

**Equality Action Plan – Services and Communities**

**2022-2023**

| **Action** | **Who** | **By** | **Progress** | **BRAG** |
| --- | --- | --- | --- | --- |
| **Engagement** | | | | |
| Draft organisation signposting/contacts list for community engagement | EDI lead | 30 Sept 2022 |  |  |
| Arrange quarterly lunch and learn sessions for staff to raise awareness of different communities | EDI lead | 31 March 2023 |  |  |
| Support Patient Engagement with seldom reached/health inclusion group information, and equality and inclusion issues as they arise | EDI lead | 31 Mar 2023 |  |  |
| **Language Interpretation** | | | | |
| Procurement of language interpretation provider that meets Quality Standard criteria developed in Cheshire and Merseyside | EDI lead  Procurement | 30 Sept 2022 | To do in relation to BSL and d/Deaf Action Plan for Cheshire and Merseyside:   * Review process for confirming booking to patient requiring * On demand and pre-booked video interpretation in new contract – check that UTC and other ‘drop-in’ services have tech to access, i.e. pad or laptop * Updated communications campaign for new contract * Resources refresh for new contract * Service/patient satisfaction feedback process developed and implemented |  |
| Draft language interpretation policy and submit through governance processes | EDI Lead | 30 Sept 2022 |  |  |
| **Accessible Information Standard** | | | | |
| Draft reasonable adjustments for patients policy and submit through governance processes | EDI lead | 30 Sept 2022 |  |  |
| Review and update Trust House Writing Guide against accessibility standards and recommendations | Patient Leaflet Group | 31 Dec 2022 | To do:   * Review website content accessibility * Update accessibility statement on all standard documents to specify BSL |  |
| Improved use of Browsealoud (or another tool) for service provision of accessible information | EDI lead  Communications | 31 Dec 2022 |  |  |
| Review of patient record systems, and recording/flagging of disability and reasonable adjustments. Develop training/guidance for staff, and communications for patients once implemented. | LD Working Group | 31 Mar 2023 |  |  |
| **Transgender Equality & Inclusion** | | | | |
| Ratify the Cheshire and Merseyside Gender Reassignment policy and procedure for patients. | EDI lead | 31 Mar 2023 |  |  |
| Develop training and awareness plan to support policy publication. | EDI lead | 31 Mar 2023 |  |  |
| **Navajo** | | | | |
| Prepare for and undertake re-assessment of Navajo Charter for LGBT+ | EDI lead  LGBTQIA+ Staff Network | 31 Aug 2022 |  |  |
| Refresh Trust action plan following re-assessment | EDI lead  Navajo | 30 Sept 2022 |  |  |
| **Armed Forces Friendly** | | | | |
| Development of business case | EDI lead | 31 Mar 2022 |  |  |
| Establish connections for Veterans Aware accreditation | EDI lead  Armed Forces Working Group | 30 Jun 2022 |  |  |
| Deliver action plan | Armed Forces Working Group | 31 Oct 2022 |  |  |
| **d/Deaf Action Plan** | | | | |
| *See also Accessible Information and Language Interpretation* |  | | | |
| Establish engagement and consultation with d/Deaf community to understand patient stories/journey. | EDI lead | 31 Dec 2022 |  |  |
| Develop action plan based on findings. | EDI lead  TBC | 31 Mar 2023 |  |  |
| Develop Deaf awareness training proposal for agreement through education governance structure. | EDI lead | 31 Oct 2022 |  |  |