

NHS England's Equality and Health Inequalities Strategic Priorities and Deliverables December 2013

Strategic Priority	Success Measure	Timeframe
1. NHS England as system leader re-launches and supports the NHS Equality and Diversity Council.	Robust and visible leadership on advancing equality and tackling health inequalities with a focus on a discrete number of outcomes.	November 2013
2. Support NHS organisations to improve equality performance and meet the public sector Equality Duty.	Launch EDS2 on behalf of the NHS; EDC and NHS England to support and oversee the implementation of EDS2, so that there is a minimum of 95% implementation across all NHS Trusts, NHS Foundation Trusts, and CCGs across England.	November 2013 January 2014
3. Robust data available to measure equality and health inequalities, determine priorities and drive improvement.	Feasibility that the NHS Staff Survey, NHS Patient Survey, the Friends & Family Tests for patients and staff collect data against the 9 characteristics given protection by the Equality Act 2010 is fully explored.	Process to begin from October 2013
	Data and information disaggregated by inequality and equality dimensions to be collected and available for use in local Joint strategic needs assessments and Health and Wellbeing strategies (including NHSOF indicators).	September 2014
4. Creating an NHS workforce and leadership that is reflective of the communities that we serve, and that are free from discrimination.	Embed values-based recruitment across the NHS – so that work environments are free from discrimination.	January 2014
	Nurture workforce and leadership talent across the NHS – helping to create workforce that is as representative of the population.	January 2014
5. Resource allocation supports NHS England's duties around inequalities.	Embed the criterion of reducing inequalities in health outcomes into allocation methodology.	December 2013
6. Incentivise and prioritise improvements in primary care towards communities and groups who experience inequalities in healthcare and outcomes.	Review how financial resources and contract incentives can be better targeted to reduce unwarranted variations, including through primary care allocations, General Medical Services funding formula, Personal Medical Services contract reviews and development of other primary care contracts;	For implementation from April 2015

	<p>Ensure strategic framework for commissioning of primary care supports the ability of general practice to tackle health inequalities, and make the most of the diverse workforce;</p> <p>End Minimum Practice Income Guarantee and seniority payments for general practice - and recycle resources into core funding, to enable fairer distribution of resource.</p>	<p>January 2014</p> <p>To begin from April 2014</p>
7. Embed equality and tackling health inequalities in the CCG assurance regime.	Develop mortality indicator (Potential Years of Life Lost) and embed in CCGs annual Health Inequalities assurance review template.	March 2014
8. Remove derogations which permit geographic variations in care standards.	Develop and implement a programme of removal for all existing derogations as part of the legal duty/equality and inequalities review.	June 2015
9. Support the reduction of mental illness inequalities through the Parity of Esteem programme.	Premature mortality reduction commitment for Serious Mental Illness to be established and implemented.	March 2014