

**Equality and Diversity Strategic Plan  
May 2006**

The implementation of this plan will support the Trust in: delivering patient centred services, improving patients' experience, contribute to actions to reduce health inequalities, achieving the equality and diversity elements of the Standards for Better Health, delivering Sir Nigel Crisp's Leadership and Race Equality Action Plan, promoting equality, eliminating unlawful discrimination and complying with equality legislation.

<b>Strategic Objective</b>	<b>Actions</b>	<b>Lead</b>	<b>Time</b>
Trust meets the core and developmental standards for equality and diversity in the Standards For Better Health	<ul style="list-style-type: none"> <li>Gain active support of Directors</li> <li>Directors and Senior managers to be encouraged to become mentors</li> </ul>	Chief Nurse and HR Director, Chief Executive	June 2006
	<ul style="list-style-type: none"> <li>Briefing staff re specific requirements and promoting resources</li> </ul>	HPPSS	Ongoing
	<ul style="list-style-type: none"> <li>Implement action identified from impact assessment work</li> </ul>	Heads of CMT	
	<ul style="list-style-type: none"> <li>Assemble evidence for annual health check</li> </ul>	Domain lead	Annually for Health check
	<ul style="list-style-type: none"> <li>Roll out Diversity Pilot</li> </ul>	HPPSS	From June 06
Equality and Diversity in service provision are an integral part of the Performance Management Framework	<ul style="list-style-type: none"> <li>Produce guidance for CMTs for 2006-7 plan.</li> </ul>	HPPSS	Dec 05
	<ul style="list-style-type: none"> <li>Include quarterly in performance meetings</li> </ul>	DOPs	quarterly
	<ul style="list-style-type: none"> <li>Monitor quarterly reports and provide guidance on any problems</li> </ul>	HPPSS	
Equality and Diversity in employment are an integral part of the Performance Management Framework	<ul style="list-style-type: none"> <li>Establish procedures for the use of the new ESR system in the recording of demographic data for all stages of the recruitment process</li> <li>SIP monitoring – HR development session</li> </ul>	KB, SP	April 06

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	<ul style="list-style-type: none"> <li>Establish targets for positive action in recruitment and integrate into performance framework</li> </ul>	Head of HR, Diversity KB, SP	May 06
A robust mentoring scheme is in place	<ul style="list-style-type: none"> <li>Scheme to be developed and include a positive action dimension</li> </ul>	Head of Ed/training+ Head of HR Diversity+ OD	
Race Equality Scheme 2005-8 implemented and progressing according to plan. (see intranet)	RES action plan includes:		
	<ul style="list-style-type: none"> <li>Ethnic monitoring 80% valid codes</li> </ul>	DOPs	March 2007
	<ul style="list-style-type: none"> <li>Produce Guidance on policy impact assessment with useful statistical data</li> </ul>	HPPSS Directors	Oct 2005
	<ul style="list-style-type: none"> <li>Policy and function monitoring and impact assessment (also for disability/gender etc)</li> </ul>	Heads of CMT HPPSS	Oct 2005 – Jan 2008
	<ul style="list-style-type: none"> <li>Improved Access to services</li> </ul>	Heads of CMT	
	<ul style="list-style-type: none"> <li>Consultation and involvement</li> </ul>		Ongoing
	<ul style="list-style-type: none"> <li>Procurement</li> <li>Review scheme</li> </ul>	Head of Supplies HPPSS	May 2008
Disability Equality Scheme 2006-9 in place	<ul style="list-style-type: none"> <li>Design &amp; deliver consultation process</li> </ul>		May 06
	<ul style="list-style-type: none"> <li>Include actions to meet Quality Standard 11 of NSF Long Term Conditions</li> </ul>	HPPSS Head of HR, Diversity	
	<ul style="list-style-type: none"> <li>Write scheme and submit for Board approval</li> </ul>		Oct 06 Dec 2006
	<ul style="list-style-type: none"> <li>Publish scheme</li> </ul>		
Gender Equality Scheme 2007 2010 in place	<ul style="list-style-type: none"> <li>Research issues, consult and write scheme</li> </ul>	HPPSS Head of HR, Diversity	Oct 2006 - April 2007
Consider single Equality Scheme covering Race Gender and Disability	<ul style="list-style-type: none"> <li>Consult on idea</li> <li>Review any DoH guidance</li> <li>Make Decision</li> </ul>	HPPSS and Head of HR, Diversity	April 2008
Patient and Public Involvement is inclusive of people from a range of different racial groups and of people with impairments	<p>Work with Picker towards piloting a patient survey (based on national patient survey) targeting Black and minority ethnic patients</p> <p>Also see Patient and Public Involvement policy/action</p>	HPPSS	Dependent on Picker, probably begin during

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	plan		summer 06
All major strategies, projects, service developments and business cases demonstrate the inclusion of the needs of different racial groups, people with impairments and of different genders in their planning	<ul style="list-style-type: none"> <li>Equality Impact Assessments carried out in e.g. Making Leeds Better, Oncology Wing</li> <li>Reissue Equality &amp; Diversity Impact Assessment guidance to incorporate all groups</li> </ul>	Project Leads HPPSS	ongoing June 2007
	<ul style="list-style-type: none"> <li>Business cases and other service changes and developments are equality impact assessed and reported via performance management framework</li> </ul>	Heads of CMT Planning leads	ongoing
The Trust and its services are accessible	<ul style="list-style-type: none"> <li>Ensure compliance with DDA for all aspects of physical access to the Trust's estate</li> </ul>	Heads of CMT with Head of Estates	
Trust works with partners to develop shared/complementary approaches to equality and diversity	<ul style="list-style-type: none"> <li>Membership of West Yorkshire Diversity and Equality Partnership</li> <li>Contribute to Multiagency planning and commissioning groups (e.g. relevant NSF groups and modernisation teams)</li> <li>Links to Higher Ed equality and diversity work</li> <li>Partnerships with Leeds City Council, Job Centre Plus, Yorkshire Forward, Learning and Skills Centre</li> <li>Leeds Mental Health Trust Learning Disabilities Service</li> </ul>	various	ongoing
Improved response to people with learning disabilities	<ul style="list-style-type: none"> <li>Disseminate and Implement findings of consultation with people with learning disabilities and their carers</li> <li></li> </ul>	HPPSS Heads of CMT	April 2006
The Knowledge and Skills Framework for equality and diversity is implemented and key staff are trained/briefed in Equality and Diversity	<ul style="list-style-type: none"> <li>Train Trust Board/snr. managers</li> </ul>	Head of Ed and Training With Heads of CMT	Sept 2006  Launch due 1 <sup>st</sup> June 06
	<ul style="list-style-type: none"> <li>Develop training plan that reflects the KSF</li> </ul>		
	<ul style="list-style-type: none"> <li>Monitor uptake and address any problems</li> </ul>		
	<ul style="list-style-type: none"> <li>Implement e-learning package Respect the People after launch by NHS Core Learning Unit (Level one KSF)</li> </ul>		

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Trust is prepared to respond to new Gender Equality guidance and other aspects of the Equality Bill	<ul style="list-style-type: none"> <li>Scan relevant web sites for up to date information and take necessary action</li> </ul>	HPPSS Head of HR, Diversity	Oct 2006
Plan developed to promote equality in service provision on the basis of sexual orientation and religion/belief	<ul style="list-style-type: none"> <li>Review what already exists</li> <li>Agree actions to fill gaps</li> </ul>	HPPSS With HoCMT	Oct 2006
Older people have equity of access to services based on need and ability to benefit, not age (NSF Older People)	<ul style="list-style-type: none"> <li>Work to be taken forward by General Hospital Services Group (NSF standard 4)</li> </ul> <p><b>NB</b> this group will also address standard Q 11 of the NSF Long Term Conditions</p>	Nurse Consultant Older People	Ongoing
Trust meets legal requirements re Age discrimination in employment	<ul style="list-style-type: none"> <li>Review HR policies and processes to ensure compliance with Age Discrimination legislation</li> <li>Establish new retirement deferment process</li> <li>Ensure systems in place for monitoring age</li> </ul>	Head of HR Diversity	March 06  June 06 Sep 06
Ensure compliance with Human Rights legislation	<ul style="list-style-type: none"> <li>Review key elements:- promote safety, privacy and dignity, involvement in decision making and respect for the individual.</li> <li>Identify any gaps and take remedial action</li> </ul>	HPPSS	May 06
Information available to support implementation of the Equality and Diversity Policy	<ul style="list-style-type: none"> <li>Patient admin to ensure systems in place to enable collection/recording of ethnic group data (see also Race Equality Scheme objective)</li> </ul>	Director of Informatics	
	<ul style="list-style-type: none"> <li>The Informatics Directorate to conduct a data mining pilot to assess the usefulness of such an approach as a tool to contribute to the assessment of clinical outcomes by ethnic group.</li> </ul>		
Trust meets the Practice Plus standard for Improving Working Lives in the Equality and	<ul style="list-style-type: none"> <li>Establish a diversity reference group to enhance staff involvement</li> </ul>	Head of HR, Diversity OG,	Dec 05

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Diversity section			
	<ul style="list-style-type: none"> <li>• Compile self-assessment report for IWL assessors</li> </ul>	Head of HR, Diversity	Dec 05
Trust is able to demonstrate its commitment to equality and diversity issues in employment	<ul style="list-style-type: none"> <li>• Research the Positively Diverse programme and assess its benefits to LTHT</li> </ul>	Head of HR, Diversity	Mar 06
	<ul style="list-style-type: none"> <li>• Revalidate Two Ticks Compliance</li> </ul>	SP	Mar 06 and annually
Career development opportunity available to all who need it	<ul style="list-style-type: none"> <li>• Establish demographic monitoring of training opportunities</li> </ul>	Head of Ed and training	Mar 06
	<ul style="list-style-type: none"> <li>• Ensure physical access to training centres</li> </ul>	Head of Estates	June 06
	<ul style="list-style-type: none"> <li>• Identify positive action opportunities in career development</li> </ul>	Heads of CMT with Head of Ed and training	June 06