

Equality, Diversity and Inclusion Plan on a Page - Year 1

Where we are

Berkshire Healthcare is recognised as an outstanding organisation however this is not the experience of everyone, resulting in inequalities and discrimination experienced by patients and staff with protected characteristics. The impact of this is poor health outcomes, not achieving full potential, feeling of not belonging, feeling excluded and not being able to be your true self. We need to demonstrably improve culture at all levels to ensure consistency of experience for all.

Our People

Improve inequalities and differentials in experience

Embed inclusive and compassionate leadership approaches

Develop workforce career progression and talent management

Strengthen and develop our staff networks

Develop and deliver our inclusive 'Ready for Change' programme

Our Patients

Embed the Accessible Information Standard for disabled patients across all services

Embed reasons for and recording of patient demographics to improve health outcomes

Identify actions and resources needed to reduce health inequalities through community engagement

Promote LGBT+ engagement and support through Stonewall and Reading Pride

Develop strengths-based inclusive recruitment with services

Co-produce actions and resources needed for Trans patient's pathways

Where we are going

Our strategy will address the differentials in experience at all levels of the organisation and support the development of allies of this culture change over the next three years. This will lead to improved staff and patient satisfaction, good health outcomes and everyone feeling they are valued and have a voice. We want to make Berkshire Healthcare outstanding for everyone.