

**MAIN BOARD – FEBRUARY 2012
EQUALITY DELIVERY SYSTEM UPDATE**

1. Aim

To update the Board on ‘Objective Setting’ aspects of the Equality Delivery System [EDS].

2. Background

A paper presented to the January 2012 Trust Board described progress and next steps concerned with stakeholder engagement, grading assessment and objective setting relevant to compliance with the Equality Delivery System.

Specifically, Appendix 1 described revised grading outputs relevant to each of the 18 outcomes contained within the EDS, following a process of stakeholder engagement, which were endorsed by the January Board.

3. Progress

The Trust Equalities Committee agreed framework for managing equality delivery is that lead Directors are appointed to oversee aspects of each EDS ‘Goal’ and ‘Outcome’, including grading assessment and objective setting processes.

Stakeholder engagement in the objective setting process is a key feature of the Equality Delivery System. Stakeholder interest in the objective setting process has been expressed through a variety of public and internal events over the period December 2011 to January 2012.

Equality objectives relevant to 2011-12, have been drafted by each of the lead Directors and are set out in Appendix 1.

The Equalities Committee now seek endorsement from the Board that the direction of travel described in Appendix 1 is appropriate, with a view to focused stakeholder engagement in the objective setting process continuing to the point in March 2012 at which the Board will be asked to consider and agree a final set of equality objectives for 2012-2013 which will be incorporated into Trust mainstream activity and reporting. These equality objectives will be published in April 2012.

Collaterally, the Equalities Committee will develop and oversee a programme of work intended to drive forward the Trust’s commitment to equality. This will include the remaining objectives which have not been agreed to form part of the Trust ‘in-year’ objectives but are considered by the Equality Committee to be fundamental to continuing our progress on this key subject and delivering on both the letter and ethos of the legislation.

4. Next Steps

Next steps concerned with objective setting are described in Table 4.1.

Table 4.1 Next Steps in Objective Setting

Board asked to endorse direction of travel with regard to objective setting February 2012.
Lead Directors set out specific actions and timescales for achievement February/March 2012 with reference to key stakeholders.
Board asked to endorse final set of 2012-2013 equality objectives March 2012.
Publication of 2012-2013 objectives 6 th April 2012.

5. Recommendations

The Board is asked to consider and endorse the direction of travel described in this paper.

Author: Dr Mike Seeley, Associate HR Director

Presenting Director: Dave Smith, Director of HR and OD

COUNCIL OF GOVERNORS - MARCH 2012

EQUALITY & DIVERSITY - SELF ASSESSMENT & OBJECTIVES

1 Aim

To update the Governors on the Equality Delivery System (EDS) and to receive Governor feedback on the proposed Trust equality objectives arising from the recent 'self assessment' grading against 18 equality outcomes.

2 Background

2.1 The Equality Act came into force on 1st October 2010, consolidating and extending existing discrimination legislation into one Act, also establishing a number of general and specific duties for public sector organisations within a 'Public Sector Equality Duty'. These duties were referred to in a paper to Governors in September 2011.

2.2 The NHS developed a uniform approach to embedding equality and complying with the developing legislation through the formation of the Equality Delivery Council (EDC), chaired by Sir David Nicholson and reporting in to the NHS Management Board. The main focus of the EDC is to support the NHS in delivering services that are 'personal, fair and diverse'. One of the outputs from the work undertaken by the EDC was the Equality Delivery System (EDS). Published in the summer of 2011, the EDS was designed to help NHS organisations improve equality performance and embed equality into mainstream NHS business aligned with the nine Protected Characteristics. The Equality Delivery System has four major goals;

- **Better health outcomes for all.**
- **Improved patient access and experience.**
- **Empowered, engaged and well-supported**
- **Inclusive leadership at all levels**

Each goal contains a number of 'outcomes' against which NHS organisations are assessed. The Trust carried out its own self assessment exercise in January through a series of internal and external events at which a number of Governors were present. Following stakeholder feedback, the Trust Equality Steering Committee recommended the final gradings to the Trust Board at the end of January and both the gradings and supporting evidence have been published on the Trust website.

3. Development of Trust Objectives.

3.1 In the main, stakeholders felt that the Trust had taken both a realistic and cautious approach to self assessment. The legislation, in keeping with much recent legislation is 'outcomes' focused - priorities established as a result of the self assessment are then translated into objectives which are built into the mainstream activities of the Trust and not as an 'add on'. The Trust proposes to deal with this in 2 ways. Firstly, a small number of objectives which will be built into the 'in year' objectives for the Trust. Secondly, a 'programme of work' for those longer term objectives to be managed by the Trust Equality Steering Committee.

3.2 Governors are asked to consider and endorse the attached objectives (Appendix 1) for inclusion in the 'in year' objectives and the 'programme of work'.

Author and Presenting Director: Dave Smith, Director of Human Resources and Organisational Development

EQUALITY OBJECTIVES 2012-2013

EDS Goal/Objective	2011 Grading Assessment	Trust Equality Objective	Lead
Goal 1: Better Health Outcomes for All			
Outcome 1.1		To improve the scope of data collection on all our activity to enable better monitoring of the extent to which we provide accessible services and to help the future design of services.	SP
Outcome 1.2		To continue to improve services for people with dementia through compliance with CQUIN standards.	SP
Outcome 1.3		To ensure all service change proposals are preceded by an impact assessment to identify the potential issues for people with any of the protected characteristics.	SP
Outcome 1.4		To support the safety objective agreed as part of the management objectives for 2012/13.	SP
Outcome 1.5		To encourage the national programmes to make data on protected characteristics part of the national data set.	SP
Goal 2: Improved Patient Access and Experience			
Outcome 2.1		a) To continue the work of supporting Carers in their involvement in the care of the cared for person whilst in our hospitals.	GB
Outcome 2.2		a) To actively promote and address the challenges arising in ensuring that those falling into the protected characteristic groups are i) involved in their care and treatment as much as they want to be, ii) are receiving information about their care and treatment in an understandable format and iii) have opportunities to talk about their worries and fears (b) To improve the experience of patients in the 'transition' of leaving hospital	GB
Outcome 2.3		To expand the carers experience survey to all carers (rather than just those caring for patients with Dementia or Learning Disability)	GB
Outcome 2.4		(a) To undertake a survey of the experience of those contacting the Complaints and PALS service taking with regard to their concern/ complaint being handled respectfully and efficiently (b) To ensure that the process of how to raise concerns make complaints give comments /compliments is easily accessible to all	GB

Goal 3: Empowered, Engaged and Well Supported Staff			
Outcome 3.1		To carry out a review of non medical/medical recruitment to determine if there are any intrinsic inequalities in the overall process which prevents applicants from the protected characteristics in being proportionately successful in their applications for employment.	DS
Outcome 3.3		To understand from disabled staff and managers how we can fairly support them with their personal and career development plans.	DS
Outcome 3.6		(a) To improve the health and wellbeing of all staff to enable sickness levels within the Trust to reduce to 3.4% by the end of 2012 and 3% by April 2013. (b) To improve our data collection on staff sickness by recording the reasons for all absence with a view to setting benchmark figures against which we can design interventions and target improvements (c) To have carried out risk assessments on stress in each area of the Trust by September 2012 and to have developed local and corporate action plans to reduce stress levels.	DS
Goal 4: Inclusive Leadership at all Levels			
Outcome 4.3		To develop a full implementation plan for the NHS Equality and Diversity Competency Framework	DS

Key: Red [Underdeveloped]
Amber [Developing]
Green [Achieving]