

Equality Delivery System (EDS2) Plan (2014-16)

EDS GOAL 1 BETTER HEALTH OUTCOMES FOR ALL			
Objective	Action	Measures of Success	Lead
Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed.	<ul style="list-style-type: none"> • Ensure that patient leaflets are available in a variety of formats and work with parties across the health community • Publicise the use of patient care plan passports (yellow books) to staff, patients, carers and local interest groups • Participation in Dorset Trusts E&D Cluster to standardise patient access initiatives across the patch 	<ul style="list-style-type: none"> • Availability of resources in several different formats • The improvement of questionnaire scores next year • Increased use of patient care plan passports • Patient survey responses relating to accessibility of services 	Patient and Public Experience Lead
EDS GOAL 2 IMPROVED PATIENT ACCESS AND EXPERIENCE			
Objective	Action	Measures of Success Progress	
People, carers and communities can readily access hospital, community health or primary care services and	<ul style="list-style-type: none"> • Include patient representatives in the development of Trust travel plans • Accessibility audits relating to protected groups to be completed 	<ul style="list-style-type: none"> • Development of inclusive travel plan • Audit outcomes and related action plans 	Patient and Public Experience Lead

should not be denied access on unreasonable grounds.	<ul style="list-style-type: none"> with local patient forums Participation in Dorset Trusts E&D Cluster to standardise patient access initiatives across the patch 	<ul style="list-style-type: none"> Patient survey responses relating to accessibility of services 	
EDS GOAL 3 EMPOWERED, ENGAGED AND WELL SUPPORTED STAFF			
Objective	Action	Measures of Success	
When at work, staff are free from abuse, harassment, bullying and violence from any source.	<ul style="list-style-type: none"> Promotion of the whistleblowing process and policy Re-launch of Harassment Support Advisor service, including a training programme for new HSA's Annual bullying and harassment audits completed and action plan developed then communicated to staff 	<ul style="list-style-type: none"> Staff surveys Reports on use of Assessment Support Advisors service Results of bullying and harassment audit 	Divisional Managers Workforce
EDS GOAL 4 INCLUSIVE LEADERSHIP AT ALL LEVELS			
Objective	Action	Measures of Success	
Middle managers and other line managers support their staff to work in culturally competent	<ul style="list-style-type: none"> Review of Equality and Diversity training for line managers; which is designed to meet the required EDS2 	<ul style="list-style-type: none"> Managers attendance at E&D training Results of Bullying 	Divisional Managers Workforce

ways within a work environment free from discrimination	standards <ul style="list-style-type: none"> • Review bullying and harassment training for line managers • Equality standards including in leadership training programmes for managers • Staff Survey results disseminated to departments and action plans developed • Broaden engagement in the Equality & Diversity agenda via quarterly divisional e & d reviews 	and Harassment Audit - any allegations of bullying and harassment made against line managers not being upheld	
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Please be advised that the 2015 staff survey results are currently embargoed, once they are released the E & D objectives will be reviewed and revised as appropriate.