

Equality and Diversity Objectives 2017-2021



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HR Manager**

**Operational Lead for Patients: Clare James,
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Equality Objectives

Objective 1 – Extend patient profiling (equality monitoring) data collection to all protected characteristics

- Continue to develop systems which are capable of capturing and effectively storing such data
- Continue staff training and awareness to ensure understanding of the importance of recording this data

Objective 2 – Improve support for, and reporting of, disability within the workforce

- Promote awareness of why it is important for staff to declare / report they have a disability
- Review reported demographics with staff following receipt of occupational health guidance or implementation of reasonable adjustments
- Improve understanding for how employees with a disability should, and can be supported
- Increase utilisation of tailored reasonable adjustment template

Objective 3 – Ensure ongoing involvement and engagement of protected groups including patients, carers, staff, Healthwatch and other interested parties

- Regular patient experience and other forums to allow opportunity for discussion
- All service changes to explicitly take account of the needs of those with protected characteristics supported by completion of an Equality Impact Assessment

Objective 4 – Ensure all staff members are paid equally for equal work done

- Carry out and publish gender pay gap analysis following the implementation of this legislation in April 2017.
- Carry out equal pay audits to analyse staff pay by further protected characteristics

Objective 5 – Increase the number of BME staff within management positions

- Understand what barriers BME staff feel they face when applying for senior positions and try to mitigate these
- Explore the possibility of having a BME member of staff on appointing panels, in particular those for senior/executive posts
- Ensure appropriate representation of BME staff on development courses e.g. coaching course

Comments, feedback and involvement on initiatives is actively encouraged from all staff, stakeholders and patients. For further information please contact either Hannah Sumner, HR Manager, on hannah.sumner@thewaltoncentre.nhs.uk / 0151 556 3122 or Clare James, Safeguarding Matron, clare.duckworth@thewaltoncentre.nhs.uk / 0151 529 8664