SENIOR MANAGEMENT GROUP

DATE: 14TH MARCH 2012

Document Title:	**Implementation of NHS Equality Delivery System – Follow-up report**
Report Author(s):	**Janice Markey**
Lead Director:	**Caron Hitchen**
Attachments:	▪ **Implementation of NHS Equality Delivery System Report**
This paper has been previously presented to:	
Recommendations for the SMG:	**The report seeks approval from SMG for the adoption by the Trust of the four draft equality objectives, as proposed in the engagement survey with patients, service users, staff and other stakeholders published on the Trust website and Pulse; as part of the Public Duty on the Trust under the Equality Act 2010, equality objectives need to be published by April 6 2012.**

Executive Summary

Following the adoption by SMG in January of the Equality Delivery System, a web and Pulse engagement survey was undertaken, to seek agreement to the Trust's proposed four equality objectives. Further feedback was obtained from a special Members' Meet event as well as from the Patients' Forum, both contained in the report. The Trust's approach was approved by the NHS London Equality Lead.

In January SMG agreed to oversee the implementation of the EDS in the Trust, in order to ensure that this work is properly mainstreamed into the business planning of the Trust as required.

The proposed objectives will go to the Trust Board in March 2012.

Key recommendations from this report include that:

❖ Final equality objectives be approved for publication by April 6 2012, and that these, including specific milestones, be mainstreamed into the Trust's business planning, with immediate effect;
❖ Each service area disseminate the EDS objectives and framework through their own teams. and ensure that management teams are aware of the ongoing work needed to implement and that they are able to provide their input into this/take ownership, where appropriate;
❖ The agreed equality objectives be monitored at least once a year by the Equality and Inclusion Steering Group and reviewed formally by April 2016, in conjunction with a wide range of stakeholders across the different protected characteristic groups.

Risk Implications for the LAS (including clinical and financial consequences)

Implementation of the Equality Delivery System needs to be integrated within the Business Planning of the Trust, with any resourcing required addressed.

Other Implications (including patient and public involvement/legal/governance/diversity/resources)

****

Corporate Objectives 2011/12
This paper supports the achievement of the following corporate objectives:

☒ CO1 - To improve outcomes for patients who are critically ill or injured
☒ CO2 - To provide more appropriate care for patients with less serious illness and injuries
☐ CO3 - To meet response time targets routinely
☐ CO4 - To meet all other regulatory and performance targets
☒ CO5 - To develop staff so they have the skills and confidence they need to do their job
☒ CO6 - To improve the diversity of our workforce
☒ CO7 - To create a productive and supportive working environment where staff feel safe, valued and influential
☐ CO8 - To use resources more efficiently and effectively
☐ CO9 - To maintain service performance during major events, both planned and unplanned, including the 2012 Games
☒ CO10 - To improve engagement with key stakeholders

External Requirements

CQC Essential Standards
This paper links to the following CQC outcomes:

☒ Outcome 1: Respecting and involving people who use services
☐ Outcome 2: Consent to care and treatment
☒ Outcome 4: Care and welfare of people who use services
☐ Outcome 6: Cooperating with other providers
☒ Outcome 7: Safeguarding people who use services from abuse
☐ Outcome 8: Cleanliness and infection control
☐ Outcome 9: Management of medicines
☐ Outcome 10: Safety and suitability of premises
☐ Outcome 11: Safety, availability and suitability of equipment
☒ Outcome 12: Requirements relating to workers
☒ Outcome 13: Staffing
☐ Outcome 14: Supporting workers
☒ Outcome 16: Assessing and monitoring the quality of service provision
☒ Outcome 17: Complaints
☐ Outcome 20: Notification of other incidents
☐ Outcome 21: Records

NHSLA Risk Management Standards
This paper links to the following NHSLA standards:

☒ Standard 1: Governance
☒ Standard 2: Competent and Capable Workforce
☒ Standard 3: Safe Environment
☐ Standard 4: Clinical Care
☒ Standard 5: Learning from Experience