Equality Objectives 2025-2029

Purpose

This paper aims to present the Trust's Equality Objectives for 2025-2029. We have developed a set of equality objectives. demonstrating our commitment to creating an inclusive organisation, equality and inclusion and ensuring we comply with the Public Sector Equality Duty (PSED)

Developing our Equality Objectives

These objectives are shaped by our organisational priorities and co-designed in collaboration with our staff. They are aligned to the NHS EDI Improvement Plan and reflect our new Trust values: Compassion, Courage, Commitment, and Community. Using evidence from our equality data, NHS Staff Survey results, and wider staff feedback, we carried out a period of consultation with staff networks and other internal stakeholders to agree the following priority equality objectives:

Objective 1:

- Each division will develop and implement a local Equality, Diversity, and Inclusive Culture action plan, co-produced with staff to reflect organisational priorities. The plan will prioritise enhancing civility and psychological safety. Progress will be assessed through review of incident reporting, Freedom to Speak Up themes, and improvements in relevant NHS Staff Survey indicators (e.g., respect, bullying, and harassment scores). Oversight and monitoring will be provided by the EDI Steering Group.

Why does this matter:
We want to embed a positive and inclusive culture, ensuring that each division has a tailored action plan that meets the needs of their children and young people and their staff. Creating a respectful and inclusive culture helps everyone feel, safe, valued, and able to be their best. This will help towards improving staff wellbeing, strengthening teamwork, and enhancing the care we provide to our children and young people.

What will success look like:
More staff will feel safe to speak up and are treated with civility and respect. We will see improvement in our NHS Staff Survey results, and each division will take ownership of their culture, driving improvement.

Objective 2:

- Increase the proportion of shortlisted candidates from ethnically diverse backgrounds for Band 6 and above roles by 10% supported by both quantitative and qualitative metrics. These will include shortlisting and appointment rates,

recruitment training completion, workforce representation data, applicant feedback, and panel member reflections. Progress will be reported to the EDI Steering Group and divisional leads.

Why does this matter:
Our data shows that staff from ethnic diverse backgrounds often face barriers to career progression. By increasing representation at senior levels, we aim to build a more inclusive workforce that reflects the communities we serve, whilst benefiting from a wide range of skills, perspectives and leadership.

What does success look like:
Our recruitment process will be inclusive, transparent and free from bias, providing applicants with a fairer recruitment experience. More candidates from ethnic diverse backgrounds will be shortlisted and appointed into senior roles and our workforce data shows greater diversity in Band 6 and above roles.

Objective 3:

- Ensure full compliance with the Accessible Information Standard (AIS) by accurate recording on Alder Care, meeting the communication needs or all children and young people/carers with known requirements. This will be supported by refreshed staff guidance on fulfilling AIS responsibilities, helping to promote more equitable access to care and a better patient experience.

Why does this matter:
Clear and accessible communication is essential to us delivering safe, high-quality, and equitable care. Meeting the Accessible Information Standard ensures that our children and young people, and their families and carers who have additional communication needs are fully supported, improving their experiences and helping to reduce inequalities.

What success looks like:
All communication needs are accurately recorded and acted upon in Alder Care. Staff feel confident in meeting the AIS responsibilities through clear guidance improving the access to information and support our children and young people, their families and carers report. Strengthening equitable access.

We will strive to achieve these objectives over the next four years, continuously monitoring progress and working collaboratively to embed EDI, making our organisation a more inclusive place to work.