

Children, Families and Community Health Equality development plan

CF&CH Equality Development Vision and plan

We believe that every child or young person that comes into contact with any of our services deserves to be treated fairly and with respect regardless of their identity or that of their family or carers, so that we ensure that their needs are met and children and young people can reach their full potential.

We believe that an analysis of power relationships is central to our work and that an understanding of equality offers a window for that analysis.

This Equality development plan has been designed in response to current issues in the Children, Families and Community Health service and aims to provide a framework on which current good individual practice around equality can be strengthened and shared across the service, the wider organisation and partners.

The plan gives a clear responsibility to the Senior Management Team to set an expectation of good equality practice and to lead that practice. However a core component of the plan is the establishment of an Equality Working Group made up of staff from each part of the service to oversee and support the implementation of the plan. The Equality Working Group will have a key role in translating the intention of the plan into practice, monitoring progress and advising on methods to encourage positive implementation and to ensure good communication about equality.

This plan was fully implemented in February 2015 then reviewed by the Equality Working Group and CSMT every six months to ensure it remains fit for purpose and where applicable to develop further objectives and actions for the coming year. Prior to implementation some initial work was done, including managers' completion of equality elearning, DIA training, positive messaging and the development of an equality scorecard.

Four objectives with associated actions and milestones have been identified. Some of these clearly need to link to each other and should not be taken in isolation.

Objectives

- 1 **Knowing our communities.** Equality monitoring information will be used to evaluate the accessibility and effectiveness of our services and the removal of institutional discrimination.
- 2 **Leadership Strategies.** Plans and development activity will demonstrate relevance to our equality commitment.
- 3 **Community engagement.** Our communities will be involved in our work and provide relevant and timely challenge.
- 4 **A skilled and committed workforce.** Our staff will feel confident and competent around issues of equality and diversity; challenging practise and providing the best and most appropriate possible service.