

BSUH NHS Trust Equality Objectives and Activity 2012 - 2016

EDS Goal	EDS Narrative: The NHS is asked to	BSUH Equality Objective	Activity for BSUH
1. Better health outcomes for all	Achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results	Increase Patient Profiling	<ol style="list-style-type: none"> 1. Wards/Departments to improve patient monitoring data declarations <ol style="list-style-type: none"> a. Wider distribution of "What's it got to do with you?" booklet in patient areas 2. CIU to ensure data collection covers as many of the protected characteristics as practicable <ol style="list-style-type: none"> a. Any KPI/Dashboard reports should be changed to include as many protected characteristics as possible b. CIU to produce and publish an annual service user/patient equality report 3. Divisions to review equality monitoring KPI/Dashboard reports to look for any inequity that may affect access/attendance by protected characteristic groups. <ol style="list-style-type: none"> a. Identify any under/over representation b. Address the inequalities or barriers c. Publish a "Where we were, what we have done and what we will do" type report

		Improve Public Health Outcomes for Key Protected Characteristics Communities	<ol style="list-style-type: none">4. Linking in with sources such as WHO, take a holistic view on patient care considering some groups are more prone to certain conditions or illnesses5. Review services inline with Brighton and Hove City Council "State of the City Report"6. Review health promotion to ensure they are inclusive and are meeting their patient's diverse needs.7. Deliver robust Equality Impact Analysis on the delivery of services – this should draw on local, regional, national or international research.<ol style="list-style-type: none">a. Establish areas of inequality and develop KPI's with timescales to be reported and performance managed by the divisions periodically.b. Centralised divisional annual report should be produced to be appended to annual patient/service user equality report.
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2. Improved patient access and experience	Improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience	Provide necessary support and information to improve public access to services	8. Review the effectiveness of the services provided by external organisations around interpreting, sign language, translation and advocacy <ul style="list-style-type: none"> a. Periodically promote via Communications these services to staff/patients 9. Embed the “Getting Right” programme with support from Learning Disabilities Liaison Team 10. Patient information must be written in plain English and using Total Communication standards 11. Review Corporate Style Guidelines – ensuring it covers accessibility issues.
		Measuring Patient Experience	12. Measure Patient feedback from Patient’s Voice, with other sources of feedback (Annual Patient Survey, Patient Opinion etc…) <ul style="list-style-type: none"> a. Chart issues, remedies and results for the Communications Department to widely publicise 13. Increase patient representation at relevant panel/group meetings
		Methods of Engaging Local Communities	14. Reflective representation of patients on 3T’s panels 15. Establish clear methodology of engaging and feeding back to local communities <ul style="list-style-type: none"> a. How can we be sure departments are engaging local communities/HOSC inline with Section 242/244 of the NHS Act 2006? b. Specialities to set up service user groups. 16. Raise awareness of staff involved in engagements and communications activities of equality issues to be addressed through their work 17. Caring Café to be rolled out in the Community

3. Empowered, engaged and well-supported staff	<p>Increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients' and communities' needs</p>	<p>Develop and Support BSUH's diverse workforce ensuring it is reflective of the communities served</p>	<ul style="list-style-type: none"> 18. Carry out data collection exercise to improve staff profiling across NHS Sussex 19. Ensure activity is developed to address under representation and lack of progression / development 20. Ensure provision of appropriate staff training at a variety of levels (Board; band 7+; other staff) 21. Ensure staff are aware of HR policies that support work/life balance and value diversity and are able to utilise these arrangements
4. Inclusive leadership at all levels	<p>Ensure that throughout the organisation, equality is everyone's business, and everyone is expected to take an active part, supported by the work of specialist equality leaders and champions</p>		<ul style="list-style-type: none"> 22. Director representation at the EDHR Steering Group <ul style="list-style-type: none"> a. EDSG to performance the objectives in this action plan 23. Board to discuss EDHR issues regularly (must be minuted) 24. Senior Managers to champion/demonstrate what they are doing to promote equality in their respective professions. 25. Board Directors to each lead on a Protected Characteristic