



PC24 Equality Objectives 2021-2025

29.09.21



Equality Objective 1: Improve collection, monitoring and analysis of patient equality data

To enable PC24 to improve care and services provided to patients by:

- Introducing an equality monitoring framework for patients/service users with KPI's, SOP and data quality targets, with results analysed from an equality perspective to identify any groups from our communities who do not access our services and take action to address
- Develop a comprehensive suite of policies that support EDI
- Analysing complaints, surveys and friends and family results from an equality perspective to identify and address any difference in experience

Equality Objective 2: Improve collection, recording, monitoring and analysis of workforce equality data

So that staff at PC24 feel valued and motivated and ensure that our employment practices do not discriminate against protected groups by:

- Conducting a data cleanse to improve workforce equality information
- Developing and implementing a robust equality monitoring framework that meets requirements of the PSED, WRES and WDES, to enable us to collect and monitor the employment experience and outcomes of employment processes.
- Addressing any gaps in representation or action in respect of protected groups including setting data quality targets and aspirational recruitment targets.
- Implementing and progressing the Workforce Race Equality Standard including engaging with black and minority ethnic colleagues (BME) to discuss the results of the metrics and collectively agree actions to drive improvements.
- Implementing and progressing the Workforce Disability Equality Standard including engaging with disabled colleagues to discuss the results of the metrics and collectively agree actions to drive improvements.
- Develop a comprehensive suite of HR policies that support EDI

Equality Objective 3: Engaging with our local community

To support our local community by strengthening links with community groups to:

- improve opportunities for patient feedback
- help raise aspiration and attainment through training and employment opportunities
- work with other healthcare partners to support areas of identified need

Equality Objective 4: Improve training and education

Develop a suite of training interventions so that:

- all staff understand their responsibilities to our patients and each other recognising how diversity can strengthen our services and organisation.

Equality Objective 5: Improve Governance Structure

Review and clarify the governance structure for the workforce and patient elements of the agenda in the terms of any existing committee structures including:

- Appointing a board level champion and Executive Lead for each EDS2 goal and equality objectives
- All staff to have EDI responsibilities within their job description and an annual equality objective
- Establish an EDI budget