

Section Two: Practices & Policies

Actions:	Lead Person and date of completion	Reference which part of the duty this action relates too	Outcome
<p>Review all relevant policies to ensure they are inclusive for patients and staff who identify as LGBT+.</p> <p>Ensure that Equality Analyses take into account the needs of LGBT+ patients when introducing change into the Trust, this should include analyses carried out on CIP's, changes to services and organisational change initiatives, including consultation where necessary.</p>	<p>Workforce EDI lead</p> <p>Clinical staff in areas with relevant policies to review them with input from patient inclusion and experience lead around specific LGBT+ issues</p>	<p>Advance equality of opportunity and eliminate discrimination</p>	<p>Ensure that our policies and practices are fully inclusive of LGBT+ patients, staff and service users and their needs</p> <p>Able to demonstrate due regard to the needs of members of the LGBT+ communities.</p>

Section Three: Training

Actions:	Lead Person and date of completion	Reference which part of the duty this action relates too	Outcome
<p>Develop LGBT training to be rolled out across the Trust – involving members of the communities to help develop and deliver the training</p> <p>Develop awareness training for wards in order that staff are supported/feel confident to deal with LGBT+ patients/issues that may arise</p>	<p>Patient inclusion and experience lead/engagement lead from McMillan LGBT+ project/workforce EDI lead</p> <p>April 2020</p>	<p>Advance equality of opportunity and eliminate discrimination</p>	<p>Raise staff awareness around the issues faced by LGBT+ patients, service users and staff.</p> <p>Empower and support staff to deal with issues sensitively and effectively when they arise.</p>

Section Four: Staff

Actions:	Lead Person and date of completion	Reference which part of the duty this action relates too	Outcome
<p>Include positive statement on all adverts encouraging applications from all sections of the communities we serve including the LGBT+ communities</p>	<p>Head of Strategic Resourcing</p>		<p>Will assist in increasing the diversity of our workforce.</p> <p>Encourage diverse participation of networks and steering groups</p> <p>Raise awareness of</p>

<p>Further develop links and initiatives with local schools, colleges and Merseyside Career Engagement Hub</p> <p>Improve the Trust's workforce profile by encouraging applications from under-represented groups and to improve retention.</p> <p>Identify media channels to maximise access to under represented groups.</p> <p>Communicate with local groups regarding vacancies</p>	<p>Assistant Director of OD/Head of Strategic Resourcing</p> <p>Head of Strategic Resourcing</p> <p>Ongoing commitment to each of these actions</p>		<p>opportunities within the Trust to encourage widening participation from all protected groups.</p>
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Section Five: Monitoring

Actions:	Lead Person and date of completion	Reference which part of the duty this action relates too	Outcome
<p>Improve data collection around sexual orientation from staff (HR)</p>	<p>Workforce EDI lead</p>	<p>Advance equality of opportunity and eliminate discrimination</p>	<p>Improved intelligence on staff demographics, to inform equality analyses on internal processes/organisational change/CIPs etc.</p> <p>Will help identify groups that are underrepresented in the</p>

<p>Improve data collection from patients and service users regarding sexual orientation.</p>	<p>Patient inclusion and experience lead</p>		<p>workforce, inform where positive action could be taken during recruitment processes and therefore take action to make the workforce more representative of the communities it serves.</p> <p>Improved knowledge of the demographics of our patients and service users, will help inform service design and development and also which communities are not accessing our services as we would expect – allowing the Trust to take remedial action where necessary.</p>
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Section Six: Service Users & LGBT Engagement

Actions:	Lead Person and date of completion	Reference which part of the duty this action relates too	Outcome
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<p>Develop engagement strategy to ensure that people from all protected groups have a 'voice' in the Trust, including members of the LGBT+ communities.</p> <p>Build on and expand current relationships with members of the LGBT+ communities</p>	<p>Patient Inclusion and Experience Lead</p> <p>April 2020</p>	<p>Advance equality of opportunity and eliminate discrimination</p> <p>Foster good relations between people who share a protected characteristic and those who do not.</p>	<p>More inclusive services which take into account the needs of protected groups.</p> <p>Engaged patients and service users who are able to actively contribute to the work carried out in the Trust.</p>
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This review should not be considered as comprehensive, the recommendations and action plan agreed here should be used to inform the long-term development of services. Please compile all evidence collected for use at the next periodical review.

I agree to the above action plan on behalf of this organisation:

Name: Cheryl Farmer

Position: Patient Inclusion and Experience Lead

Date: 18th April 2019

Signature: 

Name of organisation; St Helens and Knowsley Teaching Hospitals NHS Trust

Date of next review: January 2022