



The Royal Wolverhampton
NHS Trust

Equality Objectives

(April 2018 to March 2022)



Safe &
Effective

Kind &
Caring

Exceeding
Expectation

Introduction

The Trust recognises the importance of embedding equality, diversity and inclusion principles and practices throughout the organisation. The Trust wants our service users, the local population and our workforce to be confident about our commitment to eliminating discrimination, bullying, harassment, victimisation and promoting equality, whether they service users or part of the workforce providing those services.

The Trust values its workforce and wants to create working environments in which everyone is able to reach their full potential, thrive and deliver equitable services. There is also a link between the level of staff engagement and positive patient outcomes.

The Trust recognises that some people may face unintended barriers presented by our working practices and in accessing our services. People have the right to be treated fairly by having their needs met as much as possible and where appropriate, therefore, some people may need support to ensure they receive the same level of service, access, treatment and outcomes.

Our Equality Objectives (EOs) set out the way the Trust intends to meet its duties under the Public Sector Equality Duty (2011). Its success is dependent on how well we communicate it to others, as well as how we deliver associated actions that will derive from it.

The purpose of our equality objectives is to make a difference to the people we serve and for people who work for us, not only to adhere to the law but because it's the social, moral and right thing to do.

The implementation of our EOs will be monitored through mainstream business planning processes, additionally the Chief Nurse will report on progress to the Trust Board.

Monitoring is an essential tool for ensuring that there are no disproportional way services or employment are accessed. The Trust is committed to gathering and reviewing information on Personal Protected Characteristics (PPCs) and acting upon the information received.

The Trust has a commitment to openness and transparency. We will publish information on the characteristics of our workforce and service users where available, and report the progress made in the delivery of the action plans in this document, using language appropriate to the intended audience. This will be done through our annual equality, diversity and inclusion reports.

We are a major acute, community and primary care Trust providing a comprehensive range of services for the people of Wolverhampton, the wider Black Country, South Staffordshire, North Worcestershire and Shropshire. For more information go to <http://www.royalwolverhampton.nhs.uk/>

There are a range of standards, legislation, goals, outcomes, local and national drivers that influence our strategic direction, decisions, and the manner that we carry out our daily business. The implementation of our EOs will help support the Trust in the delivery of these, which include:

- Equality Act 2010
- Trust compliance to Public Sector Equality Duty (General Equality Duty and the Specific Duties)
- Care Quality Commission ([CQC](#)) in relation to supporting compliance to their [fundamental standards](#) which includes person-centred care, dignity and respect, safety and safeguarding
- [Quality Accounts Toolkit 2010/11](#)
- [The Operating Framework for the NHS in England 2012/13](#)
- The Workforce Race Equality Standard ([WRES](#))
- The [Accessible Information Standard](#) which aims to ensure that disabled patients (including carers and parents, where applicable) receive accessible information and have appropriate support to help them communicate.
- The Equality Delivery System ([EDS2](#))
- The [NHS Constitution](#) which sets out what patients, public and staff can expect from the NHS
- The Trust's [vision and values](#) describe the principles and beliefs that underpin the way in which we do business, EDI principles are threaded throughout these.

Equality Objectives (April 2018 to March 2022)

We have set ourselves 5 equality objectives covering the period April 2018 to March 2022, which should have the most impact on people with protected characteristics and achieve to do any of the things set out in the general equality duty.

Our objectives reflect the Trust's key priorities in our Quality Account for Workforce, Patient Experience and Patient Safety. Our objectives will be supported by local action plans and embedded within existing monitoring and reporting processes.

The minimum publication for Equality Objectives is every 4 years, the Trust has included objectives that build on data within various reports, outstanding actions and other work streams to enable a succinct and current and relevant set of objectives to be developed.

However, should future annual equalities information (which will be contained within our annual equality, diversity and inclusion reports) identify inequalities that require immediate attention, our objectives will be reviewed and published accordingly.

Aim 1 – Workforce

To ensure our people policies and strategies promote good practice in diversity and to work towards best practice

- To build on Widening Participation, through ongoing engagement with our local community and education providers, ensuring that those people from diverse backgrounds are encouraged and have equal access to opportunities for career development.
- To ensure the workforce data, employee engagement data, patient data and HR metrics are reviewed to identify any contra-trends relating to protected characteristics and agree appropriate actions in response.

Aim 2 – Workforce

To further progress our response to the analysis from the Equality Delivery System (EDS2) and Workforce Race Equality Standard (WRES)

- We will develop our inclusive leadership approach, open to all levels of the workforce and as part of this aim for a year on year improvement in staff from a BAME background taking up leadership roles.
- As part of ensuring a representative workforce, we will aim for a year on year improvement in the percentage of our workforce coming from a BAME background.

Objective 3 - Patient Experience

Improve how we monitor, use and report complaints from people in connection to an individual's protected characteristic. Completion date expected March 2019.

Objective 4 - Patient Experience

To aim to provide a positive patient experience for all patients regardless of their identity, we will develop metrics, where appropriate, to track and understand patient experience by protected characteristic. Completion date expected March 2020.

Objective 5 - Patient Experience

Improve access to services, with a particular focus on improved information and communication, recognising that the Trust needs to provide fair access to all. Completion date expected to be March 2022.

The Trust recognises that there are some challenges ahead but is committed to making a difference to the people we serve and our workforce, not only to adhere to the law but because it's the social, moral and right thing to do.

English

If you need information in another way like easy read or a different language please let us know.

If you need an interpreter or assistance please let us know.

Lithuanian

Jeigu norėtumėte, kad informacija jums būtų pateikta kitu būdu, pavyzdžiui, supaprastinta forma ar kita kalba, prašome mums apie tai pranešti.

Jeigu jums reikia vertėjo ar kitos pagalbos, prašome mums apie tai pranešti.

Polish

Jeżeli chcieliby Państwo otrzymać te informacje w innej postaci, na przykład w wersji łatwej do czytania lub w innym języku, prosimy powiedzieć nam o tym.

Prosimy poinformować nas również, jeżeli potrzebowaliby Państwo usługi tłumaczenia ustnego lub innej pomocy.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਹ ਜਾਣਕਾਰੀ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿਚ, ਜਿਵੇਂ ਪੜ੍ਹਨ ਵਿਚ ਆਸਾਨ ਰੂਪ ਜਾਂ ਕਿਸੇ ਦੂਜੀ ਭਾਸ਼ਾ ਵਿਚ, ਚਾਹੀਦੀ ਹੈ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਸਾਨੂੰ ਦੱਸੋ।

ਜੇ ਤੁਹਾਨੂੰ ਦੁਆਰੀਏ ਦੀ ਜਾਂ ਸਹਾਇਤਾ ਦੀ ਲੋੜ ਹੈ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਸਾਨੂੰ ਦੱਸੋ।

Romanian

Dacă aveți nevoie de informații în alt format, ca de exemplu caractere ușor de citit sau altă limbă, vă rugăm să ne informați.

Dacă aveți nevoie de un interpret sau de asistență, vă rugăm să ne informați.

Traditional Chinese

如果您需要以其他方式了解信息，如易读或其他语种，请告诉我们。

如果您需要口译人员或帮助，请告诉我们。