

## EDS 2 Action Plan 2021

EDS2 Objective	Linked to Other National Report	Service/ Workforce Action	Timeline	Outcome
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	<b>EDS2</b>	EPR Implementation team	Summer 2022	<ul style="list-style-type: none"> <li>• Improve clinical performance</li> <li>• Simplify appointment and clinics</li> <li>• Inform local health and wellbeing strategies</li> <li>• Will empower patients to get involved in decisions about their care</li> </ul>
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	<b>EDS2</b>	Workforce Experience Team ED&I Strategic Group Wider Trust	December 2019	Raised awareness across the Trust of equality, diversity & Inclusion Improved staff survey responses & outcomes
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	<b>EDS2</b>	Care Groups, Corporate Services & Wider Trust	March 2020	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust
Care groups, Corporate Services and wider Trust to provide evidence of feedback for patients and/ or staff from different protected groups and what improvements have been implemented	<b>EDS2</b>	Care Groups, Corporate Services & Wider Trust	March 2020	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust
Ensure the process of Equality Impact Assessment (EIA) is fully embedded across the trust to ensure we address any potential barriers for underrepresented groups	<b>EDS2</b>	HR team Policy Review Group Wider Trust	On-going	Increased awareness and understanding of equality, diversity & inclusion among leaders in the Trust

Promotion and launch of NHS Rainbow badge project offering support for LGBT+ staff and patients	<b>EDS2</b>	Workforce Experience Team Wider Trust	March 2020	Raised awareness across the Trust of equality, diversity & Inclusion particularly in relation to support for LGBT+ staff and patients
Develop supporting resources for staff on Transgender, disability, LGBT+, religion/ belief and culture	<b>EDS2</b>	Workforce Experience Team Wider Trust	March 2020	Raised awareness across the Trust of equality, diversity & Inclusion
Adaption of resources for clients with Learning Disabilities	<b>EDS2</b>	Wellbeing for Life: Capacity Building & Volunteer team	October 2019	Improve inclusive access to services & resources
Gypsy Roma Traveller engagement	<b>EDS2</b>	Wellbeing for Life team: South West Hub Senior team	October 2019	Expand the services to a wider client base
Men engagement	<b>EDS2</b>	Wellbeing for Life team – Man health Guardian & Champions	October 2019	Expand the services to a wider client base
Young Person engagement	<b>EDS2</b>	Wellbeing for Life team – Young People's Guardian & Champion	January 2020	Expand the services to a wider client base
Develop an equality & diversity calendar to promote key equality, religious and wellbeing events	<b>EDS2</b> <b>WDES</b> <b>WRES</b>	Workforce & OD	March 2020	Raised awareness across the Trust of equality, diversity & Inclusion
Promote equality, diversity and inclusion through the use and development of staff networks	<b>EDS2</b> <b>WDES</b> <b>WRES</b>	Workforce Experience Team	On-going	Improved staff survey responses and outcomes
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	<b>EDS2</b> <b>WDES</b> <b>WRES</b>	Workforce & OD	March 2020	Raised awareness across the Trust of equality, diversity & Inclusion

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.	<b>EDS2 WDES WRES</b>	Workforce & OD & Wider Trust	March 2020	Improved staff survey responses and outcomes
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.)	<b>EDS2 WDES WRES</b>	Workforce & OD & Wide Trust	March 2020	Improved staff survey responses and outcomes
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	<b>EDS2 WDES WRES</b>	Workforce & OD & Wide Trust	March 2020	Improved staff survey responses and outcomes
To improve employment and retention of disabled staff we should explore potential improvements to our current recruitment processes by exploring alternative methods for applications from disabled staff and research alternative organisations to advertise CDDFT vacancies to encourage more disabled staff to apply	<b>WDES</b>	Recruitment Team	March 2020	Promote CDDFT as an inclusive employer to the wider community
To support a positive inclusive change for new and existing disabled staff we should promote the Health Passport by including this in all staff local inductions and if appropriate it should be mentioned at staff back to work interviews and Occupational Health referrals	<b>WDES</b>	Workforce & OD	March 2020	Reduction in staff absence Improvement in ESR records on protected characteristics Improved staff survey responses and outcomes

<p>To conduct a review of all management practices around Occupational Health referrals, reasonable adjustments being implemented, support for disabled staff and sickness rates for disabled staff could reduce the higher number of disabled staff entering formal capability.</p>	<p><b>WDES</b></p>	<p>HR team SH&amp;WB team</p>	<p>March 2020</p>	<p>This would support a more open culture, reduce bullying, potentially reduce absence levels and improve staff wellbeing</p>
<p>Explore the possibility of holding a Jobs Fair (possibly in partnership with other NHS Trust's in the region) to target the local BAME community to encourage more applications from this group (this will need funding agreed to progress)</p>	<p><b>WRES</b></p>	<p>Workforce Experience Team Recruitment Wider Trust</p>	<p>March 2020</p>	<p>Promote CDDFT as an inclusive employer to the wider community</p>