

Equality Objectives 2016-2020

In compliance with the Equality Act 2010

Please note: this document should be read in conjunction with the Workforce Race Equality Standard (WRES) and the Annual Equality and Diversity Report, which can be found at www.yorkhospitals.nhs.uk

Developing our objectives

The original equality objectives were developed in March 2012 and have been reviewed annually; it is recognised that while some progress has been made, the objectives set in 2012 remain relevant and therefore will remain largely unchanged for the period 2016 to 2020

In 2015, a decision was reached to incorporate Equality and Diversity within the Workforce directorate, which has led to a refocus of the agenda to support achievement of the objectives.

Objective 1

Continue to improve data collection, analysis and monitoring for protected characteristics. This links to EDS goals 1, 2, 3 and 4

Objective 2

Further develop engagement and involvement of patients, carers, governors and staff to reflect local demographics. This links to EDS2 goals 1, 2, 3 and 4

Objective 3

Further develop strong partnerships with social care and GP's to ensure patient pathways are free from barriers between providers for everyone. This links to EDS2 goal 1 and 2

Objective 4

Continue with staff development programmes ensuring equality and diversity are embedded into all decision making processes. This links to EDS2 goal 4

Monitoring

Our objectives are monitored quarterly by the Trust Fairness Forum, with an annual progress report being submitted to the board of directors