

EDC Work Plan Progress Report

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.

This current progress report provides a brief summary of the progress made against each goal.

This progress summary report will be the last in this format. A performance report template has been developed with the assistance of the Nursing Division's PMO team and can be populated, once any groups or operational hubs to support the EDC have been established and they have agreed their key objectives and milestones.

In addition to the progress noted below, the EDC Communications Subgroup has been involved in the following activity which supports a number of the goals. It should be noted that due to restrictions imposed during the pre-General Election period in April to early June, the Communications Subgroup has been unable to be as proactive as they would have liked. Key progress and deliverables are set out below.

- Continued to cascade a number of equality and diversity products developed by various partners which ranged from blogs and podcasts to publicising a communications toolkit, and events taking place during Equality Week 2017 created by NHS Employers.
- Responded to comments on Lucy Wilkinson's blog on STPs, which has now attracted 1,400 followers (and was retweeted by Leadership Academy and CQC to over 44K followers). Paul Deemer's blog on the NHS Employers' diversity team continued to get steady interest with over 120 unique visitors and it was retweeted by NHS England to over 118K followers as well as being put in NHS Employers' Facebook group.

- A communications handling plan was put in place to promote the Workforce Race Equality Standard's (WRES) annual statistics including a press release, bulletin and web copy, media interviews and social media activity. A well-attended workshop session was later held on the WRES at the NHS Confederation's Annual conference in Liverpool, which the Communications Subgroup supported.
- Planning continues on future blogs (including a CQC piece from Dr Steve Fielding on homelessness) and collaborative communications handling across all partners for the forthcoming Sexual Orientation Monitoring Standard (SOM) in July and the Pride events in Leeds and London in July/August.

EDC Work Plan Progress Report – Quarter 1: 1 April 2017 – July 2017

Three Themes	Five Key Goals	Progress during the last quarter
1. Inclusive workplaces	1. Creating inclusive workplaces through: 1.1 Delivery of a successful culture change programme co-produced with staff and patients	The Learning Disability Employment Programme (LDEP) and the Disability as an Asset Programme which is part of the Workforce Disability Equality Standard (WDES) are both working towards culture change co-produced and led by disabled patients and staff. The concept of Disability as an Asset is being developed alongside the development of the WDES. The WDES is due to be rolled out from April 2018. The Communication and Engagement Strategy that will support the WDES will draw on Disability as an Asset. In developing additional guidance on the LDEP, Disability as an Asset will be drawn upon as the Programme did during its launch phase between 2015 and March 2017.
	2. Reducing bullying by:	
	2.1 Improving practice tools through publication of a best practice report	The system wide response to bullying issues is currently being led by the work of the Social Partnership Forum (SPF) supported by the Equality and Diversity Sub Group (EDG) of the NHS Staff Council. The Leadership and Workforce Group has links to both of these pieces of work and is seeking to work in partnership 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 has been agreed that the WDES can make a positive contribution to reducing bullying and harassment in the Workplace. The draft WDES metrics are to be presented to the next meeting of the SPF's Workforce Issues Group on 18th July 2017. The recruitment of new staff to support the work of the WDES is progressing. Work is currently being led by a senior manager from the Equality and Health Inequalities Unit.

2.2 Implementation of a national campaign to understand and act on data.

Following initial discussions with NHS Digital in December 2016 and a subsequent meeting with senior colleagues in the DH in May 2017, a scoping exercise has been designed to test the feasibility of developing a Unified Information Standard. The scoping exercise will identify what information is currently available by reference to protected characteristics and whether improvements should be made to support the commitments made in the Next Steps on The NHS Five Year Forward View in relation to Urgent and Emergency Care, Primary Care, cancer and mental health including dementia services. The scoping exercise commenced on 14 June 2017 and is due to be completed by 30 October 2017.

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)

The first phase of the WRES programme successfully established the foundations and architecture to enable NHS organisations understand where they are on the workforce race equality agenda. The strategic approach for phase two of the programme has been developed. It builds on data collection, research and system alignment, and focuses upon cultural and transformational change, accountability and sustainability. The Strategic Advisory Group will undergo a refresh to reflect the next phase of the work programme. In the meantime, work continues with regard to the 2017 WRES data returns from NHS organisations, provision of support to organisations, sectors and areas that need particular focus, identification and sharing of replicable good practice models, and analyses of data to further enhance our understanding of the narrative on this agenda. Work with the CQC is in hand to ensure that inspection regimes are impactful and are asking the right questions on (race) equality.

3.2 Developing workforce equality standards across protected groups

The WDES is to be mandated within the NHS Standard Contract from April 2018. The WDES Strategic Advisory Group (SAG) and Technical Advisory Group (TAG) are working together to further refine the metrics and associated guidance will be produced in the autumn 2017. In support of this, NHS Employers ran a successful second Disability Summit in May 2017 as part of #EQW2017. The WDES SAG and TAG have agreed a project delivery plan and identified how the provisional WDES metrics will be tested by a small number of NHS Trusts drawn from the four English regions.

3.3 Increase employment opportunities and the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS employment)

119 NHS organisations have pledged their commitment to increasing the number of people with learning disabilities that they employ. Of these, at least 36 are known to be employing people with a learning disability. With effect from the beginning of April 2017, responsibility for this Programme transferred to NHS England's Equality and Health Inequalities Unit. No specific target was set on transfer, but the aim is to match the 59 appointments secured over the first two years.

4. Improving organisation performance on equality through:

4.1 Improving use and impact of EDS2

Learning from the recent EDS2 roadshows, as well as feedback from key stakeholders, will be considered as part of the realignment of the equality tool with the revised EDC work programme and the new healthcare architecture. Melanie Walker (CEO, Devon Partnership NHS Trust) will take on the role of SRO – providing senior leadership on EDS2 going forward.

4.2 Improving the monitoring of experience and outcomes across protected groups

Further case studies are being sought to consider how EDS2 is improving outcomes for patients and staff across all protected groups, and with inclusion health groups. See also 4.1 above.

4.3 Developing information standards

Following approval at the SCCI Board in February 2017, the SOM specification and Guidance is due to be published in July 2017. The slight delay was due to Purdah restrictions during the General Election. A multi-agency Implementation Group has been meeting in readiness for approval being granted and a Communications Strategy, which will form part of a wider Implementation Plan, has been developed. See 2.2 for information on the development of a Unified Information Standard.

A scoping exercise on the development of a Community Languages Information Standard has been developed for consultation. The intention is to ensure alignment with interpreting and translation principles. Moving forward, during 2017/18, we plan to consult further and assess next steps subject to sponsorship and resources being available.

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

The three patient facing leaflets on registering with a GP, which were co-produced with people with a lived experience, were formally launched on 1 March 2017 at an International Homeless and Inclusion Health Symposium in London by Iman Rafatmah, EDC Lived Experience member and Dr Arvind Madan, Director of Primary Care, NHS England. The leaflets are designed to assist these patient groups to overcome barriers to healthcare registration that they can face. The leaflets are accessible on NHS Choices website. There has been demand for the 15,000 hard copies which were produced for dissemination to community and voluntary groups working with the patient groups concerned.

5.2 Strengthening workforce and organisational capability to understand, complete and act on equality impact assessments

Following the successful piloting and delivery of the NHS England EHI Capability programme last year, further training is being rolled out during 2017/18. The programme offers support to policy makers, commissioners and managers in understanding the legal duties for equality and health inequalities, ensuring focus is placed on Equalities and Health Inequalities (EHI) in their programmes and policies. The Programme also covers the completion of the relevant screening and analysis tools. Bespoke training was developed for Specialised Commissioning colleagues and delivered in March and April 2017. The Unit is also working with Specialised Commissioning to assess whether improvements can be made to their decision-making arrangements with respect to EHI. In addition, two one day sessions were held for CCG colleagues in March 2017. This forms part of the Unit's "Offer" to CCGs which provides data tools and support including specific webinars on how to use the EHIA tools; this programme is being extended to STPs during 2017/18.