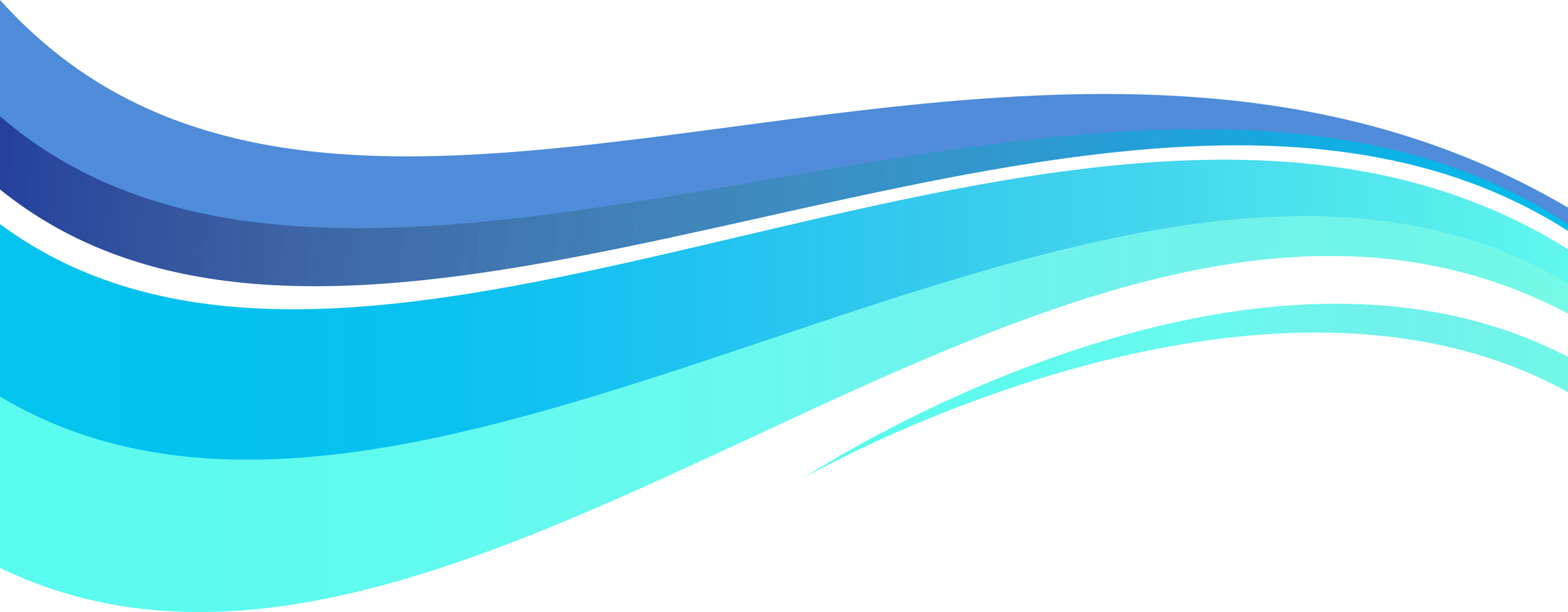


**Six Point Action Plan for Equality**

**2020 – 2021**





http://nww.bridgewater.nhs.uk/corporate/Documents/Templates/Logos/Quality%20first%20and%20foremost%20strapline.jpg



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Description** | **Lead** | **Target** | **Completion Date** |
| **Data** | | | | |
| **ESR** | Enable and sustain self-reporting of equality data on ESR – particularly ethnicity, disability and sexual orientation | Workforce and HR | * Reduce the disability unknown percentage by 5% - down to 18% * Reduce the ethnicity unknown percentage by 3% - down to 2.08% * Reduce the sexual orientation unknown percentage by 5% - down to 23% | March 2021 |
| **Equal Pay Audit** | 1. Undertake an equal pay audit (gender), looking particularly at:  * Bands 8a and above * Medical and Dental  1. Develop a gender balance pyramid for Executives and senior leadership | Workforce  EDI | n/a | March 2021  March 2021 |
| **Leavers** | Continue and develop use of leavers exit interview forms | Workforce and HR | 20% of leavers completing exit interview forms | March 2021 |
| **SystmOne/EMIS** | 1. Develop Accessible Information Standard compliance project plan (to also include military veterans and carers) 2. Tailor and ratify Merseyside and Cheshire draft reasonable adjustments for patients policy and procedure | Chief Operating Officer (delegated as appropriate) - supported by EDI | n/a  Approved policy and procedure | December 2020  March 2021 |
| **Leadership & Accountability** | | | | |
| **NHSI Culture and Leadership Programme** | Self-assessment against NHSI’s programme | Associate Director – OD |  | December 2020 |
| **Board Development Plan** | Develop Board EDI development plan for 2020-2021. Including race equality learning, unconscious bias and cultural competency | EDI – supported by Director for W&OD | n/a | October 2020 |
| **WRES: A Model Employer** | Develop and publish new stretch targets for WRES: A Model Employer based on new deadlines dates | Board – supported by EDI | TBC | October 2020 |
| **Reciprocal Mentorship** | Develop options for reciprocal mentorship scheme in Bridgewater for Board and senior leaders | EDI – supported by Director for W&OD | n/a | October 2020 |
| **RECAP** | Deliver RECAP project | EDI |  | March 2021 |
| **WRES Experts** | Commit to two applications for next WRES Experts programme | Board |  | TBC |
| **Race At Work Charter** | Roll out Charter across Trust | EDI |  | October 2020 |
| **EDI training** | Develop EDI training packages for:   * EDI Awareness module – all staff/teams * EDI Leadership in Action Module | EDI | n/a | December 2020  December 2020 |
| **Creating an inclusive culture** | | | | |
| **Bridgewater Anti-Bullying and Harassment (BABAH)** | Refresh the BABAH campaign for 2020 – 2021 | BABAH Task and Finish Group | Improved reporting via online form and app, by 20% | March 2021 |
| **Zero Tolerance** | Develop and deliver zero tolerance to racism, disablism, homophobia, transphobia and religious hate project | Zero Tolerance Task and Finish Group | Improved reporting via Ulysses  Improved NHS Staff Survey scores | March 2021  March 2022 |
| **Race Equality Champions** | Deliver training package for volunteer Race Equality Champions | EDI – supported by L&OD | Improved NHS Staff Survey scores | March 2022 |
| **Disability Ambassadors** | Develop a proposal for volunteer Disability Ambassadors across the Trust, based on the RCN Cultural Ambassadors programme | EDI – supported by L&OD and Director of W&OD | Improved NHS Staff Survey scores | March 2022 |
| **Cultural/Diversity Celebration** | 1. Develop first annual Cultural Diversity Celebration Week 2. Continue communications around annual religious and cultural celebrations and observances 3. Continue communications around LGBT+ and disability awareness events | Race Inclusion Network Task and Finish Group  EDI  EDI and Staffside | Improved NHS Staff Survey scores | March 2022  Ongoing  Ongoing |
| **Navajo Re-assessment** | Re-assessment of Navajo Charter for LGBT+ | EDI – supported by Board and Staffside | Successful re-accreditation | December 2020 |
| **Disability Confident Re-assessment** | Re-assessment of Disability Confident Employer accreditation | EDI – supported by Board and staffside | Successful re-accreditation at level 2 | October 2020 |
| **In My Shoes** | Develop project to raise awareness of race/racism and disability/disablism to support confidence building in talking about these issues | EDI – supported by Race Inclusion Network and (Dis)Ability and Wellbeing Network | Improved NHS Staff Survey scores | March 2021 |
| **FTSU** | Recruit and train diverse FTSU Guardians – particularly BAME staff and staff with disabilities | FTSU Lead |  | December 2020 |
| **Just and Learning Culture** | Develop and deliver Just and Learning Culture programme | Task and Finish Group – supported by EDI | Improved disciplinary data, including in WRES Indicator 3 | TBC |
| **Talent management and career progression** | | | | |
| **Recruitment** | Review and refresh of recruitment policy, processes and training | Workforce and HR – supported by EDI and L&OD |  |  |
| **Reciprocal Mentorship – see Leadership & Accountability** |  |  |  |  |
| **Positive Action** | Develop positive action project plans for improving BAME and Disabled staff representation and development | Workforce and L&OD |  |  |
| **Sharing Information** | Share information regarding the career and training options available across Bridgewater – be the voice of L&OD | EDI |  | Ongoing |
| **PPDR** | Embed talent management, career progression and equality and inclusion discussions in PPDR | EDI and L&OD |  | March 2021 |
| **Supporting staff** | | | | |
| **Risk Assessment** | Continue to risk assess workplaces and staff re Covid 19 through a quality assured process | Board |  | Ongoing |
| **Reasonable Adjustments** | 1. Review Trust arrangements for reasonable adjustment management and provision, and Access to Work 2. Tailor and ratify reasonable adjustments for staff policy and procedure 3. Continue roll out of Employee Adjustment Passport | EDI and Board  HR  HR | Improved NHS Staff Survey scores  50% of known disabled staff to have completed passport | March 2021  March 2021  March 2021 |
| **Health and Wellbeing Conversations** | Develop using national guidance templates and guides for HWB conversations with staff as part of PPDR | People Hub – supported by EDI |  | October 2020 |
| **Staff Networks** | 1. Continue to support the establishment of staff networks for race, disability, LGBT+ 2. Investigate options for women’s network and network for carers | EDI  EDI |  | Ongoing  March 2021 |
| **Bespoke Support** | Continue to provide information on bespoke and tailored support for diverse staff groups via staff networks and internal communications | EDI |  | Ongoing |
| **Supporting communities** | | | | |
| **Engagement** | Develop engagement and consultation strategy for patients and communities | Patient and Public Engagement Group |  | March 2021 |
| **EqIA** | Develop new template EqIA for considering EDI and human rights across the Trust | EDI – supported by Cheshire & Merseyside EDI Consultant |  | March 2021 |
| **Language Interpretation Standard** | Ratify Language Interpretation Quality Standard developed across Cheshire and Merseyside | Finance – supported by EDI | Before commencement of procurement of new language interpretation contract | December 2020 |
| **House Writing Guide** | Review Trust House Writing Guide against accessibility standards and recommendations | Patient Leaflet Group – Supported by EDI |  | March 2021 |
| **Rainbow Badges** | Continue roll out of NHS Rainbow Badges training and pledges | Staffside – supported by EDI | 75% of staff/services pledged | March 2021 |
| **Transgender** | Ratify the Cheshire and Merseyside Gender Re-assignment policy and procedure | CCPG and HRPG – supported by EDI |  | March 2021 - TBC |
| **Reasonable Adjustments – See Data** |  |  |  |  |
| **BSL Provider** | Relook at proposal for utilising St Helens Deafness Resource Centre for BSL interpretation | Finance and EDI |  | March 2021 |
| **LD Standard** | Self-assessment and project planning for national, mandatory LD Standard | Quality Matrons – supported by EDI |  | November 2020 |