

Equality Objectives 2019/2020

Here are our Equality Objectives for 2019/2020. These Objectives were agreed by the Equality, Diversity and Inclusion Steering Group on the 20th March 2019 who will monitor them and report on progress in the Equality Report in January 2020.

	Objective	Measures for success
1	To measure the awareness with staff of the need to make and record reasonable adjustments for patients with learning disabilities through audit, in line with the Trust learning disabilities policy and pathways. <i>(EDS2 Goal 1 Better health outcomes)</i>	Every patient who has been diagnosed as living with a learning disability has a hospital passport in place and a learning disability flag on the electronic patient system.
2	To undertake a service evaluation assessing equity of access by ethnicity to the Adult Psychological Support Team <i>(EDS2 Goal 2 Improved patient access and experience)</i>	Adult Psychological Care Team to present a discussion paper to the Equality, Diversity and Inclusion Steering Group in November 2019.
3	To review the understanding of current equality impact assessment processes for business cases with managers and evaluate the impact of the assessments prior to the 2020 business planning round. <i>(EDS2 Goal 4 Inclusive Leadership)</i>	Review of equality impact assessments conducted for business cases to EDI Steering Group (July 2019). If changes required from review, develop revised approach by December 2019.
4	To ensure the refreshed values of The Royal Marsden are embedded into workforce processes including recruitment, appraisal and employee relations with the aim of improving WRES findings <i>(EDS2 Goal 3 A represented and supported workforce)</i>	Refreshed values are embedded in induction and training. Values are discussed in all appraisals. Improvement of staff survey indicator “the values of my organisation were discussed as part of my appraisal.” Staff awareness of refreshed values measured via CQC reviews. Implementation of values based recruitment by March 2020

5	<p>To support the Pan-London project to improve WRES indicator 3 (discipline)</p> <p><i>(EDS2 Goal 3 A represented and supported workforce)</i></p>	<p>Data returns made on time to national WRES team</p> <p>Quarterly review of disciplinary data to EDI Steering Group</p>
6	<p>To progress the Career Coaching Scheme across the Trust with associated Careers Advisory Service, ensuring representative usage of these</p> <p><i>(EDS2 Goal 3 A represented and supported workforce)</i></p>	<p>Participation in careers advisory service and career coaching will be strongly promoted within BAME and disabled staff groups to increase access to these services</p> <p>Report to EDI Steering Group in November 2019 demonstrates access levels equivalent to or above the proportion of BAME staff and staff with disabilities in the overall workforce.</p>