Equality Analysis Matrix
'Embedding equality, diversity and inclusion into everything we do'

Covid-19 has highlighted the health inequalities faced by people from the 9 protected characteristic groups [1]. The Trust is determined to ensure that equality, diversity and inclusion is considered throughout the organisation as a vitally important element to all decisions, developments and business. Below is a matrix to use to support this happening.

Regular discussion and appropriate action about core EDI performance data included in day to day performance discussions

- Access, outcome, or experience data that is analysed by the protected characteristic groups – *what are helpful measures for your service?*

Questions to ask about the data.
- How many service users from different ethnic backgrounds, religions, sexual orientations use the services?
- Has this dropped or increased?
- How do those figures compare with the local population of the community where the service is or will be delivered?
- Do outcomes differ when we look at them by the 9 protected characteristic group – are lengths of staff or contacts longer, are there more DNA's, do we have more or less complaints from these groups.
- Is feedback more or less favourable from different groups?
- Is there prevalence of conditions and issues the service support in any of the protected characteristic groups and are services designed to respond and tackle that?

Setting EDI priorities and objectives alongside everyday business plans

From the data, engagement and inclusion what are the key EDI issues for your service and what impact do they have on day to day performance?

How will they be addressed within Team business plans?

When reporting on strategic and operational activity for your team what can you highlight as issues, activity and outcome relating to EDI within standard reporting?

Ongoing narratives that include EDI
Has EDI been considered in each discussion? How and was anything missed? Make use of the template to prompt and record discussions as appropriate.

EDI Learning and Knowledge Development
Use data and engagement information to determine what learning opportunities are needed within the service.

Engagement and Inclusion

Seek to include people from protected characteristic groups in day to day decisions and discussion about the service.

- What is the diversity profile of the team and senior team? If there is no representation of protected groups in decision making seek to fill those gaps.

- Draw upon the diversity in the team and access the EDI engagement structure for engagement or discussion about EDI issues.

- Use or develop links with the VCS as a partner in EDI discussions and actions.

- Speak to a range of service users about the service. Seek their views about EDI regularly.

- Screen feedback for EDI issues that need to be investigated or addressed. Feedback could come from staff, service users or the

Champions – each service to identify a champion whose role is to support EDI being embedded described in the matrix and the attend the EDI Strategic Reference Group.

[1] https://www.equalityhumanright~s.com/en/equality-act/protected-characteristics