



















County Durham & Darlington NHS Foundation Trust
EDS2 Action Plan
September 2019

Objective	Measure	Timescale		Activity/ next steps
To develop a Strategic ED&I Group in order to drive the equality agenda across the Trust and to establish priorities for the coming year	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust	December 2019		<ul style="list-style-type: none"> - Group established and TOR agreed - Meetings scheduled
To develop an ED&I engagement group with responsibility for actively driving the equality agenda across the wider organisation into all ward, service areas and departments	Raised awareness across the Trust of equality, diversity & Inclusion Improved staff survey responses & outcomes	December 2019		<ul style="list-style-type: none"> - Group established and potential members identified - Work planned with this group as part of the BLFI project
Representative to be identified from all care groups, corporate services and wider Trust to be part of the ED&I Engagement group, set ED&I action plans as part of the Staff Matter report and to have input into the production of national ED&I reports and action plans	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust	March 2020		<ul style="list-style-type: none"> - This will be monitored by the Strategic ED&I group
Care groups, Corporate Services to provide evidence of feedback for patients and/ or staff from different protected groups and what improvements have been implemented	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust	March 2020		<ul style="list-style-type: none"> - Plans to engage with patients and community groups have been agreed - Progress to be monitored by Strategic ED&I group

Ensure the process of Equality Impact Assessment (EIA) is fully embedded across the trust to ensure we address any potential barriers for underrepresented groups	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust	On-going		- Work planned to review the process by HR partners
Promotion and launch of NHS Rainbow badge project offering support for LGBT+ staff and patients	Raised awareness across the Trust of equality, diversity & Inclusion particularly in relation to support for LGBT+ staff and patients	March 2020		- Rainbow Badge launched October 2019 - Posters and promotional materials designed - LGBT+ Awareness training organised for all volunteers
Develop and disseminate effectively supporting resources for staff on Transgender, disability, LGBT+, religion/ belief and culture	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020		- Work on ED&I calendar completed - Research under way to identify campaigns and resources
Adaption of resources for clients with Learning Disabilities	Improve inclusive access to services & resources	October 2019		- On target
Gypsy Roma Traveller engagement	Expand the services to a wider client base	October 2019		- On target
Men engagement	Expand the services to a wider client base	October 2019		- On target
Young Person engagement	Expand the services to a wider client base	January 2020		- On target
Workforce Data Submission 2019	Requirements met	2019		- Data submission to NHS England by 1 August 2019 - Data published by September 2019 following review by Board meeting
Develop an equality & diversity calendar to promote key equality and religious events	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020		- Key dates identified - Calendar of events for 2020 to be planned

<p>Promote equality, diversity and inclusion through the use and development of staff networks</p>	<p>Improved staff survey responses and outcomes</p>	<p>March 2020</p>		<ul style="list-style-type: none"> - Disability, Ethnicity & LGBT+ staff Facebook Network groups launched - Equality staff Network group launched from July through to March with ED&I speakers at each meeting -
<p>Ensure ED&I is included in all internal training courses and to develop a specific awareness training package around disability, reasonable adjustments, culture, religion and belief – similar to the LGBT+ Awareness training – also to include a section on unconscious bias</p>	<p>Raised awareness across the Trust of equality, diversity & Inclusion</p>	<p>March 2020</p>		<ul style="list-style-type: none"> - Plans in place to progress this with Learning & Development team - ED&I topics included in Equality Staff Network group meetings with invited speakers to raise awareness
<p>Continue to ensure we have career pathways for all protected characteristics to ensure there are no barriers to staff who wish to progress their careers (Talent Management Strategy, Appraisal process, NELA Leadership programmes etc.)</p>	<p>Improved staff survey responses and outcomes</p>	<p>March 2020</p>		<ul style="list-style-type: none"> - Work is continuing on establishing and maintaining talent pool information - Wider work is being undertaken by the Regional Talent Board, the Trust will be participating in the roll out of the organisation talent readiness tool which is due to happen in October 2019 - CDDFT to continue to take part in the Regional Talent Management Network meetings - Promotion of the NELA Stepping Up and Ready Now programmes

<p>Continue to develop and promote the #100 Faces campaign using the power of these messages to further promote our inclusivity and encourage further engagement of our staff</p>	<p>Improved staff survey responses and outcomes</p>	<p>March 2020</p>		<ul style="list-style-type: none"> - Case studies and pictures to be displayed in all learning centres and public places - Roadshows planned in September 2019 - Campaign to continue for more staff to take part in this initiative -
<p>Support a positive change through promotion of the North East H8 campaign and the development of a zero- tolerance project across the Trust to demonstrate that as a Trust we have a zero tolerance of racism, homophobia etc.</p>	<p>Improved staff survey responses and outcomes</p>	<p>March 2020</p>		<ul style="list-style-type: none"> - Road shows & internal promotion of North East H8 campaign - Launch of the NHS Rainbow Badge initiative across CDDFT