

Objective No.	System	Action	Review Date	Lead	Comment		RAG	Completion Date	Additional Actions	RAG
1.01	PAS	Record additional categories of Sexual Orientation, and Disability.	30/06/2012	Geraldine Drury PAS Manager	Recording facility in place.	Complete	G	31/12/2012	Data Improvement will be addressed through the Self Service project	G
1.02	DATIX.	Record additional categories of Sexual Orientation and Marriage/Civil Partnership.	30/06/2012	Nichola Earle Datix System Manager	Recording facility in place.	Complete	G	31/03/2013	Data Improvement not yet addressed	A
1.03	Complaints	Record additional categories of Sexual Orientation, Marriage/Civil Partnership, Religion and Belief and Disability.	30/09/2012	Moira Swindell Head of Patient Experience Team	Agreement to include 7 PCs in complaints records	Complete	G			
1.04	ATS	Record all protected characteristics and seek to influence their implementation in national systems	31/01/2013	Carolyn Apps Resourcing Manager	NHS Jobs to be updated in December 2012.		G	31/03/2013	Data recording systems will be in place 31/1/13.	G
1.05	ESR	Undertake further refresh of employment data to ensure all protected characteristics are held and to encourage staff to feel safe to declare this information.	31/12/2012	Heather Loader Workforce Information Manager	Refresh to be considered in light of employee self service introduction v's manual update		G	31/03/2013	Refresh to be considered in light of employee self service introduction v's manual update	G
1.06	Appraisal for medical and dental staff	Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems	30/07/2012	Benedict Gbandi Revalidation Project Manager	Recording facility in place	Complete	G			
1.07	OLM	Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems	30/06/2012	Heather Loader Workforce Information Manager	Equality Analysis of access to training available.	Complete	G			
1.08	Staff Survey	Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems	30/06/2012	Jacqui Siggers Head of Human Resources	Analysis of staff survey across protected groups possible for next year.	Complete	G			
1.09	CQC Patient survey	Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems	01/09/2012	Steven Hams Deputy Chief Nurse and Head of Quality	Will not change CQC patient survey. But will collect information from post discharge survey.	Complete	G			
1.10	Post discharge survey.	Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems	01/09/2012	Angus King Deputy Matron for Quality and Nutrition	Equality data to be included in all post discharge survey documents.	Complete	G			
<b>Green, if on or better than target</b>			<b>Amber not started but within tolerance</b>		<b>Red, not started and outside milestones</b>					

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2	Undertake review of recruitment behaviour in relation to applicants who declare a disability and the impact of the "two ticks" system.		30/09/2012	31/12/2012	Ms Carolyn Apps Resourcing Manager	On Target	G
3	Investigate whether there are underlying reasons for increased levels of absence amongst staff declaring a disability.		30/09/2012	31/12/2012	Jacqui Siggers Head of Human Resources	Investigation underway due to report before 31/12/12	G
4	Discharge and Transfer of Care annual report to RMGG to include satisfaction of patients from all protected characteristics.	Patient Surveys to collect Equality data	30/09/2012	31/12/2012	Steven Hams Angus King	Complete	G
5	Patients are informed and supported to be as involved as they wish to be in decisions about their care and to exercise choice about treatments and places of treatment	Patient Surveys to collect Equality data	30/09/2012	31/12/2012	Steven Hams Angus King	Complete	G
6	Through the use of best available evidence, can the organisation demonstrate that patients & carers report and enjoy positive experiences of the organisation, including being listened to and respected, and having their dignity and privacy prioritised?	Patient Surveys to collect Equality data	30/09/2012	31/12/2012	Steven Hams Angus King	Complete	G
7	Access to flexible working amongst ethnic minority groups and men should be further investigated		31/12/2012	31/12/2013	Jacqui Siggers Head of Human Resources	Not due to report until 31/12/13	A
9	The organisation uses the Competency Framework for Equality and Diversity Leadership to recruit, develop and support strategic leaders to advance equality outcomes"		30/09/2012	31/12/2012	Bruce Campion-Smith Manager Equality and Human Rights	Used for Manager Equality and Human Rights. Use by ET under discussion	G
10	Develop and support employee network groups	Lesbian, Gay, Bisexual and Transgender Staff	30/09/2012	31/12/2012	Online Network facility in place.	Additional work required.	G
		Disabled Staff	30/09/2012	31/03/2013	Bruce Campion-Smith Manager Equality and Human Rights	Not Started	A
		BAME staff	30/09/2012	31/12/2012	Bruce Campion-Smith Manager Equality and Human Rights	Online forum to be delivered by 31/10/12. Forum relaunch under consideration	G
11	Certain Protected Characteristic groups appear to be over represented in the Outpatients DNA data.		31/12/2012	31/03/2013	Bruce Campion-Smith Manager Equality and Human Rights	Not Started	A
12	Investigate the apparently high numbers of males experiencing falls.		30/09/2012	31/12/2012	National trend identified. Briefing for ward staff to include increased risk to males Monitor change in level of falls.	Complete	G
13	Investigate why people from the English / Welsh / Scottish / Northern Irish / British racial group make proportionally more complaints.		30/09/2012	31/12/2012	Moira Swindell Head of Patient Experience Team	Questionnaires to be distributed to ethnic minority VCOs followed by personal visits as appropriate.	G
14	Investigate why people from the English / Welsh / Scottish / Northern Irish / British racial group experience proportionally more clinical incidents.		30/09/2012	31/03/2013	Bruce Campion-Smith Manager Equality and Human Rights	Not Started	A
15	Investigate why Men are disproportionately represented in readmission figures.		30/09/2012	31/03/2013	Andrzej Orłowski Readmissions Project Manager	On Target	G
Green, if on or better than target		Amber not started but within tolerance			Red, not started and outside milestones		