop specific leadership courses for BAME staff to support career development.</p> <ul style="list-style-type: none"> • Draft content designed • Agreed with stakeholder groups • Nominations agreed and first cohort launched <p>Update manager guidelines to re-focus on inclusive leadership and responsibilities for equality and diversity in particular relation to recruitment and selection.</p> <p>Ensure access for all managers to coaching and mentoring training to support staff development.</p>	<p>Re-launched September 2020; programme ongoing</p> <p>November 2020 and ongoing</p> <p>Completed</p> <p>November 2020</p> <p>Spring 2021</p> <p>November 2020</p> <p>November 2020</p>	<p>Head of Training and Development</p> <p>Interim Assistant Director Health, Wellbeing & Equalities, Assistant Director Workforce Development</p> <p>Associate Director Workforce Ask HR Team</p> <p>Interim Assistant Director Health, Wellbeing &</p>
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10. Health and Wellbeing	<p>Audit health and wellbeing offers to ensure fair access to all staff. Relaunch of Employee Assistance Programme to promote availability of BAME counsellors</p> <p>Embed Covid-19 risk assessment process for all new staff.</p> <p>Design interventions with Occupational Health service to support staff with increased Covid-19 vulnerability in particular BAME staff and staff with disabilities.</p>	<p>October 2020</p> <p>October 2020</p> <p>October 2020</p> <p>October 2020</p>	<p>Interim AD, Health Wellbeing & Equalities</p> <p>Interim AD, Health Wellbeing & Equalities</p> <p>Deputy Director of Workforce/Recruitment Hub Team</p> <p>Occupational Health Manager</p>
11. Equality Outcomes	<ul style="list-style-type: none"> • Ensure Trust compliance with statutory and mandatory reporting and development and implementation of action plans for: <ul style="list-style-type: none"> ➤ Workforce Race Equality Standard (WRES) ➤ Workforce Disability 	Ongoing	EDI Lead, Head of Workforce Projects

		<p>Equality Standard (WDES)</p> <ul style="list-style-type: none"> ➤ Gender Pay Gap <ul style="list-style-type: none"> • Implementation of the Equality Delivery System 2 (EDS2) as mandated to support the Trust's delivery on the Public Sector Equality Duty 	<p>March 2021</p>	
12.	Speaking Up	<ul style="list-style-type: none"> • Provide Active Bystander Training for all staff to support staff in having the confidence to step up and make interventions • Launch a campaign to recruit Freedom to speak up champions to support the Freedom to Speak Up Guardian and be a link for staff to discuss and raise any concerns they may have 	<p>Completed by March 2021</p> <p>December 2020</p>	<p>Interim AD, Health Wellbeing & Equalities</p> <p>Interim AD, Health Wellbeing & Equalities, EDI Lead</p>

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