

LondonDeanery

Human Resources

SINGLE EQUALITY SCHEME 2010/12

www.londondeanery.ac.uk



University of London
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NHS
London

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Author	Version Number	Date
Albert Rose, Equalities Manager	V0.1	02/11/11

FOREWORD

I am delighted to present the London Deanery Single Equality Scheme (SES) 2010/12. We recognise that our mission is set within a diverse society. The work of the Deanery must reflect this and take into account the needs of all the people, businesses and communities that we serve and how the work of the Deanery may impact on them. It is our aim to excel in the field of equality, diversity and human rights. The Deanery SES should be seen as a framework by which we, along with other public authorities, will work to implement the public sector equality duties set out in the Equality Act 2010. We must pay due regard to these in our organisation and in the work we do. This must take account of the protected characteristics on race, gender, disability, sexual orientation, religion or belief, age, gender reassignment, pregnancy and maternity.

We will monitor progress of this SES through our Deanery Management Board, report progress against our Action Plan and identify where more can be done to achieve our ambitions and become an exemplar organisation.

I thank everyone across the Deanery who has contributed to the creation of this SES and look forward to seeing the results of our efforts as we develop this work.

Elizabeth Chan

Acting Managing Director

London Deanery Provider Shared Services

OUR VISION

The London Deanery is working to improve the quality of patient care by ensuring the supply of doctors and dentists who are educated, trained and motivated to play their part in a first class modern health service.

We aim to be responsive to the government's national objectives, the local context in which doctors and dentists work, and the changing needs and expectations of patients and local communities.

The London Deanery Single Equality Scheme (SES) sets out our commitments for the next three years, to ensure our policies and services reflect the diverse needs of our internal and external stakeholders. It is a framework that will help us fulfill our obligations to the public sector equality duties, as set out in the Equality Act 2010.

Our ambition is to ensure that our policies and services provide equality of opportunity for all, as well as unlocking the talents of people from all backgrounds.

We will introduce measures to identify and address barriers and opportunities to equality and diversity, in employment, learning and development and service delivery.

Our aim is not only to comply with the law, but to demonstrate best practice in all that we do and ultimately excel in the field of equality, diversity and human rights. We recognise that we have a lot to do to achieve this goal, but we believe that this SES is an important first step towards this goal.

This SES is for all our staff, delivery partners, trainees and wider stakeholders. If we are to make a difference, equality and diversity outcomes must be a feature of all that we do. It must matter to all of us, if we are to achieve our ambition of developing evidence-based policies that take our customers' different needs into account, and enable us to deliver high-quality programmes and services. We will only succeed if we lead by example, by investing in our future and creating an inclusive culture, by valuing people and giving a lead to everyone that we interact with as we do so.

WHAT LONDON DEANERY DOES

We are responsible for postgraduate medical and dental training in London. Our job is to improve the quality of patient care by ensuring the supply of doctors and dentists who are educated, trained and motivated to play their part in a first class modern health service. We aim to do this in a way that is responsive to the government's national objectives for health and social care, the local context in which these doctors and dentists work, and the changing needs and expectations of the patients they serve.

The London Deanery is one of the Central Academic Bodies of the University of London, in a similar relationship to that of the School of Advanced Study. The Deanery is line managed by the London Strategic Health Authority and its work is carried out within the overall framework of NHS London's vision and strategic objectives.

The University of London is pleased to be working alongside the Deanery in developing its Single Equality Scheme. This will ensure both organisations have policies and action plans which complement each other and will build upon the University's original founding commitment to equality of opportunity.

Our Purpose

To commission postgraduate medical and dental education, to standards set by the General Medical and Dental Councils

To manage postgraduate medical and dental education and assure its quality

To implement national policies on postgraduate medical and dental education and workforce planning and development

To contribute to multi-professional workforce planning and development through workforce development confederations

To maintain a database of doctors and dentists in training

To ensure equality of opportunity in recruitment and progress through training programmes

To ensure that the performance and progress of all doctors and dentists in training is regularly, reliably and fairly assessed and recorded

To provide appropriate careers information, advice, counselling and/or assistance for doctors and dentists and facilitate training for those with special needs

To make a contribution to the strategic thinking of NHS London using both our educational perspective and the intelligence we get from our networks.

Future Changes

The London Deanery is undergoing major organisational restructure over the next 2 years which will see the Deanery's functions being carried out by different areas across the new Medical and Dental Education Commissioning System. These functions are:

- London Commissioner Medical and Dental Education (LCMDE)
- Non Medical Education Commissioner

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- Education Commissioning Hub (ECH)
 - Provider Shared Services Organisation (PSSO)
 - Lead Providers

The Deanery's Single Equality Scheme should be viewed as a living document which will be updated to reflect the new arrangements as these changes occur. Changing legislation

Previous anti-discrimination legislation covered six main equality strands: gender and gender identity; disability; race; sexual orientation; age; religion and belief with the additional area of human rights. Although this has started to tackle discrimination, progress has been slow across the public sector and has often led to individual legal remedies which do not tackle the underlying problems.

Public sector equality duties have enabled organisations to take a fundamentally different approach. Public authorities are legally obliged to promote equality of opportunity and eliminate discrimination for service users and staff, rather than waiting for individuals to complain. We have to go beyond ticking boxes and to review progress on our plans to ensure that they deliver results. If there are no positive outcomes, we will be failing in our legal duties. This is a step towards a society where equality is the norm and diversity is seen as a benefit to everyone.

The first public sector duty, covering Race Equality, was introduced in the Race Relations (Amendment) Act in 2000 and came into force in May 2002.

The Disability Equality Duty came into force in December 2006 and the Gender Equality Duty in April 2007. The Human Rights Act has been in place since 1998.

Equality Act 2010

The main provisions of the Equality Act 2010 came into effect on 1 October 2010. Its basic aims are to ensure everyone has a fair chance in life. The Equality Act simplifies and strengthens previous equality legislation and expands the numbers of social groups covered by the legislation.

The Act will introduce transparency in the workplace, which is key to tackling the gender pay gap. The Act will promote fairness and equality of opportunity; tackle disadvantage and discrimination; and modernise and strengthen our law to make it fit for the challenges that our society faces today and in the future.

Under the Act the Deanery is required to meet the requirements of the Public Sector Equality Duty. This requires public organisations in the exercise of its functions to have due regard to the need to:

- Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under this Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

In support of the Public Sector Equality Duty, there are two Specific Duties, which the Deanery must undertake, these are to:

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- Publish information to demonstrate compliance with the Public Sector Equality Duty by 31 January 2012 and annually thereafter
 - Prepare and publish one or more equality objectives no later than 6 April 2012 and at subsequent intervals of no later than 4 years

The London Deanery Equality and Diversity Group will take the strategic lead in implementing this Single Equality Scheme and in meeting the new requirements of the Equality Act 2010.

In 2006, the Disability Rights Commission (DRC) produced guidance on 'The Disability Equality Duty'. The guidance recommends gathering and analysing evidence to inform action' and also that work on disability should follow the 'social model' of disability. The social model of disability takes the approach that the things that stop or hinder a disabled person from doing something are the barriers that society has put in place or chosen to ignore. It is society that disables a person, not their impairment. Barriers may relate to access, attitude or assistance. The barriers that disabled people experience lead to unequal outcomes, for example, lack of social inclusion or poorer health outcomes. The social model of disability empowers disabled people to challenge society to remove those barriers. It also recognises disabled people as 'the experts' in identifying barriers and thinking solutions to remove them, so it is vital that we include disabled people within our policy and decision making process.

The Deanery formally involved people with disabilities in the development of the Scheme. This involvement included active engagement of stakeholders with disabilities prior to consultation.

The Deanery recognises and respects the fact that many people with mental health problems and learning disabilities would not ordinarily use the term 'disabled' to describe themselves. In using the term 'disability' we seek to provide guidance about an individual's legal rights and about our legal obligations as an organisation.

The law gives protection from discrimination for people of all ages with mobility and sensory impairments, learning disabilities, mental health conditions and progressive conditions. It can cover people with heart disease, diabetes, severe disfigurement, depression, schizophrenia, dyslexia, epilepsy and Down's syndrome. Many of those who have rights under the Equality Act do not choose to use the term "disabled" when referring to themselves.

The Human Rights Act 1998

'Human rights' are the basic rights and freedoms that belong to every person in the world. Human rights are based on core principles like dignity, fairness, equality, respect and autonomy. They are relevant to our day to day life and protect our freedom to control our own lives effectively, to take part in decisions made by public bodies which impact on our rights and get fair and equal services and outcomes from public bodies.

By using a human rights based approach to support our core business of planning and delivering high quality and accessible health services for all.

We are seeking to:

- Put principles such as dignity, respect and equality into practice
- Shape services and procedures that put the 'human' at the heart of healthcare

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- Effectively supporting our staff and care groups to fulfill their specific duties under the Human Rights Act 1998, as well as progressing healthcare
 - Develop standards on human rights and add value to our work

The Human Rights Act came into force in the UK in October 2000. The Act has two main aims:

To bring most of the human rights contained in the European Convention on Human Rights into UK law. Making it possible for people to raise or claim their human rights within the complaints and legal systems here in the UK.

To bring about a new culture of respect for human rights in the UK. The Act was intended to place human rights at the heart of public service delivery, and through this to make rights a reality for all people in the UK.

What we have achieved so far

London Deanery has made good progress on its equality and diversity programme 2009/2010, arising out of our race, gender and disability schemes, although we acknowledge that much still remains to be done.

During 2010, the Deanery became an accredited 2 Tick Scheme employer. Under this scheme we guarantee to interview people with a disability if they meet the essential criteria on person specifications.

The Deanery has started to monitor Occupational Health appointments to enable us to evaluate the range of reasonable adjustments we have made to support staff in the workplace.

The introduction of the new Wellbeing and Attendance Policy also supports the Deanery's commitment to employing disabled people and ensuring disabled staff stay in employment.

Equality and diversity training is mandatory for all staff, and over 90% of staff have attended the training. All new staff attend training within 3 months of joining the Deanery.

We also provided equality impact assessment training to senior managers during 2009/10 to enable a range of equality impact assessments to be undertaken.

We have carried out a programme of equality impact assessments on our employment policies to ensure that all employees and potential employees are treated fairly in all our employment activities.

The Deanery is currently undergoing a programme of organisational change. The Deanery will be undertaking equality impact assessments at relevant stages of the programme to ensure fairness and equality in all decisions, policies, practices and procedures and will consult with staff and staff side representatives.

The Deanery has begun work on updating its equality and diversity webpage which will give further information on how we are progressing on our single equality scheme and provide better access to all the equality impact assessments we have undertaken.

Medical Workforce Recruitment are responsible for the recruitment of doctors and dentists to training programmes, including specialty, academic, sub-specialty, dental

foundation trainees, locum appointments for training and fixed term specialty training appointments.

The Medical Workforce Recruitment Team, operates the Guaranteed Interview Scheme, as such anyone with a disability who meets the minimum criteria for training, will be guaranteed an interview. Medical Workforce is currently preparing a paper on supporting trainees with a disability covering recruitment and employment.

STAFF PROFILE

Overview of the London Deanery Workforce 2010

The Deanery employs 450 staff. Of these, 350 staff are on a permanent contract, the remaining staff are on fixed term contracts.

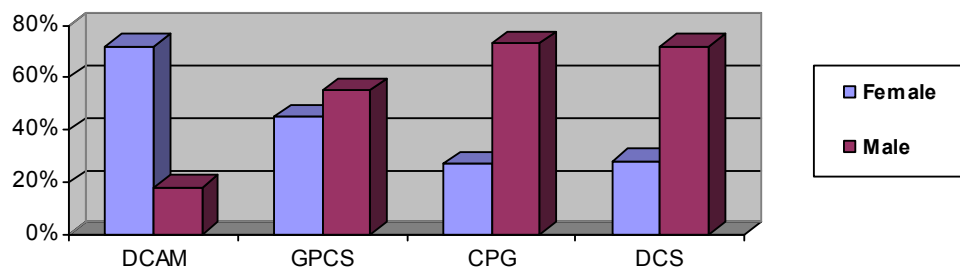
Gender

60% of all staff are female and feature most prominently in Clerical, Admin and Management Grades.

Table 1: Gender by Pay Grade

	DCAM	GPCS	Consultants Pay grades	Dental Clinical Staff
Female	72%	45%	27%	28%
Male	18%	55%	73%	72%

Gender by Pay Grade



Deanery Clerical, Administration and Management (DCAM)

GP Clinical Staff (GPCS)

Female staff are significantly under-represented in Consultant pay grades and Dental Clinical staff pay grades, although the total number of staff in both these grades is only 30.

Female staff are over-represented in scales L04 –LO6 (Table 2). Further analysis would need to be undertaken to try and provide an explanation for this.

Table 3 shows that male and female staff are represented fairly evenly in scales LO7 – LO9, in relation to their proportion in the workforce (females 60%, males 40%).

Table 2: Gender by Deanery Clerical, Technical and Support Pay Scales LO2-6

	LO2	LO3	LO4	LO5	LO6
Female	0%	100% (1)	78.9%	76.9%	81.4%
Male	100% (1)	0%	21.1%	23.1%	18.6%

Gender by CTS Pay Scales

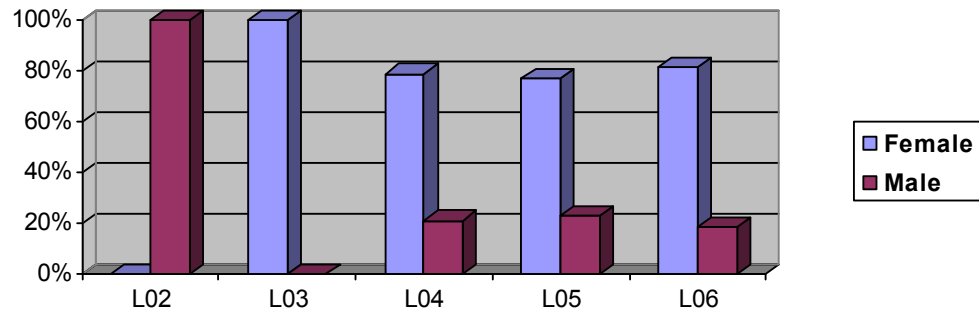
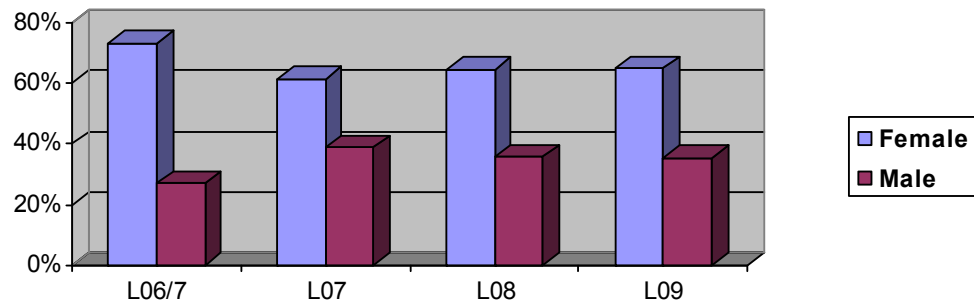


Table 3: Deanery Administration, Management and Professional Pay (AMP) Scales LO6/7 - 9

	LO6/7	LO7	LO8	LO9
Female	73%	61.3%	64.4%	64.7%
Male	27%	38.7%	35.6%	35.3%

Gender by AMP Pay Scales



Ethnicity

Percentages for ethnicity should be treated with some caution as 15% of staff have not declared their identity. However the Deanery has a fairly diverse workforce, as shown in Table 4 below. The percentages are similar to those for the London population, shown in Table 5.

Table 4: Ethnicity of London Deanery Staff

Asian	African/Caribbean	Chinese	Mixed Heritage	White	Undeclared
17.3%	7.3%	1.6%	2.7%	56%	15.1%

Ethnicity of London Deanery Staff

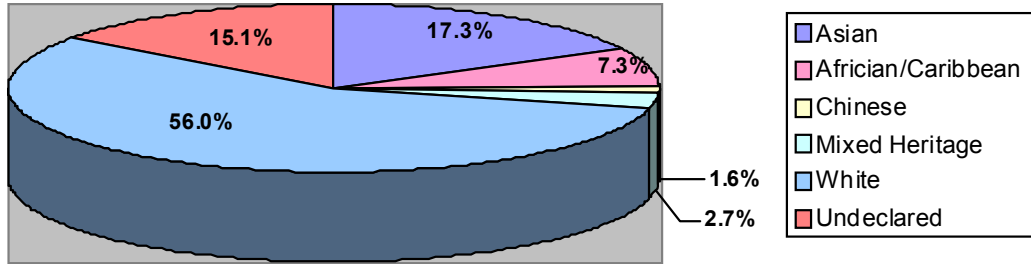
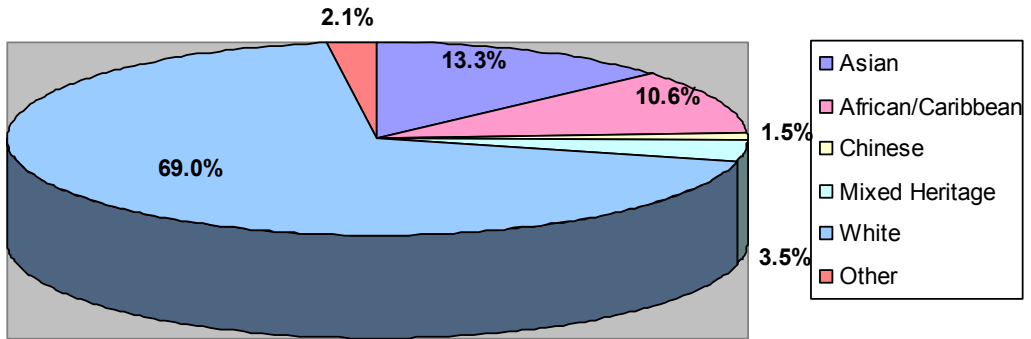


Table 5: London Population by Ethnicity (Office for National Statistics, 2007 estimates)

Asian	African/Caribbean	Chinese	Mixed Heritage	White	Other
13.3%	10.6%	1.5%	3.5	69%	2.1%

London Population by Ethnicity



Although Asian staff make up 17.3% of staff who declared their ethnicity, they are significantly under-represented in the management scales LO6/7 – LO9.

African/Caribbean staff make up 7.3% of staff who declared their ethnicity and are over-represented in scales LO5 (17.9%) and LO6 (16.2%). The position of African/Caribbean staff is less clear with regards to Management scales. In scale LO6/7 there are no African/Caribbean staff, although there is a presence in scales LO7(6.4%) and LO8(5%). In scale LO9 there are no African/Caribbean staff.

White staff make up 56% of all staff who declared their ethnicity, bearing in mind that 15% of staff did not declare their ethnicity. White staff were under-represented in scales LO4 (42.88%) and LO5 (46.1%). White staff are heavily represented in managements scales LO6/7 (80.7%), LO7 (70.9%) and LO8 (67.8%), in relation to their proportion of the workforce.

17% of staff in scale LO9 did not declare their ethnicity. Of the staff who did declare their ethnicity 82.3% were white and none were of any other ethnicity.

Ethnicity of London Deanery Staff

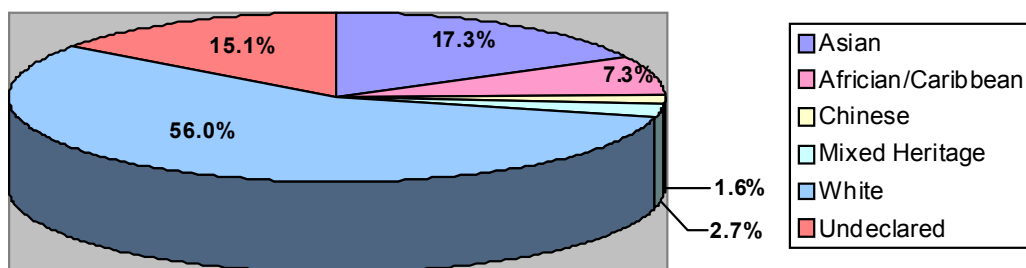


Table 6: Ethnicity by Deanery Clerical, Technical and Support Pay Scales (CTS) LO2-6

	LO2	LO3	LO4	LO5	LO6
Asian	0%	0%	14.2%	17.9%	9.3%
African/Caribbean	100% (1)	0%	10.7%	17.9%	16.2%
Chinese	0%	0%	1.7%	2.5%	4.6%
Mixed Heritage	0%	0%	8.9%	2.5%	0.0%
White	0%	100% (1)	42.8%	46.1%	58.1%
Ethnicity not declared	0%	0%	21.4%	12.8%	11.6%

Ethnicity by CTS Pay Scales

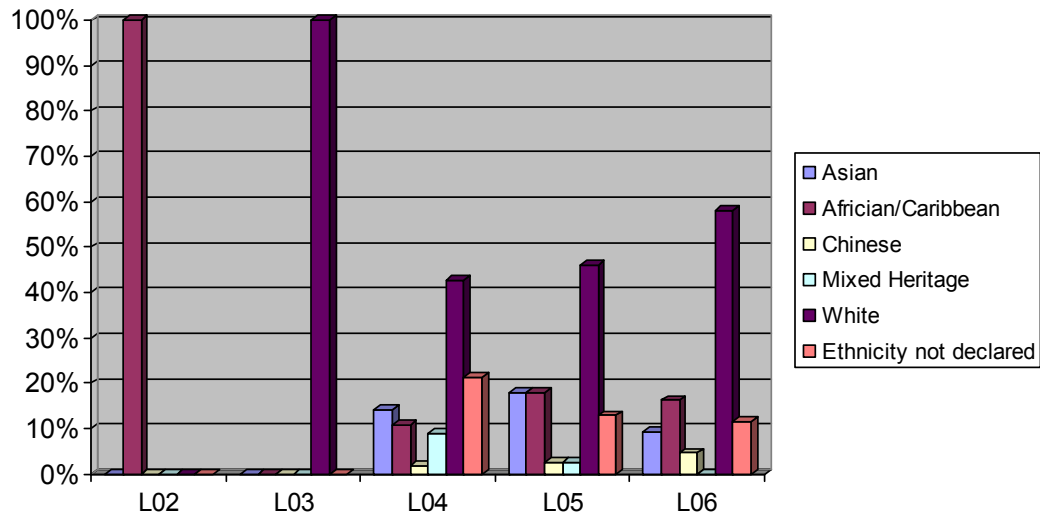
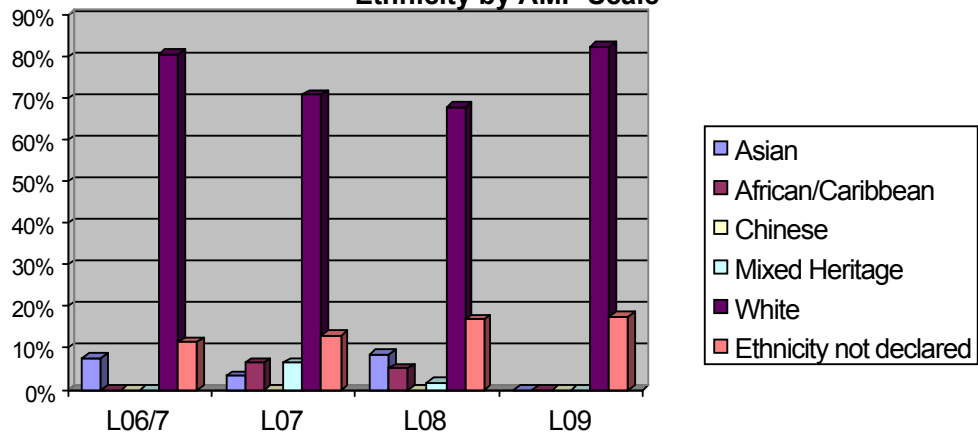


Table 7: Ethnicity by Deanery Administration, Management and Professional Pay Scales LO6/7- LO9

	LO6/7	LO7	LO8	LO9
Asian	7.6%	3.2%	8.4%	0.0%
African/Caribbean	0%	6.4%	5.0%	0.0%
Chinese	0.0%	0.0%	0.0%	0.0%
Mixed Heritage	0.0%	6.4%	1.6%	0.0%
White	80.7%	70.9%	67.8%	82.3%
Ethnicity not declared	11.5%	12.9%	16.9%	17.6%

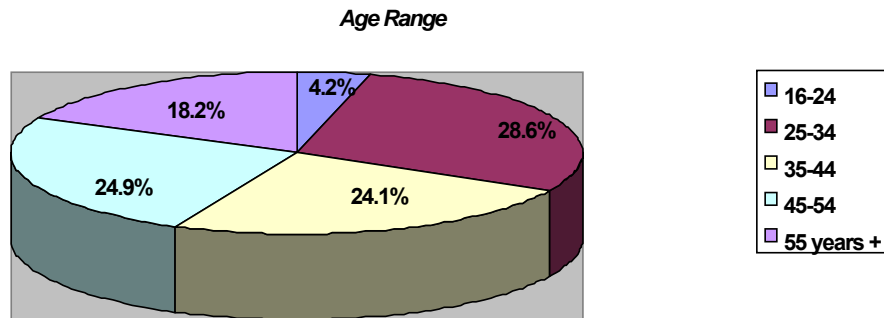
Ethnicity by AMP Scale



The Deanery employs staff from a wide age range as shown in Table 8 below.

Table 8: Age Range

16-24 years	25-34 years	35-44 years	45-54 years	55 years +
4.2%	28.5%	24%	24.8%	18.1%



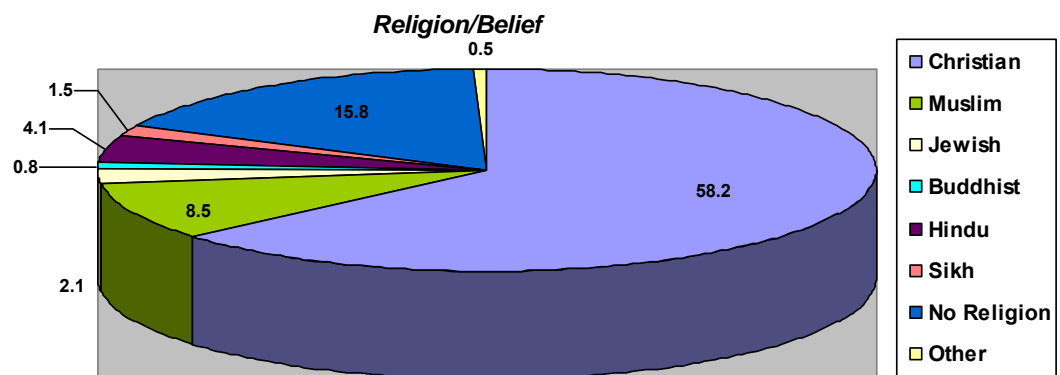
London Deanery records on religion/belief, disability and sexual orientation are incomplete so are not included in this overview.

Information on religious groups in London (Office for National Statistics, 2007 estimates) are given in Table 9 below:

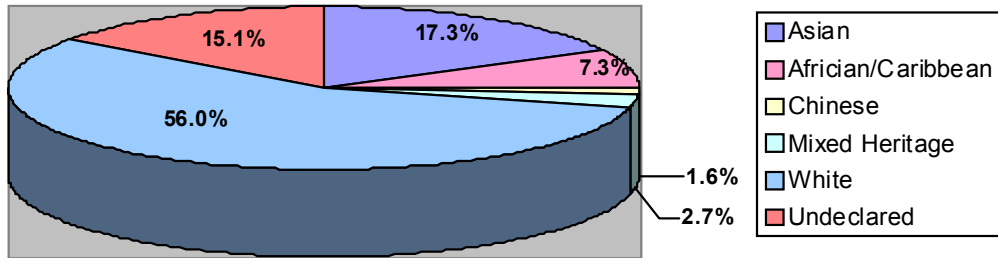
Table 9: Religion/Belief

Christian	58.2%	No Religion	15.8%
Muslim	8.5%	Hindu	4.1%
Jewish	2.1%	Sikh	1.5%
Buddhist	0.8%	Other	0.5

*8.7% of people did not answer the question in the census (2007)



Ethnicity of London Deanery Staff



OUR APPROACH

Strategic priorities

The Deanery has established 3 strategic priorities for equality and diversity. These are:

- Build the capacity, knowledge, understanding and commitment of all staff to lead the Deanery in becoming an exemplar organisation on equality, diversity and human rights.
- Improve Deanery equality data, in order to understand more about the issues that people across our policy sectors face, so that we can better address disadvantage and inequality amongst our staff, medical and dental trainees and monitor and review progress and measure success.
- Increase the involvement of under-represented groups in all Deanery internal and external programmes, policies and services services and employment and learning and development activities.

Development of the Single Equality Scheme

Stakeholder involvement

The Deanery met with a number of Universities, NHS and public and voluntary sector organisations in developing the Scheme to benefit from their experience of identifying key issues and identifying best practice in consultation. We will maintain contact with these organisations throughout the life of this Single Equality Scheme.

Equality Impact Assessments

The Deanery has undertaken a number of equality impact assessments and screenings on its employment and service delivery policies. Actions arising out of these assessments are included in the Action Plan.

The Deanery also undertook a comprehensive equality impact assessment on the Medical and Dental Education Commissioning System – Framework for Managing Change, which has informed the Action Plan.

Deanery as an employer

The Deanery has mechanisms in place for gathering and analysing information about the diversity of its staff. This has been used to provide focus on equality and diversity issues across the full range of Deanery employment and learning and development activities.

2009 Staff Survey

The Deanery undertook a staff survey during 2009. The aim of the survey was to assess staffs perception of working for the Deanery and to highlight both positive and negative concerns on how we treat staff and where we can improve. Information from the survey has informed the development of this Scheme and action plan.

London Deanery Equality Scheme 2007/9

Progress on actions undertaken from the last Equality Scheme have been used to provide further momentum on the new Scheme and Action Plan.

Consultation

The consultation took place over a 3 month period in 2010. The consultation used a range of methods to gain feedback from its stakeholders as follows:

- Online survey form
- Meeting with staff side associations/unions
- Focus group meetings with staff
- Meeting with Staff Consultative Forum
- Articles in the Deanery Digest
- Links to the online survey, sent to public and voluntary sector organisations
- Information provided to Unions/Staff Associations
- Information provided to Deanery Equality Manager

The London Deanery commissioned the Royal Association for Disability Rights (RADAR) to ensure that disabled individuals and organisations promoting the rights of people with disabilities were positively engaged in the development of the Scheme. RADAR also facilitated a consultation workshop on the Scheme for people with disabilities and Disability Consultants.

ARRANGEMENTS FOR IMPLEMENTING THE SCHEME

The Single Equality Scheme will be implemented by the Shared Services Management Group. The Group will receive regular update reports to ensure actions are implemented. Staff will be kept informed on progress through the staff newsletter.

The Deanery Equality and Diversity group will meet regularly to monitor progress and identify emerging issues and trends.

We will also keep members of the public informed on progress through the Deanery website. In line with the requirements of the Equality Act 2010 the Deanery will produce an annual equality and diversity report outlining:

- Progress on actions arising out of the Single Equality Scheme
- Implementation of the Equality Act 2010
- Information on employment, learning and development, service delivery and procurement
- Areas of good practice and lessons learnt
- Produce a new action plan

The first published report will be on 31 January 2012.

APPENDIX 1: EVIDENCE AND ACTION PLAN

In order to take forward the Single Equality Scheme, we have developed a comprehensive Action Plan which sets out how we will deliver on this agenda. The Action Plan is a document to assist us in assessing and managing the progress we make towards good equality and diversity practice. The document is also a public statement on what steps we are taking to meet our legal and moral obligations on equality. The document will be published on the Deanery Website to allow public scrutiny. The Plan sets out the actions we propose, the timings for these, and which equality strand they refer to.

Action plan

This Action Plan is a living document which will be used to highlight the key areas that the Deanery has identified as a priority. The plan is outcome focussed and identifies activities that will be carried out towards improving equality and diversity and meeting our key strategic priorities.

Priority 1

Build the capacity, knowledge, understanding and commitment of all staff and trainees, in order to lead the Deanery in becoming an exemplar organisation on equality and diversity.

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
To raise staff awareness of the Equality Act 2010 and the Deanery's commitment and approach to equality and diversity and their role in promoting equality	Provide in-house equality and diversity training to new staff and staff requiring refresher training	March 2012	Staff receive training and provide positive feedback	Human Resources	√	√	√	√	√	√	√	Enable the Deanery to meet its Public Sector Equality Duty (PSED)
To enable staff to carry out equality impact assessments	Provide in-house equality impact assessment training to staff 2011/12	March 2012	Staff enabled to undertake equality impact assessments	Human Resources	√	√	√	√	√	√	√	Due regard shown in equality and diversity
To develop an Equality and Diversity page on Sharepoint	Gather appropriate equality and diversity information Development of page on Sharepoint	December 2011	Staff able to access Deanery equality and diversity information	Human Resources	√	√	√	√	√	√	√	Staff and trainees informed on progress on equality and diversity

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
					✓	✓	✓	✓	✓	✓	✓	
To develop an Equality and Diversity page on the Deanery Website	Gather appropriate equality and diversity information Development of page on Website	December 2011	External stakeholders able to access Deanery equality and diversity information	Human Resources	✓	✓	✓	✓	✓	✓	✓	Public and stakeholders informed on progress on equality and diversity

Priority 2

Improve equality data, in order to understand more about the issues that people across our policy sectors face, so that we can better address disadvantage and inequality amongst our staff and trainees, monitor, review progress and measure success.

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
						✓			✓	✓	✓	
Improve overall staff diversity declaration rates	Undertake an internal publicity campaign to improve declaration rates – March 2012	March 2012	Achieve a completion rate of 90%	COMMs		✓			✓	✓	✓	Enhanced decision making through better information Engagement with wider group of stakeholders
Assess Media Handling	Undertake an equality impact assessment to assess access to Deanery Media - November		Increased access to Deanery media to internal and external stakeholders	COMMs								

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
Produce Deanery Equality Report 2012 to meet requirements of Equality Act 2010	Collate, analyse and publish information on: Employment and training (staff) Medical and Dental Trainees Postgraduate Trainees Trainee support services	January 2012	Report published on Deanery website	Human Resources	√	√	√	√	√	√	√	Deanery meets compliance with Equality Act 2010
Assess the Deanery Recruitment and Selection procedure for fairness	Undertake an equality impact assessment on the procedure	December 2011	Identify potential areas of discrimination and opportunities for advancing equality	Human Resources	√	√	√	√	√	√	√	Enhanced recruitment procedure which is fair
Assess the Deanery function of Learning and Development for fairness	Undertake an equality impact assessment on Learning and Development November 2011	December 2011	Assessment completed and areas for action identified.	Human Resources	√	√	√	√	√	√	√	Enhanced Learning and Development provision which is fair and accessible
Assess the use of reasonable adjustments in IT	Undertake an equality impact assessment on provision of adjustments in IT for staff	November 2011	Assessment completed and areas for action identified	Facilities	√	√						Provision of IT to be more accessible
Review accessibility and inclusivity of the Deanery intranet.	Undertake an equality impact assessment on the Deanery intranet –	November 2011	Assessment completed and areas for action identified	Web and Brand Team	√	√						Deanery intranet to be more accessible

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
Ensure all internal and external events are accessible and that all reasonable adjustments have been made.	Undertake an equality impact assessment on internal and external events –	March 2012	Assessment completed and areas for action identified	Facilities		√					√	Deanery internal and external events to become more inclusive
Ensure that Stewart House is accessible and disability friendly	Undertake an equality impact assessment on access	December 2011	Assessment completed and areas for action identified	Facilities		√						Stewart House more accessible for staff, trainees and visitors
Assess the take up of Flexible Training	Undertake an equality impact assessment on access to flexible training for trainees –	December 2011	Assessment completed and areas for action identified	Education Resources		√	√				√	Increased flexibility in provision of training
Assess communication skills support offered to London Doctors	Undertake an equality impact assessment on Communication skills support offered to London Doctors	December 2011	Assessment completed and areas for action identified	Education Resources						√		GPs with English as a second language supported
Assessment of Coaching and Mentoring Scheme	Undertake an equality impact assessment on the Coaching and Mentoring Scheme for Doctors and Dentist	December 2011	Assessment completed and areas for action identified	Professional Development	√	√	√	√	√	√	√	More accessible support service
Assessment of Medical Workforce Recruitment Procedure	Undertake an equality impact assessment on the Medical Workforce Recruitment procedure	November 2011	Assessment completed and areas for action identified	Medical Workforce Recruitment	√	√	√	√	√	√	√	Robust recruitment procedure

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
				ent								
Assess access to the E-wisdom online course	Undertake an equality impact assessment on the E-wisdom online course	December 2011	Assessment completed and areas for action identified	Dental	√	√	√	√	√	√	√	Enhanced learning and development opportunities
Assess the diversity of the GP Educational Network	Undertake an equality impact assessment on the GP Educational Network	December 2011	Assessment completed and areas for action identified	Dean of GP and Community Based Education	√	√	√	√	√	√	√	More diverse GP Educational Network

Priority 3

Increase the involvement of under-represented groups in all internal and external programmes, policies and services and employment and learning and development activities.

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
To increase the diversity of the Deanery Governance structure	Undertake analysis of the composition of the Governance structure Feed into review of Governance structures	August 2011	Action Plan to be developed for 2012/13	Quality and Committee Services								More diverse Governance

Objective	Activities	Date for completion	Success Measure	Owner	Age	Disability	Gender	Transgender	Sexual Orientation	Race	Religion or Belief	Outcomes
Develop staff support networks based initially on: Black, Asian and Minority Ethnic staff	Establish staff support networks and liaise with other Higher Education and NHS staff support networks for advice and support	March 2012	Network established	Human Resources		√	√		√	√		Under-represented groups to have a voice in development of Deanery policies and services
Consider the use of positive action initiatives to increase the under-representation of equality groups in the workforce	Establish the business case for addressing the under-representation of black, asian, female and disabled staff in particular grades and occupations	March 2012	Positive Action Plan established for March 2012	Human Resources	√	√	√	√	√	√	√	Deanery has a clear pathway for addressing under-representation in the workforce