

HEALTH AND WELLBEING BOARD

13 JUNE 2012

NHS Telford and Wrekin Clinical Commissioning Group - report on the outcomes of the Equality Delivery System Event - 22nd March 2012

Dr Mike Innes - Chair

1. SUMMARY

This report provides an update on the progress of adoption of the Equality Delivery System by NHS Telford and Wrekin Clinical Commissioning Group (CCG) and NHS Telford and Wrekin.

Following a change in equalities legislation in 2010, the PCT and CCG now have to demonstrate that they are complying with the new public duty to ensure that decision making does not discriminate against the 9 'protected' groups: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The need to demonstrate that the CCG is, and will continue to meet this duty, is a fundamental part of the CCG authorisation process. In response to this new duty, the NHS has developed the Equality Delivery System (EDS) as a tool to help NHS organisations to deliver against their statutory duty, which NHS Telford and Wrekin and the CCG have adopted.

The EDS requires the PCT/CCG to have carried out a baseline audit of its current equalities performance and to discuss and grade this with community representatives from the 9 protected groups, and to then set objectives for the PCT/CCG to work to, to improve equalities performance.

It was agreed across the local health economy to run an EDS event on 22nd March to convene a meeting of community interest groups/NHS employees for all NHS organisations within the local health economy: Shropshire Community Health NHS Trust, Shrewsbury and Telford NHS Trust, Shropshire County PCT and NHS Telford and Wrekin to:

- 1) Assess the grading of the baseline evidence in the Equality Delivery System that each organisation had provided on the day
- 2) Determine what actions the organisations should consider taking forward (maximum 4 for each organisation) based upon the evidence presented in the baseline assessments of equalities performance and the areas of weaker performance
- 3) Determine how the community/staff representatives wish to hold the organisations to account for reaching their objectives.

Each NHS organisation had one community representative table focussing on the outcomes for patients and the public, and one staff table focussing on the outcomes for staff. As NHS Telford and Wrekin and Shropshire County PCT share an HR function and HR policies and procedures, it was agreed that the staff tables for the PCTs would be combined for the purposes of this event.

Steps taken to date

It was proposed and agreed that the PCT publish the baseline assessment which was presented at the 22nd March event.

The staff table agreed with the assessment as presented for the two staff outcomes. Although the assessment was not supported by the community representatives, as they were unable to assess it in the time allowed at the event, it is agreed that the PCT commits to developing and supporting a further process, which will allow community representatives to scrutinise the baseline information in detail, and to then help set more detailed objectives.

Grading of the four Equality Delivery System Goals on the basis of the baseline assessment is as follows:

1. Better health outcomes for all	Amber	Developing
2. Improved patient access and experience	Amber	Developing
3. Empowered, engaged and included staff	Green	Achieving
4. Inclusive leadership at all levels	Amber	Developing

In terms of setting objectives for publication by the 6th April, it was proposed and agreed that broad objective areas were set, with the proviso that further engagement with community/staff representatives is undertaken to assess the baseline information in more detail and develop more detailed objectives as a consequence.

The broad objectives requiring further action, and published on the website are:

1. Equality training for staff and managers
2. Staff appraisal scheme/feedback from staff to managers
3. Information/data gaps for the protected groups
4. Communication with patients/carers
5. Dignity and respect

The PCT/CCG is now considering the planning for further community engagement on the baseline information, and developing more detailed objectives from those outlined above, with measurable targets for each.

2. RECOMMENDATIONS

3.1 Health and Wellbeing Board note the progress made in adopting EDS and the next steps proposed.