

## Equality and Diversity Progress Report

### 1. Introduction

The Equality Delivery System (EDS) was officially launched in November 2011. It was designed by the Department of Health to assist all staff and NHS organisations understand how equality can drive improvements and strengthen the accountability of services to patients and the public.

The EDS applies to all NHS organisations, including Clinical Commissioning Groups (CCGs). Under the specific duties of the public sector Equality Duty (PSED) CCGs are required to publish in a manner that is accessible to the public:

- Information to demonstrate their compliance with the public sector Equality Duty, at least annually.
- Equality objectives at least every 4 years, starting by 13<sup>th</sup> October 2013. All such objectives must be specific and measurable.

The main purpose of the EDS was, and remains, to help local NHS organisations, in discussion with local partners (including local people) review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS, NHS organisations can be helped to deliver on the public sector Equality Duty (PSED)

EDS should be applied to people whose characteristics are protected by the Equality Act 2010, which are as follows:

Age	Disability	Gender reassignment
Marriage & Civil partnership	Pregnancy & maternity	Race
Religion or belief	Gender	Sexual orientation

### 2. Equality Objectives

On the 11<sup>th</sup> October 2013 a group of stakeholders took part in an Equality Objective setting meeting at Bexley CCG. This included representation from the Governing Body (PPI Lay Member) and a range of community groups/organisations (representing the protected characteristics groups identified in the EDS).

Following debate the following objectives were agreed:

- To embed the public sector duty into the work of the organisation via effective governance arrangements and appropriate training

- To put the general equality duty into practice across the organisations functions including policy and decision making, engagement and commissioning
- To ensure the specific requirements of the Equality Duty are met by publishing objectives every four years and information on progress annually
- To develop the Equality and Diversity Focus Group with representation from patients and the public

### 3. EDS2

A refreshed EDS was launched to the NHS on 4<sup>th</sup> November 2013. It will be known as EDS2.

EDS2 has been developed by keeping flexibility and local adaptation in mind. NHS organisations are encouraged to make EDS2 work for them and adapt processes and content to suit their local needs and circumstances. It encourages organisations to use it flexibly and to embrace key local health inequalities.

EDS2 is applicable to all commissioner and provider organisations. It also provides robust evidence of how the public sector Equality Duty is being met.

#### **EDS 2 consists of four goals and 18 outcomes.**

The main goals are:

- Better health outcomes
- Improved patient access and experience
- A representative and supported workforce
- Inclusive leadership

The 18 outcomes are mainly divided into two sections patients and workforce. Each of the sections has a sub set of nine outcomes. The implementation of EDS2 relies upon a robust programme of activities and provides a nine step tool in order to achieve compliance.

### 4. Follow up stakeholder meeting

The CCG organised a further event with stakeholders on the 9<sup>th</sup> December 2013. During this meeting a number of key areas were identified for assessment against the EDS outcomes for 2014 - 15. The areas identified were linked to the CCG commissioning intentions and also took into account areas of priority in the Joint Strategic Needs Assessment (JSNA). The areas identified are:

- Focus on prevention and inequalities
- Development of Queen Mary's and Erith Hospitals
- Management of long term conditions
- Development of Adult services

It was agreed that more engagement would be undertaken with the EDS focus group during the summer of 2014 in order to undertake scoring and establish grading for NHS Bexley CCG.

EDS2 promotes the need for collaborative working with public, Local Authority, CCG staff, Healthwatch and the voluntary sector. This will be taken into account when planning scoring/grading meetings. In addition that EDS information from all commissioned service providers and other relevant evidence will be sought and presented to support grading.

## 5. Actions required

- An action plan will now be developed to set key milestones to support and measure our achievements against the CCG equality objectives. The action plan to achieve these milestones will be monitored locally through the Equality focus group and through an appropriate committee as directed by the Governing Body
- Support will be sought from relevant organisations and community groups to ensure the Equality focus group is representative of the nine protected characteristics.
- Quarterly meetings of the Equality focus group to be established to monitor progress made against equality objectives and validate the CCGs EDS self-assessment.

## 6. Recommendations for the Governing Body

- a) **Approve** the 4 Equality Objectives outlined in this report
- b) **Agree** monitoring arrangements for EDS progress
- c) **Note** current EDS progress



## Governing Body (public) meeting

DATE: 30 January 2014

Title	Equality and Diversity Progress Report
<p>Recommended action for the Governing Body</p>	<p>That the Governing Body:</p> <p><b>Approve</b> the 4 Equality Objectives as laid out in section 2 of the attached report</p> <p><b>Agree monitoring arrangements for the CCG EDS action plan</b> as laid out in section 5 of the attached report</p> <p><b>Note</b> current EDS progress as laid out in the attached report*</p>
<p>Executive summary</p>	<p>The Equality Delivery System (EDS) was officially launched in November 2011 and was designed by the Department of Health to help all staff and NHS organisations understand how equality can drive improvements and strengthen the accountability of services to patients and the public.</p> <p>The EDS applies to all NHS organisations, including Clinical Commissioning Groups (CCGs). Under the specific duties of the public health sector Equality Duty, CCGs are required to publish in a manner that is accessible to the public:</p> <ul style="list-style-type: none"> <li>• Information to demonstrate their compliance with the public sector Equality Duty at least annually (starting by January 2014). This information must include, in particular, information relating to people who share a protected characteristic who are: <ul style="list-style-type: none"> <li>a. Its employees</li> <li>b. People affected by its policies and practices</li> </ul> </li> <li>• Equality objectives at least every 4 years starting by 13<sup>th</sup> October 2013. All such objectives must be specific and measurable.</li> </ul>



## Clinical Commissioning Group

	<p>This paper sets out proposed objectives and how the CCG will comply with its public sector Equality Duty.</p> <p>Section 5 proposes next steps which the CCG are recommended to adopt. Section 6 outlines action the Governing Body is asked to approve/agree and note.</p> <p>Effective implementation of recommendations in section 5 and 6 should support the CCG to embed equality into its day to day business, thereby meeting its legal obligations, reduce health inequalities and improve patient outcomes and experience.</p>	
Which objective does this paper support?	<b>Patients:</b> Improve the health and wellbeing of people in Bexley in partnership with our key stakeholders	✓
	<b>People:</b> Empower our staff to make NHS Bexley CCG the most successful CCG in (south) London	✓
	<b>Pounds:</b> Delivering on all of our statutory duties and become an effective, efficient and economical organisation	✓
	<b>Process:</b> Commission safe, sustainable and equitable services in line with the operating framework and which improves outcomes and patient experience	✓
Organisational implications	Key risks <small>(corporate and/or clinical)</small>	
	Equality and diversity	<p>The Equality Act 2010 promotes equality and diversity in both service delivery and for public services as employers.</p> <p>The implementation of EDS will provide a means to monitor and review equality practice within the organisation and services we commission.</p>
	Patient impact	The Equality Act 2010 support better health outcomes for all and improved patient experience and outcomes.
	Financial	There are no immediate financial implications arising from this paper.
	Legal issues	EDS work plans will ensure the CCG is

## Clinical Commissioning Group

		able to meet its requirements to: publish equality and diversity information in January of each year, refresh our equality objectives annually and meet the requirements of the Public Sector Equality Duty 2010 and Health and Social Care Act 2012.
	NHS constitution	The Equality Delivery system for the NHS assists in delivery of the NHS constitution
Consultation (public, member or other)	The development of our Equality objectives was consulted on with a variety of local stakeholders and community participation groups. The Bexley Patient Council has also received updates regarding progress of EDS work and several members have been recruited to the Equality Focus Group.	
Audit (considered/approved by other committees/groups)	N/A	
Communications plan	Continued and sustained engagement is a key requirement to the progress of EDS. A communication and engagement plan is therefore being developed to support this work.	
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Date	20 <sup>th</sup> January 2014	