

## EQUALITY OBJECTIVES 2020-2024

### PURPOSE OF EQUALITY OBJECTIVES

Northamptonshire Healthcare Foundation NHS Trust (NHFT) has a general duty under the Equality Act 2010 to prepare and publish one or more Equality objectives at least every four years. Setting Equality objectives allows us to demonstrate the progress the trust is making year on year in advancing equality for all protected groups and beyond.

### PROGRESSING THE PROPOSED EQUALITY OBJECTIVES

The equality objectives were ratified by the Trust Board on the 26<sup>th</sup> March. In response to the unprecedented pressure and uncertainty presented by the Covid 19 pandemic, the Trust Board has agreed to suspend active progression of the new Equality objectives until further notice, in order to prioritise delivery of the best possible clinical care to our patients.

The decision to suspend active progression with the equality objectives will be reviewed in July 2020. Once the suspension has been lifted the delivery and performance review of Equality objectives will be undertaken via the Trusts robust governance processes

### OUTLINE OF THE NEW EQUALITY OBJECTIVES

The trust has co-produced the following new objectives to support progress in achieving equality outcomes for the next four years -2020-2024. The intention is to review progress on an annual basis in order to identify any new information and emerging needs and issues and adjust our objectives to respond and meet these needs.

#### **Objective 1**

**Improve the experience of work at NHFT for colleagues from Black, Asian & Minority Ethnic backgrounds.**

The first year will be to gather further intelligence as to why, despite the Trust's previous approach to race equality, that the 2019 staff survey results for all 4 metrics in the staff survey decreased. We will be focussing specifically on the opportunities for career progression and tackling bullying/harassment/abuse from colleagues and patients.

#### **Objective 2**

**Improve the experience of work at NHFT for colleagues with a long term medical condition / disability.**

The first year will be to review the Trusts capability process and explore the disproportional impact on disabled colleagues by reviewing the Trusts approach to providing reasonable adjustments.

### **Objective 3**

**Demonstrate that a minimum of 90% of new or re-designed services, projects or policies have undergone a consistent and robust equality Analysis (EA process) by 2024 to improve quality of service provision.**

The first year the services will be supported by the Equality Compliance Manager and we will focus on new or re-designed services and developing training guides for all managers to support undertaking a thorough EA in projects and policies/protocols.

### **Objective 4**

**We will identify local health needs and reduce health inequalities within the Perinatal Team due to an underrepresentation of people from BME communities.** This will be achieved by working with our local partners and our local Health inequality group to understand the reason for the underrepresentation of people from the BME communities. Within the first year we will promote the service to the communities we cover explaining the benefits of receiving mental health care and treatment.