

Equality Objectives 2015

Patient related equality objectives

Objective	Measure and timescale	Lead Director
1) To demonstrate an increased use of British Sign Language (BSL interpreters across the Trust by raising awareness with staff.	Increased use of BSL interpreters demonstrated via statement of use for all translation and interpretation services – published as part of our PSED information. September 2016	Chief Nurse
2) To undertake a targeted engagement exercise to promote awareness of PALS and complaints with a view to seeing improved diversity in complainants	Evidence of engagement Reports using equality monitoring for complainants A repeat PALS survey September 2016	Chief Nurse
3) To be able to evidence how we have taken the additional needs of those with sensory impairment eg hearing / sight into the redesign of our urgent care environment.	Deliver a minimum of two initiatives eg hearing loops in waiting areas or small web cams to link up interpreters in our A&E areas. The engagement will result in clarification.	Chief operating officer and Director of strategy and business development

Staff and leadership related equality objectives

3) To see an improved response from staff to outcome 3.4 on bullying and harassment in the next staff EDS2 survey.	Improve response rates jointly for strongly agree and agree to >55% By September 2016	Director of HR and Organisational development Lead executive for E&D
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<p>4) To review opportunities to progress robust evidence that meets requirements to demonstrate fair and equal pay in line with requirements</p>	<p>Evidence of work to review opportunities or alternatively evidence of equal pay audit .</p>	<p>Director of HR and Organisational development Lead executive for E&D</p>
<p>5) To further develop robust evidence for the uptake and evaluation of training by staff and by protected characteristic</p>	<p>Processes in place for evidence. Reporting evidenced with ongoing monitoring established Improved submission of evidence for next EDS2 September 2016</p>	<p>Director of HR and Organisational development Lead executive for E&D</p>