

TRUST BOARD

Date of Meeting: 10/07/2012	Agenda Item No: 8.2	Enclosure: 7
Intended Outcome:		
For noting	For information	For decision ✓
Title of Report: Equality Scheme Update		
Aims: To inform the Trust Board of the review and assessment of Equality and Diversity in the Trust using the NHS Equality Delivery System (EDS).		
Executive Summary: This report gives an update of equality and diversity within the Trust and in particular the progress made in introducing the national Equality Delivery System (EDS) and the development of Trust Equality Objectives, as required under the Equality Act 2010. The report also explains the need to further review and revise the Trusts Equality and Diversity Action Plan to take account of the EDS, which following its introduction last year means that the Trust action plan will be replaced to support the agreed equality objectives outlined in this paper.		
Specific implications and links to the Trust's Strategic Aims:		
Ensure we provide high quality, safe and effective care for all our patients including meeting essential standards of safety and quality as set out by the CQC		✓
Develop a viable integrated clinical strategy for secondary care services which is sustainable and affordable		
Develop a new healthcare facility in West Cumbria that is fit for the 21st century		
Achieve sustainable financial balance through the delivery of the Trust's internal Cost Improvement Programme, securing a viable contract income from our GP commissioners and contributing to the system wide cost reductions		
To develop and implement a successful merger or acquisition plan that enables the Trust to become part of an existing NHS Foundation Trust		
Recommendations: That the Trust Board approves the report and draft Equality Objectives.		
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**TRUST BOARD
EQUALITY SCHEME UPDATE
JULY 2012**

1. INTRODUCTION

The Trust is committed to promoting equality, diversity and human rights and tackling discrimination to provide better outcomes for patients and working environments for staff.

Under the Equality Act 2010, the Trust must meet the requirements of the Public Sector Equality Duty, by having due regard, in carrying out its functions, to the need to eliminate discrimination, advance equality of opportunity and foster good relations. In addition the Trust must also publish information at least annually to show its progress against these requirements (initially by 31 January 2012) and publish equality objectives (by 6 April 2012).

The Trust has adopted the recently developed NHS Equality Delivery System (EDS) as a framework to enable the review of equality performance and to identify objectives and actions, involving service users, staff and their representatives.

2. EQUALITY DELIVERY SYSTEM (EDS)

The EDS not only supports the Trust to meet the Equality Duty but also links to

- NHS Outcomes Framework
- NHS Constitution for patients and staff
- CQC essential standards.

The framework has 18 outcomes grouped into four goals

Goal 1 - Better health outcomes for all

Goal 2 - Improved patient access and experience

Goal 3 - Empowered, engaged and included staff

Goal 4 - Inclusive leadership at all levels

An assessment of the Trust's position against each of the four goals was carried out through:

- an internal assessment involving, senior managers, members of the Equality and Diversity Steering Group and staff representatives.
- an assessment for goals 1 and 2, in conjunction with other Cumbria NHS organisations (NHS Cumbria, Cumbria Partnership Foundation Trust, University Hospitals Morecambe Bay Foundation Trust) and also involving stakeholders including representatives from patient panels, disability networks, black and minority ethnic groups and LGBT groups.

A report is attached giving further details of the assessment and grading achieved through the self assessment process.

Taking the results of all the assessments outlined above into account, draft objectives were developed as detailed in Section 3 below.

3. TRUST EQUALITY OBJECTIVES

Like many other Trusts draft objectives were published to meet the deadline of 6 April 2012, however these were subject to the approval in NCUH by Governance and Quality Committee. The Governance and Quality Committee formally approved the objectives on 26 June 2012.

The objectives span for a period of 4 years, from 2012 – 2016 and are linked to the goals set out in the NHS Equality Delivery System (EDS):

- Goal 1 Better health outcomes for all
- Goal 2 Improved patient access and experience
- Goal 3 Empowered, engaged and included staff
- Goal 4 Inclusive leadership at all levels

Objective 1: Ensure services are designed to meet the needs of patients, carers and communities	
EDS Goal 1	To equality impact assess all services within the Trust and take action as required

Objective 2: Develop a system that ensures needs of patients are communicated across the patient journey	
EDS Goal 2	Develop and implement systematic ways of ensuring that throughout a patient’s journey from primary care into secondary care and within secondary care into discharge, any specific practical physical and care requirements are noted to ensure the patient receives the best possible experience e.g. needs a translator, is in a wheelchair, is deaf or blind.

Objective 3: Increase satisfaction levels of staff working in the Trust through working with staff and their representatives	
EDS Goal 3	Facilitate a system where more time can be devoted to working with staff and staff representatives on policy development, training delivery and support for health and well being for employees across all staff groups.

Objective 4: Utilise staff training and development to demonstrate commitment and leadership around equality and diversity	
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EDS Goal 4	Review and implement leadership development programmes and deliver at various levels including a focus on equality and diversity across the Trust.
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In order to facilitate the above objectives, the Trust has identified a fifth objective

Objective 5:	
Identify the trends and issues for service users and staff allowing for actions to be implemented based on evidence gathered through data analysis	
EDS Goals 1 to 4	Implement processes to improve the data collection and analysis of the information in relation to protected characteristics for staff and patients.

Detailed action plans are being finalised to support the five objectives outlined above and will be reviewed quarterly by the Trust's Equality and Diversity Steering Group and an a 6 monthly progress report published and reported to the Governance and Quality Committee.

RECOMMENDATION

That the Trust Board:

Notes the Trust's Equality Scheme update