

Appendix 4.

Equality Objective	Grade Awarded	Narrative
To implement the Accessible Information Standard.	Developing	Training has been delivered to clinical staff, guidance has been developed. The electronic patient records provide a facility to collect, record and flag the information about accessible information need in the patient record. Despite this the compliance rate is very low. More work is required to increase recording of the data in the patient record.
To increase awareness of mental health issues and to improve access and experience of mental health service users across the health economy.	Developing	The Mental Wellbeing Partnership Strategy has been launched. Delivery of the strategies objectives will take the grading to achieving.
Prepare for the implementation of the Workforce Disability Equality Standard by preparing data and developing and delivering plans to tackle the issues identified.	Achieving	The Trust is ahead of schedule as the requirements do not come into force until Autumn 2018 and April 2019. Data on the expected metrics has been collected and analysed and the actions required to tackle the issues embedded in the Equality, Diversity and Inclusion Strategy.
To improve access and experience of older people and people living in rural isolation.	Developing	This has been embedded into service level objectives for services that are developing their rural offer (CAMHS, Learning Disabilities and OPMH).
Carry out a Gender Pay Gap Audit using a recognised audit framework.  Develop an action plan to address the findings of the audit.	Achieving	The Trust has calculated and published its gender pay gap. Although at an early stage in benchmarking the figure appears to be low in comparison to other local Trusts and national data. The actions required have been embedded into the Equality, Diversity and Inclusion Workforce Strategy.
To improve BME service users access and experience of services.	Developing	Attendees of the panels felt that this was a key area to focus on. They

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		acknowledged that there were pockets of excellent practice but outlined that there are also areas that need improvement. It was agreed the equality data dashboard and accountability at service level for improvements would support this moving to achieving.
To implement the Workforce Race Equality Standard.	Developing	Although progress has been made in closing the gap between BAME staff and White staffs experience of key metrics from the WRES there are still significant differences that prevail and need to be addressed.
To implement the recommendations in the Unhealthy Attitudes Stonewall Study and Equity partnership LGB&T Local Health Needs Assessment.	Developing	This work has just started with the relaunch of the staff network and the Rainbow Campaign.