

EDC Work Plan Performance Table

In July 2015 EDC members agreed a two-year plan to improve three themed areas of work:

- **Inclusive Workplaces**
- **Workforce Equality**
- **Inclusive Healthcare**

Each theme has 2-3 goals forming key successes for the EDC to:

- Communicate to the NHS
- Monitor and communicate progress
- Engage EDC members in owning and assisting successful achievement of a goal

The Equality & Diversity Council (EDC) Work Plan Summary Performance Table aims to provide the EDC with:

- A quick reference guide to themes of work, goals and objectives;
- A summary overview of the progress being made against each objective;
- An aide to communicate key messages aligned to the EDC Forward View.

Each sub group has been asked to provide additional narrative to support the performance outlined in the table below, through the respective EDC sub group paper .

Below is the EDC Work Plan Summary Performance Table for Quarter 1 – April - July 2016 delivery.

EDC Work Plan Summary Performance Table – Quarter 1 – April - July 2016

Three Themes	Five Key Goals	RAG: Q1	Action	RAG Change
1. Inclusive workplaces	1. Creating inclusive workplaces through;			
	1.1 Delivery of a successful culture change programme co-produced with staff and patients		The LD Employment Programme and the Disability as an Asset Programme which is part of the WDES are both working towards culture change co-produced and led by disabled patients and staff.	Amber ** Similar
	2. Reducing bullying by;			
	2.1 Improving practice tools through publication of a best practice report		National E&D sub-group of the NHS Staff Council, which has links to LWG has a strand of work in its work programme about bullying and harassment which is being formulated in partnership. LWG is working with this group to a) produce a series of good practice case studies / models where organisations have gathered robust data; and b) identify a central place to access sharing of good practice models. It plans to report on this by December.	Similar
	2.2 Implementation of a national campaign to understand and act on data		Scoping of the Unified Information standard is currently being undertaken.	similar
2. Workforce equality	3. Eliminating discriminatory practice by;			
	3.1 Improving workforce race equality through successful implementation of the WRES (with increased numbers of NHS BME leaders)		Launch of WRES materials including the 2015 Baseline Data Report, production of implementation tools (guidance, videos) and close work with the CQC will further support meaningful WRES use across the NHS. The WRES conference (June 2016) helped to share good practice and processes in this area. Further concerted work (and resource) is needed for this to translate into improvements in BME staff experience and opportunities (including increased numbers of NHS BME leaders).	similar
	3.2 Developing workforce equality standards across protected groups		WDES Project Steering Group established. Timeline reported to EDC in July. It is essential and critical that learning from the WRES programme of work, and in particular, from the planned WRES evaluation is fully considered before work on	similar

Three Themes	Five Key Goals	RAG: Q1	Action	RAG Change
	3.3 Increase employment opportunities and the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS employment)		developing other workforce equality standards is undertaken. 81 organisations signed up. Pledge encouragement included in the WDES presentations. Considerable work in progress to develop the project further	similar
	4. Improving organisation performance on equality through;			
	4.1 Improving use and impact of EDS2		Continue to explore cost and options for developing a dashboard for EDS2	similar
	4.2 Improving the monitoring of experience and outcomes across protected groups		Identified outcome 2.2 of EDS2 as the patient focussed national priority	similar
	4.3 Developing information standards		Sexual Orientation Monitoring Guide has been completed and submitted to SCCI in May 2016, pending approval at its Board in September 2016 Scoping of the Community Languages Information Standard underway Scoping of the Unified Information standard is currently being undertaken. Workforce Disability equality Standard is currently underway.	similar
3. Inclusive healthcare	5. Improving access and outcomes particularly for protected and disadvantaged groups			
	5.1 Work with people with lived experience to co- produce a 'quick wins' programme leading to a national programme roll out		Registering with a GP – patient facing leaflet developed by members of the group. Quick Wins: meetings to discuss physical accessibility to primary care premise, to seek their views and share examples of good practice on improving accessibility. The expertise of people with lived experience will be part of these discussions. Roll out of Equality and Health Inequalities capability programme between July-September 2016. New screening tool and revised EHIA will form part of the training.	similar
	5.2 Strengthening workforce and organisational capability to understand, complete and act on equality impact assessments		Joint EHRC/NHS England training taking place across the regions to strengthen understanding of Baker Brown principles and national initiatives to promote equality and improve outcomes for patients and the workforce across the NHS in England The new EHI screening tool and revised EHIA tool developed	similar

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* insert colour in box as judged by sub-group Chairs / ** insert colour in box with arrow signifying positive or negative progress since the last meeting