



Equality, Diversity & Inclusion Strategy 2019 - 2022



Provider of NHS Services to people in Hull, East Riding of Yorkshire and North West areas incorporating Knowsley, Wigan and St Helens.

If you would like this document in your preferred language or an alternative format, such as large print, please contact us, using the details below.

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1. Introduction

The Equality, Diversity and Inclusion Strategy confirms City Health Care Partnership CIC's commitment to promote equality in accordance to the Equality act 2010 and the public sector equality duty. The strategy takes into consideration the organisations strategic objectives and values, whilst also identifying the aim to deliver equality and fairness to all in our care and employ.

City Health Care Partnership CIC is an independent 'for better profit' co-owned business providing a wide range of health and care services to people in Hull, the East Riding of Yorkshire, and the North West including Knowsley, St Helens and Wigan. We are committed to developing, supporting and sustaining a diverse workforce that is representative of the community it serves. Equally, we are committed to providing health and care services that respects and responds to the diversity of the local population, recognising the link between the quality of care and equality for staff.

We are an inclusive employer and service provider and aim to provide equality and fairness for all in our employment and care. We recognise that equality is not about treating everyone the same but treating people according to their needs and making appropriate adjustment to ensure equal opportunities for all.

2. Vision, Mission and Values

Vision

To lead and inspire through excellence, compassion and expertise in all that we do

Mission

Delivering high quality, safe health and care services that are personally responsive, caring, respectful and inclusive of all

Through colleagues who are competent and motivated in their roles to deliver the above with compassion and in an effective, productive and adaptable way

Supported by an organisation that is both commercially and socially responsible in its intent and which is seen externally as a valuable partner in improving wider community outcomes.

Values

Service and excellence

Equality Diversity and Inclusion

Creativity and innovation

Co-operation and partnership



3. Purpose of the Strategy

The strategy is developed to provide a holistic approach to addressing equality diversity and inclusion both with the workforce and service users whilst considering the principles of individual human rights. The aim is to ensure that no individual is discriminated against or treated less favourable by reason of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation as per the Equality act 2010.

The strategy will explain the organisations duty to promote equality in line with the Equality Act 2010 and have due regard to the public sector equality duty, whilst ensuring compliance with national standards.

Equality is about making sure people are treated fairly and given fair chances whilst recognising they may have different needs to meet.

Diversity describes a commitment to recognising and respecting differences between people while valuing the contribution individuals can make to the organisation.

Inclusion encourages innovation within the workplace, allowing people to contribute to the way things can be done for the better.

4. Implementing the strategy

This is a three year strategy which includes an action plan, as a way of disseminating the plan and strategy to all staff groups, both will be shared across the organisation through core meetings and by using the local networking site 'Connect'. The strategy and action plan will be agreed by the Equality, Diversity and Inclusion steering group after which it will be uploaded to the organisations web site making it available for all stakeholders to access.

5. Monitoring of the strategy

The Equality, Diversity and Inclusion steering group will be responsible for the strategy and will review it and the progress of the action plan on a quarterly basis.

6. EDI Objectives for 2019-22

CHCP CIC will promote equality and prevent discrimination for users of our services, as our employees and members of the community. The following objectives are intended to support and compliment this:

- Encourage commitment of leadership, weaving equality diversity and inclusion throughout the business.
- Promote equality in all CHCP activities including ensuring that organisational functions and policies meet the requirements of the Equality 2010 Act to ensure that equality is a key principle in service provision.



- To contribute to improving health outcomes and reducing inequalities in specific communities, including those from protected groups.
- Improve service user access and experience through developing stakeholder/service user networks.
- Comply with National Equality frameworks:
 - Workforce race equality (WRES) develop action plan to show year-on-year improvements in closing the gap between white and BME staff being appointed from shortlisting, and reduce the level of BME staff being bullied by colleagues.
 - Equality Delivery System (EDS), link in with national priorities from next steps of the Five Year Forward View and NHS long term Plan, developing annual organisational action plans for selected service areas
 - To improve the employment opportunities for people with additional needs, focusing on those with disabilities, learning disabilities and mental health conditions.
 - Workforce Disability Equality Standard (WDES) develop action plan to set baseline measurement for the first year then show year-on-year improvement.
- Meet the Equality requirements as set within the NHS standard contract
- To continue to develop a performance management framework to monitor compliance
- To become a more inclusive employer, encouraging staff participation and engagement across the workforce e.g. development of staff network forums, for example a staff disability network group.
- Re-introduce equality impact assessments on new service and policies/procedures

An Annual report will be taken to the Board by the Board Lead for Equality in which there will be reference to the progress of these objectives.

Associated Documentation

- CQC Equally Outstanding
- NHS Long Term Plan
- Equality Act 2010
- Public Sector Equality Duty

8. Action Plan

Development Objective(s)	Actions to achieve the objectives	Measure/KPI	Action Owner	Deadline
<p>What is the measurable Equality Diverse and Inclusive objective that contributes to the Corporate objectives</p>	<p>What are the key measurable actions that need to be taken to meet the development action</p>	<p>How will the achievement of the objective be measured and how will the achievement be demonstrated</p>		
<p>Corporate Objective 1: Putting our customers and customer satisfaction at the heart of what we do</p>				
<p>To contribute to improving health outcomes and reducing inequalities in specific communities including those with a protected characteristic, for example those with protected status and those that are hard to engage.</p>	<p>Each service will have an EDS3 plan that includes specific actions aimed at engaging and addressing the needs of protected groups which access their services.</p> <p>The EDS3 plans will be monitored via the EDI steering group</p> <p>Our communication and business development leads will provide evidence of the development and utilisation of effective patient participation groups – aimed at understanding service user need and in ensuring service developments are based on the needs of service users</p>	<p>Improve progress against action plans through discussion at the Equality Diversity and Inclusion steering group.</p> <p>Feedback against action plans will be presented to Business Group Meetings.</p>	<p>Chief Operating Officer/Chair of Equality Steering Group</p> <p>General Managers</p>	<p>Quarter 1/2/3/4</p> <p>Bi-monthly</p>



Corporate Objective 2: Ensure we are able to compete in a competitive healthcare environment and market				
Comply with National Equality frameworks	Report on National Standards, developing action plans to ensure compliance	Improvement progress against action plans through discussion at the Equality Diversity and Inclusion steering group.	Chief Operating Officer/EDI Chair/HR Equality Lead	Quarter 1, 2, 3, 4
Meet the Equality requirements as set within the NHS standard contract	National Frameworks are embedded within the organisation	Assessment and monitoring of frameworks to ensure compliance.	Chief Operating Officer/ Head of Business and Contracts	Quarter 1, 2, 3, 4
Corporate Objective 3: Be an Employer of Choice				
To continue to develop a performance management framework to monitor compliance	Include EDI on CMB reports	Assess and monitor compliance at Quality Meetings	General Manager	Bi-monthly
To become a more inclusive employer, encouraging staff participation and engagement across the workforce	Introduce network forums for each protected characteristic, giving the staff the opportunity to openly discuss with their peers lived experiences. Representatives from the groups to be actively involved in the EDI steering group which monitors the	Feedback from forum representatives to the Equality Diversity and Inclusion group for discussion. Regular communications and engagement out to all staff	EDI representatives/EDI Chair Engagement Lead	Qtr 1, 2, 3, 4 On going



	strategy and compliance with standards			
Encourage commitment of leadership, weaving equality diversity and inclusion throughout the business.	EDI as a standard item on all agenda's locally to teams and organisation wide	Feedback on any developments/issues to be presented to Business Group Meetings. Feedback to Equality Steering Group	General Managers EDI representatives	Bi-Monthly Qtr 1, 2, 3, 4
Corporate Objective 4: Be a provider of excellent health care services				
To promote equality in all CHCP CIC activities including ensuring that organisational functions and policies meet the requirements of the Equality 2010 Act to ensure that equality is a key principle in service provision.	EDI as a standard item on all agenda's locally to services/teams and organisation wide.	Monitor against action plans, evaluations and assessments feeding back into Business Forums. Feedback for discussion at Equality Diversity and Inclusion steering group	General Managers/Operations Managers EDI Representatives	Bi-Monthly Qtr 1, 2, 3, 4
Improve service user access and experience through developing stakeholder/patient networks.	Engage with patients taking into consideration experiences when completed EDS toolkit and action plan	Feedback developments in regard to progress of engagement with patients to Equality Diversity and Inclusion steering group	General Managers/HR Equality Lead/Engagement Lead	Qtr 1,2,3,4
Re-introduce equality impact assessments on new service and policies/procedures	Develop an assessment tool for services to when progressing a managed change process	Log assessment and feedback on any adjustments considered to ensure individual needs are met	General Managers/HR Equality Lead/	Qtr 1,2,3,4

