

Southern Health NHS Foundation Trust – Equality and Diversity High Level Summary Plan 2017/18

EDS2/WRES High Level Summary Plan v1 Ricky Somal

Vision and Strategy

Vision

Our aim for equality and diversity is to truly empower our staff and put them at the centre of change, so that they feel safe to raise issues, make changes happen and recommend it as a place to work and to have care and treatment.

Our equality plan will contribute to the delivery of our vision, values and objectives over the next 3 years. It sets out a clear approach that everyone in our organisation will be taking to ensure that we embed equality, diversity and inclusion into everything we do.

This High Level Summary Plan is contained as a chapter of our broader 'Workforce Strategy' to ensure we have the right staff, at the right time with the right skills.

We will enable our staff to connect positively with the vision and values of the organisation:

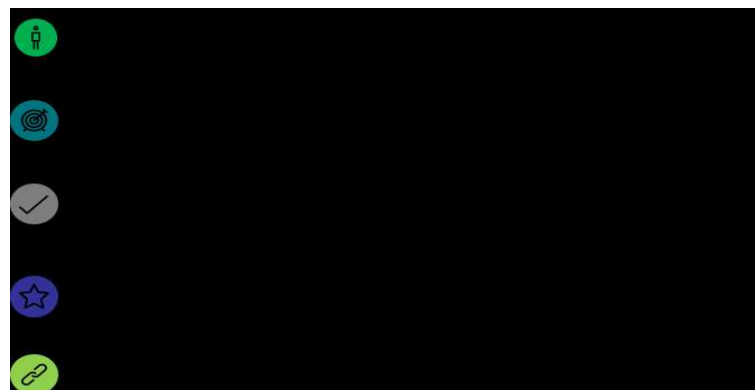
- Patients and People first
- Partnerships
- Respect

Equality Objectives 2014-2018

1. Better health outcomes for all
2. Improved patient access and experience
3. Empowered, engaged and supported staff
4. Inclusive leadership at all levels

Strategy

In developing our equality plan, careful consideration of the the Trust's clinical strategy has been taken into account:



Equality and Diversity Outcomes

Quality

Deliver high quality, safe services that command the confidence of people who use or rely on them

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| 1 | Ensure we deliver the operational requirements of equality and diversity to achieve CQC Well Led requirements |
| 2 | Meet our legal, regulatory and commissioner requirements for equality and diversity demonstrating our capability to understand and meet their needs |
| 3 | Embed a culture of continuous quality improvement related to EDS2 and WRES requirements |
| 4 | Ensure our corporate and clinical services provide the support needed to meet legislative requirements and equality plan objectives |

Transformation

Implement our Clinical Services Strategy, transforming our care models to deliver great outcomes for the people who use or rely on our services

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| 5 | Develop a compelling, shared strategic direction for equality and diversity |
| 6 | Give staff the tools and resources to lead equality and diversity transformation in clinical and corporate services |
| 7 | Establish a culture based on the organisational vision, values and behaviours |
| 8 | Place equality and diversity firmly on the board agenda |

Money

Focus on eliminating waste, and increasing productivity and effectiveness, to create the financial flexibility and resilience needed to invest in the future of our services

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| 9 | Develop a Diversity Scorecard to monitor diversity and employee relations outcomes at service, divisional and organisational level |
| 10 | Deliver the Equality Standard to build in-house capability to deliver the required programmes on an ongoing basis |
| 11 | Ensure full alignment between the staff equality plan and our trust objectives and desired culture. |
| 12 | Embed a culture of continuous quality improvement for EDS2 and WRES |

People

Develop a strong and sustainable workforce, with the culture and stability to deliver the Trust's objectives

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| 13 | Deliver the equality plan, assess its impact and ensure benefits are realised. |
| 14 | Design and deliver appropriate and responsive equality and diversity training and engagement opportunities |
| 15 | Improve our engagement with staff from protected groups and key stakeholders to promote delivery of the equality plan and achievement of our objectives |
| 16 | Staff from protected groups report positive experiences of their membership of the workforce through NHS Staff Survey and Staff Friends and Family Test |

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Strategic Risks			
	Risk	Impact	Mitigation
1	Staff do not engage with delivery of the organisational values and priorities via the Equality Plan	Delivery of programmes/initiatives and service developments is blocked or delayed. Improvements to quality, transformation, money and people priorities are not achieved.	Engage at the earliest opportunity with the Board, Equality Steering Group and Staff to share and discuss equality plans. Use this to sense check plans and begin process of encouraging staff ownership of plans and priorities.
2	The organisation fails to meet at a minimum the essential regulatory or contractual requirements for equality and diversity (Quality, Financial, Contract Monitoring etc).	Non-delivery will impact on trust wide status with key statutory bodies NHSI and/or CQC	Ensure clear and full understanding of requirements and translate this to local service requirements.
3	Not meeting the legal, regulatory and commissioner requirements to equality and diversity	Reputational damage to Trust; loss of credibility as an employer of choice; poor performance on national staff survey, negative employee relations; high sickness absence, turnover and poor retention.	Ensure robust performance monitoring and management are in place to maximise performance against legal, regulatory and commissioner requirements. Work with information, HR&OD and other clinical/corporate colleagues to ensure systems and services are supported by appropriate governance and reporting arrangements.
4	The trust is unable to sustain and maintain an effective and well-led equality and diversity service due to a mismatch between the organisations understanding of the needs of staff.	Equality Plan not based on crucial people insight. As a result, the organisation is unable to deliver a quality equality and diversity service.	Ensure a partnership and collaborative approach that involves staff at every point of the employee journey. Look to make meaningful use of staff feedback as part of service design and improvement.

Key Performance Indicators	
Ref	Name and description
1	Response rate and results of the annual National NHS Staff Survey, including Staff Engagement Score
3	Response rate and results to the quarterly Friends and Family Test for staff
4	Workforce Diversity Scorecard Employee Relations Performance, including recruitment and retention levels
5	Equality Standard (EDS2 and WRES metrics)