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GREEN PARK HEALTHCARE TRUST
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BACKGROUND

- Orthopaedics and Rehabilitation
 - Regional Disablement Services
 - Neuro-rehabilitation
 - Diagnostic Imaging
 - Respite Care
 - Care of Older Person
 - Rheumatology
 - Child and Family Psychiatry
 - Sports Medicine
 - Physiotherapy & Occupational Therapy



BACKGROUND

- Circa 1400 staff
- 7 sites
- 79% Female, 21% Male
- 41% Part Time
- 51% Nursing
- 72 Overseas Nursing Staff



EQUAL OPPORTUNITIES

- High on the agenda at GPHCT
 - Staff Side / Management side EO Sub Group
 - EO Surveys, WLB, EO newsletters, EO training, policies & procedures in place
 - Childcare Vouchers & Summer Scheme
 - Regional HPSS Network
 - Equality Scheme



WHY BOTHER WITH EEP

- Best Practice
- Focused Approach
- Framework & Structure
- Employer of Choice
- Recruitment & Retention



RIGHT TIME?

- Number of challenges
 - Agenda for Change
 - Review of Public Administration
 - Site & Service Development





PROCESS

- Audit of Policies against Equality Indicators
- Gap Analysis
- Development of Plan
- Implementation & Review



PROGRESS

- All EO Policies Reviewed
- Quarterly EO Newsletters
- Paternity Information Pack
- Expansion of Carers Leave Policy
- Development of Policies on Tele-working, Home-working & Flexible Retirement
- Analysis of take up of WLB
- Review of EO Training



PROGRESS

- Annual Return & Article 55
- Development of Policy on Employment Monitoring
- Attendance Management Scheme
- Rehabilitation Return to Work Programme
- Disability Focus
- Opportunity Now Gold Award
- Migrant Workers Conference



BENEFITS

- One Structured Plan
- ECNI Input
- Encouragement to go beyond Legislation



**“Some people change when they see
the light, others when they feel the
heat”**

