

# Our approach to equality, diversity and involvement

Presentation by  
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# Overview

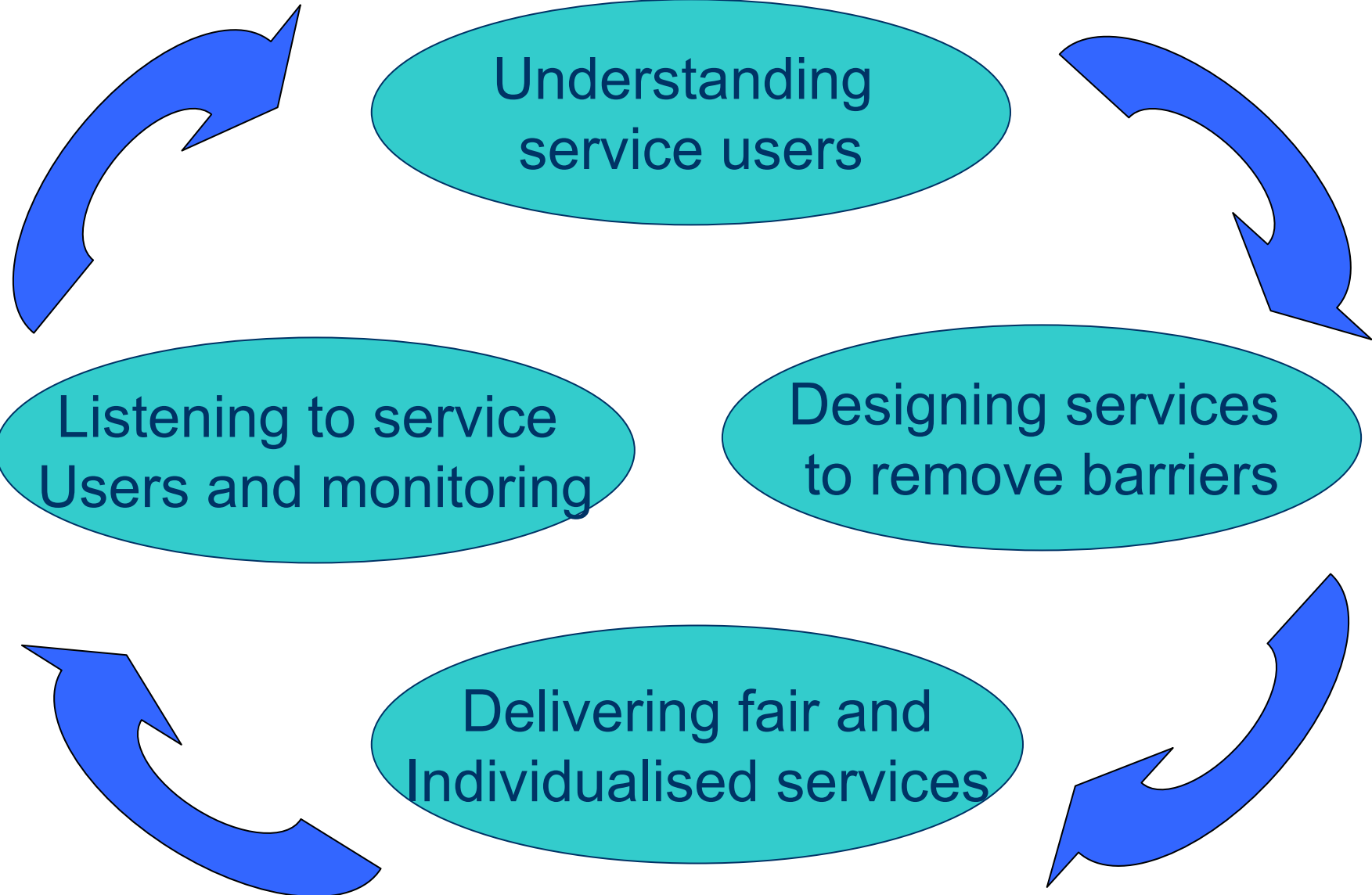
1. Our commitment to equality, diversity and involvement
2. The protected characteristics
3. Our Trust model
4. Achievements – Patients and Service Users
5. Achievements – Staff Involvement
6. How we can work together
7. Questions to consider

## Our commitment to equality, diversity and involvement

- Patients, service users and staff are at the heart of service
- Excellent patient experience
- Want views of the people who use our service moving to social model
- Equality Strategy 2012 - 2015
- Patient and Public Involvement Strategy 2011 - 2014

# The Protected Characteristics

- Race
- Disability
- Gender
- Religion or Belief
- Sexual Orientation
- Age
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity



# Achievements – Patients and Service Users

- NAVAJO Charter Mark
- Workplace Familiarisation Programme
- Patient Pager Trial (Fracture Clinic)
- Disability Discrimination (DDA) Audits
- Patient and Public Disability Focus Group
- Disabled Go (Patient Access)
- Disabled Car Parking Spaces/Access Route
- Multi-Faith Prayer Facilities
- Signage Review

# Achievements – Patients and Service Users

- Patient and Service User Spiritual Care Group
- Health Mela
- Multi-faith Baby Memorial Service
- Spiritual Care Policy
- Ascentis Accredited Loss, grief and Bereavement Training
- Several Patient Guides relating to Spiritual Beliefs for Patient/relative reference

# Achievements – Staff Involvement

- Recruitment ensuring proportionality
- Annual Employment Monitoring Statistics
- Staff Engagement
  - Black and Minority Focus Group
  - Disability Group
  - Religion and Belief Group
  - All Training and Development Programmes include equality and diversity specific to the topic



## We will work together with you to:

- Continue to promote equality and diversity
- Ensure equality is integrated into policies, strategies, procedures, service developments and improvements
- Engage with the patients, service users, carers and the local community to consult on changes at the development stage of any change
- Consult patients, service users, carers and the local community to find out what we do well and how we can improve to best meet their needs

## We will work together with you to:

- Ensure consultation is clearly linked with the Trusts Patient and Public Involvement Strategy (PPI)
- Work towards the national Equality Delivery System (EDS) and all other national priorities in relation to equality and diversity
- Continue to carry out Equality Analysis for everything we do

## Questions to consider

- How can Lancashire Teaching Hospitals meet the needs of patients and service users in the Chorley area taking into account the nine protected characteristics of equality?
- What methods of consultation would you consider to be effective to meet your needs when looking at the services provided by the Hospital in relation to equality and diversity?

# Any questions

