NHS
Equality and
Diversity Council

EDC Work Plan Performance 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.

The Equality & Diversity Council (EDC) Work Plan Summary Performance Report 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 aid 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.

Please note that this Performance Report will be reviewed in consultation with subgroup chairs to agree SMART objectives with key milestones to measure progress against the objectives. This refreshed Report will be presented at the next meeting of the EDC in July 2017.

Below is the EDC Work Plan Summary Performance Report for Quarter 4: January 2017 – March 2017

NHS
Equality and
Diversity Council

EDC Work Plan Summary Performance Report – Quarter 4: January 2017 – March 2017

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

Three Themes	Five Key Goals	RAG: Q3	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
	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 and 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.	Amber
	2.2 Implementation of a national campaign to understand and act on data		Discussions and development work have got underway with a planning meeting held in mid-December with NHS Digital to discuss key issues associated with the development of a Unified Information Standard. Input to discussions on ethnicity monitoring with ONS is underway, with NHS Digital and other system leaders. Analytical input this agenda is prioritised, including comprehensive input to the recent EHRC data measurement consultation.	Amber
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		The second years WRES data report is due to be shared with the Strategic Advisory Group and the Equality and Diversity Council prior to publication. Work is already underway to put in place refreshed technical guidance for next year's WRES return, including technical guidance and FAQs (frequently asked questions). These needed	Amber

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	leaders)		refreshing to bring the WRES in line with technical changes made to the NHS Standard contract. Best practice is being shared and stimulating replicable models. Work with the CQC is in hand to ensure that inspection regimes are asking the right questions. This included 10 workshops due to take place in April.	
	3.2 Developing workforce equality standards across protected groups		Regional and local Workforce Disability Equality Standard (WDES) engagement events took place in October 2016. These events were designed to profile the WDES and facilitate discussion of the July 2016 EDC proposal for mandating the WDES. A comprehensive engagement report was produced and presented to the EDC LWG sub group in December. The WDES is to be mandated from April 2018 following a preparatory year. The WDES Strategic Advisory Group and Technical Advisory Group are working together to further refine the metrics in accordance with feedback to date and associated guidance will be produced by the summer of 2017. In parallel, good and best practice around the WDES is being gathered via a group of pilot sites across England.	Amber
	3.3 Increase employment opportunities and the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS employment		112 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 already be employing, and we have had 57 self-reported job outcomes over the lifecycle of the programme against the original target of 50. The launch phase of the programme comes to an end in March, when stewardship of the programme will transition to the NHS England Equality and Health Inequalities Unit.	Amber
4. Improving organisation performance on equality through:			
	4.1 Improving use and impact of EDS2		A series of 8 EDS2 roadshows took place across the country between November 2016 and January 2017. The feedback and learning from these events is currently being considered by the EDC EDS2 Sub Group who will report to the full EDC in due course.	Amber
	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.	Amber
	4.3 Developing information standards		The Specification for the SOM Standard was presented to the SCCI Board in February 2017 where approval was granted. The Standard will be published on 1 April 2017. A multi-agency Implementation Group has been meeting in readiness for approval being granted and are working on several strands of work including a Communications	Green

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		Strategy which will form part of a wider Implementation Plan. See 2.2 for information on the development of a Unified Information Standard. The scoping of the Community Languages Information Standard is completed and a baseline assessment meeting with NHS Digital Information Standards team for alignment and support has taken place, with a view to work on the development of the standard during 2017/18.		
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 at an International Homeless and Inclusion Health Symposium in London by Iman Rafatmah and Dr Arvind Madan, Director of Primary Care, NHS England. The leaflets are designed to assist these patient groups overcome barriers to healthcare registration that they can face. They are accessible on NHS Choices website and 15,000 copies have been produced for dissemination to community and voluntary groups working with the patient groups concerned.	Green
	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 and managers in understanding the legal duties for equality and health inequalities, ensuring focus is placed on EHI in their programmes and policies and covers the completion of the relevant screening and analysis tools.. Bespoke training has been developed for specialised commissioning colleagues and two one day training sessions will take place on 28 and 31 March 2017 for CCG colleagues. The material is available, on request, to the wider NHS. This forms part of the Unit's "Offer" to CCG's which provides data tools and support including specific webinars on how to use the EHIA tools.	Green