

**Employment Equality and Diversity objectives: 2015 - 2019**

No	Objective	EDS2 Goal/Outcome	Progress
1	<p><b>Electronic Staff Record (ESR) data accuracy:</b></p> <p>To continue to improve data accuracy by repeating staff database validation exercise every two years and by promoting reasons for collection of sensitive personal data. Improve disclosure of disability, religion and belief and sexual orientation by 20%</p>		
2	<p><b>Representation of protected groups in roles and grades:</b></p> <p>Develop strategies to encourage more BME representation in senior roles (Band 7 and above)</p> <p>Develop strategies to encourage more female representation in Chief of Service or equivalent roles</p>	<p>Goal 3 A representative and Supported Workforce</p> <p>Outcome 3.1 Goal 4: Inclusive Leadership</p>	
3	<p><b>Disabled staff:</b></p> <p>Work with external organisations to place disabled people with the aim of developing their skills and confidence to support long-term employment prospects. This includes provision of support to these individuals for applying for permanent posts within the organisation</p> <p>Improve the experience of disabled staff in the workplace as measured each year by the National NHS Survey.</p>	<p>Goal 3 A representative and Supported Workforce</p> <p>Outcome 3.1</p>	

No	Objective	EDS2 Goal/Outcome	Progress
4	<p><b>Equal Pay:</b></p> <p>Undertake gender and ethnicity pay audits</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.2</p>	
6	<p><b>Age:</b></p> <p>Develop strategies to encourage employment and retention of people in the age 20 to 30 bracket</p> <p>Develop strategies to assist the trust in managing an increasingly older workforce</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.1</p>	
7	<p><b>BME staff:</b></p> <p>Reduce the incidence of harassment and discrimination reported by BME staff in the NHS Staff Survey</p> <p>Improve perception of BME staff regarding career progression opportunities as measured in the NHS Staff Survey</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.4 &amp; 3.6</p>	
8	<p><b>Bullying and Harassment</b></p> <p>Monitor reporting of complaints of bullying and harassment from the Fair Treatment at Work Adviser Service and where relevant ensure information is shared with HR Business Partners</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.4</p>	
10	<p><b>Employee Relations</b></p> <p>Track numbers of Disciplinary, Grievance and Capability cases by protected characteristic to ensure equality of treatment is applied for all staff</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.4</p>	

No	Objective	EDS2 Goal/Outcome	Progress
11	<p><b>Staff Retention</b></p> <p>Contribute to the development of strategies to increase retention of staff from protected characteristics and by staff group</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.6</p>	
12	<p><b>Flexible working</b></p> <p>Monitor and report on change in staff working patterns by protected characteristic</p>	<p>Goal 3</p> <p>A representative and Supported Workforce</p> <p>Outcome 3.5</p>	