



BOARD EQUALITY, DIVERSITY AND INCLUSION (ED&I) ACTION PLAN 2017-2019

EDS2 Goal 4: Inclusive Governance /leadership (leaders, showing strong and sustained commitment to promoting equality within and beyond organisation. Engaging and responding to the needs of the diverse REGARDS groups).

Governance of plan: assurance of delivery via Equality Forum & Quality Committee.
annual equality report.

Board – six monthly and end of year

	Priority Equality Objective	Target (KPI) & by when	Responsible Executive Lead	Actions Gaining assurance	Timescale & Update October 2017	RAG	Outcome & sources of evidence (crossed reference to equality duties, EDS2 outcomes and WRES)
1	Completion of data (*across the nine protected characteristics/PCs/REGARDS) for a) services and b) workforce	a)Patients 85 % (Ethnicity 90% MHMDS) b)Workforce 85% By March 2018	Mark Powell Acting Chief Operating Officer	1:1) Corporate assurance and position -Establish REGARDS completion/recording baseline for patients. 1:2)Performance management -holding managers to account for improving recording across the 9PCs/REGARDS patients monitored via Individual Divisional Performance Reviews and Performance Dashboard.	BAF ref 3d updated. TMT paper 9/10/17 completed. PARIS system updated Peter Charlton GM 20/10/17 aligned to SOM guidance. Equality monitoring training GMs- 5/12. 7/12 or	Amber	<ul style="list-style-type: none"> • Continuous improvement and steps taken to improve recording across all 9PCs/REGARDS. Data used for service improvement and addressing gaps/barriers in equal access and outcomes. • Holding managers to account for understanding service users and staff • EDS2 grading progressing (triangulation of evidence to support independent EDS2 grading by stakeholders). • Service and workforce REGARDS/9Pcs profiles (evidence for Equality Act

			<p>Amanda Rawlings, Director People & Organisation Effectiveness</p>	<p>1:3) Workforce Race Equality Standard Indicators are tracked and disproportion closed across the 9 indicators. (Year on year improvement Service workforce diversity – monitor via quality visits and Divisional Performance to show improvement in BME across Bands.</p> <p>1:4 Workforce Plan and Leadership & Talent Strategy (improving workforce diversity and ensuring succession ready across the bands). Monitored by People & Culture Committee.</p>	<p>19/12 on hold subject to confirmation by Kath Lane</p> <p>BME staff network action plan aligned to WRES and positive action. 3/11/2017 BME Network Launch date.</p>		<p>2010 and support annual EDS2 positive progress and grading. Statutory information published on DHCFT external website)</p>
--	--	--	--	--	--	--	---

			<p>Carolyn Green Director of Nursing & Quality and Kath Lane, Deputy Director of Operations</p> <p>Amanda Rawlings, Director People & Organisation Effectiveness</p>	<p>1:4) Equality Monitoring : why its important podcast</p> <p>1:5)Annual statutory REGARDS/9PCs performance report by service areas and employment cycle (PSED gaining assurance of fairness processes)</p>	<p>Website updated Next Snapshot date 17/18 data 31/3/2017 Including Gender Pay Reporting</p>		
2	Developing engaging and inclusive leadership	<p>c)100% executives participate in Reverse Mentoring Pilot - mentored by BME Mentee</p> <p>d) 90% Board members have undertaken Board ED&I</p>	<p>Ifti Majid Acting Chief Executive</p> <p>Sam Harrison Director of Corporate Affairs & Trust Secretary</p>	<p>2:1) Adoption of Reverse mentoring pilot programme in partnership with University of Nottingham. Introductory and action planning session with Associate Professor Stacy Johnson, executives and BME Staff Network took place on 7th June, 2017.</p> <p>2:2) Board development attendance and evaluation. Board E, D</p>	<p>100% Executives agreed to be mentored (Sept 2017)</p> <p>BME Mentors to be identified Oct 2017 ('Go live' 3/11/2017)</p> <p>BME Mentor training 29/11/2017 Exec Mentee training Dec 2017 tba</p>	<p>Amber</p> <p>Amber</p>	<ul style="list-style-type: none"> • Inclusive culture, work environment and statutory compliance. Enhanced senior leadership cultural competence and capability. • Equality is advanced and good relations are fostered. • Progressive organisation & best practice. Positive impact on culture and behaviours (understanding and learning from lived experience of BME staff, reduce potential systemic barriers and biases).

	<p>leadership & Equality Impact training.</p> <p>e)10 instances or examples when Board members & senior leaders demonstrate their commitment to equality in past year (EDS2 Goal 4)</p>	<p>Race/Ethnicity Champion – Ifti Majid LGBTQ Champion -Claire Wright, Deaf/d & BSL – Kath Lane, Disability/LTC - Sam Harrison, Older People champion Mark Powell –</p>	<p>& I training 8 attendees (57%) of 14 Board members completed</p> <p>2:3) Executives champion a specific REGARDS group and issues across the Trust.</p>	<p>Annual ED& I review and additional Board equality session due Q4</p> <p>Discussions taking place with Directors to agree assigning to a specific REGARDS group. BME network championed and launched 3/11/2017 action plan developed. LGBT network to be established and email.</p>	<p>Amber</p> <p>Amber</p>	<ul style="list-style-type: none"> Portfolio of tangible examples of regular communication, blogs, reports, presentations, speeches, including quality visits and corporate messages demonstrating commitment & making a difference to REGARDS, Equality, Diversity and Inclusion by Board members and senior leaders to various committees and audiences (EDS2 outcome 4:1 & 4:3) Positive feedback from stakeholders (including workforce). Staff Survey, WRES, FFT.(EDS2 outcome 2:4 & 3.6) WRES standards –positive experience and shift in representative workforce and distribution pattern between white and BME people across the bands
	<p>f) Board representative of local community</p>	<p>Carolyn Maley, Acting Chair,</p>	<p>2:4)Board Diversity mentoring</p> <p>NEXt Director scheme</p>	<p>NED aligned</p>		

				<p>– Carolyn Maley has signed Trust up to mentor potential BME NED (NHS Improvement).</p> <p>Board shadowing opportunity for member from Deaf community – championed by Carolyn Maley, Acting Chair.</p>	<p>to DHCFT.</p> <p>Member of Deaf community attending 1st November 2017 Board. Reasonable adjustments made i.e. BSL Interpreter</p>		<p>including senior leadership positions. Equal and fair access to recruitment, promotion and development (so talented BME people can thrive and robust BME talent pipeline/succession planning for potential BME senior leaders).(Equality Act 2010 duties, WRES indicators 1-9) & EDS outcome 3:1 - 3:6)</p>
3	<p>Allocate corporate resources to progress the equality and inclusion agenda within DCHFT</p>	<p>g) Budget and cost centre by June 2017</p>	<p>Ifti Majid, Acting Chief Executive</p>	<p>3:1) Equality budget set up and resources allocated -(completed)</p> <p>3:2) Programme of diversity events (internal and external) to progress equality and inclusion. Targeted focus groups to help analysis of EDS2 grading with stakeholders. Support for staff diversity networks and annual conference. Reverse mentoring pilot costs. BSL Charter</p>	<p>Completed</p> <p>23/11/2017 Grading date set</p>	<p>Green</p>	<ul style="list-style-type: none"> • Equality & inclusion is advanced and good relations are fostered. Budget agreed. • Use resources to improve and tackle inequalities

				implementation and engagement events. 3:3 Improving mental health of BME people through Reverse Commissioning.	Recommence project group Meeting 13/11/2017	Amber	
4	Demonstration of 'due REGARDS' relating to strategy, policy and decision-making	h) Ten substantive papers that came to the Board and other major committees in the past year demonstrate Equality Impact Risk Analysis (EIRA) taken into consideration and risk managed (related to the three elements of the general duty of the public sector Equality Duty & Brown Principles). By April 2018		4:1 Evidence based decision making: tangible examples of REGARDS wheel prompts and EIRA data used to proactively discuss and tackle variations and inequalities presented at the Board. EIRA Board & key committee papers Audit - equality-related impacts including risks, and said how risks will be managed. Impacts and (EDS outcome 4:2)	Board received training. Audit due February 2018	Amber	<ul style="list-style-type: none"> • Board paper audit as part of evidence in meeting EDS2 Outcome 4:2 • Equality is advanced and good relations are fostered. • Embedding equality and evidence based decision making.
5	Develop refined community	l) Targeted outreach engagement – 9 PCs seldom		5:1 Review 4Es Stakeholder Alliance to support long term sustainable	Equality lead meeting Carer		<ul style="list-style-type: none"> • Executive REGARDS visits and evidence of Board discussion and feedback from

	engagement mechanisms (particularly reaching out to seldom heard/traditionally excluded groups)	heard groups. Each Board member/ Executive aligned to REGARDS strand & visits one group (e.g. LGBT), and feeds issues and needs into Board-90% By April 2018 j)Review of 4Es Stakeholder Alliance in partnership with members of alliance by November 2017		relationships and annual EDS2 grading. 5:2 Targeted outreach plan with traditionally excluded/seldom heard groups of people fed in Board and EDS2 assessment process.	subgroup 6/11/2017 Ryan Whittington Manager LGBT+ contacted 20/10/2017 to arrange meeting		stakeholders (including workforce). <ul style="list-style-type: none"> Equality is advanced and good relations are fostered. Engagement is an intrinsic part of the NHS Equality Delivery System.
6	EDS2 assessment – continuous improvement across the 4 Goals/18 outcomes	n) No red rating (undeveloped) by 31 st March 2018. 70% green (achieving grade) by 2019 and 100% by 2020.	Mark Powel or Carolyn Green	6:1) Integrate into performance reporting.	How do plan to performance manage EDS2 grading date 23/11/2017		<ul style="list-style-type: none"> Annual EDS2 Plan and grading by stakeholders (including workforce). BSL Charter championed and standards embedded. WRES action plan.

