

## 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 3 – November 2016 - January 2017 delivery.**

### EDC Work Plan Summary Performance Table – Quarter 3 – November 2016 – January 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	RAG*	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 (EDG) 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 the EDG 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 in early 2017.	Similar
	2.2 Implementation of a national campaign to understand and act on data		A planning meeting was held in mid-December between the new EHIU lead on this project and NHS Digital to discuss key issues associated with the development of a Unified Information Standard. Further detailed planning discussions are due in February 2017.	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)		The Unify2 data collection for WRES data for 2016 has proceeded well with 95% response rate so far. Analysis will commence as soon as the current confirm and challenge process is complete with likely publication date around January 2017. Close work with the CQC and other ALBs continues to support meaningful WRES use across the NHS. We are increasingly focussed on identifying, understanding, validating and disseminating good practice around race equality. Our sense is that there is increasing traction for the WRES as measured by a range of indicators.	similar

3.2 Developing workforce equality standards across protected groups

Engagement events for mandating of WDES took place across the country during October 2016. This was reported to the LWG in December and as recommended by the EDC in July 2016, the WDES is to be mandated from April 2018 following this period of consultation and engagement.

similar

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

106 NHS organisations have pledged their commitment to increasing the number of people with learning disabilities that they employ. Of these, at least 32 are known to already be employing, and the programme has generated at least 11 job outcomes. Now that the launch phase of this programme is drawing to an end, we need to ensure it becomes mainstreamed within business as usual for the NHS and the wider Workforce Disability Equality Standard (WDES) work

similar

#### 4. Improving organisation performance on equality through;

4.1 Improving use and impact of EDS2

EDS2 roadshows taking place across the country to ensure alignment with other equality initiatives and seek feedback to make the EDS2 more current.

similar

4.2 Improving the monitoring of experience and outcomes across protected groups

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

similar

4.3 Developing information standards

The SOM Standard is due to go to the SCCI Board in February 2017. It was acknowledged that further engagement was required with social care colleagues in terms of the applicability of the SOM standard to their systems, which has been completed and added to the evidence on stakeholder engagement already set out in the Specification. The final Specification will be resubmitted to the SCCI Board on 22 February. 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 Strategy.  
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 the view to work on the development of the standard during 2017/18.

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

Good progress is being made on the Quick Wins programme, most notably, the patient facing leaflet for asylum seekers and refugees has received Gateway approval and is due to be published on NHS Choices website in mid-January 2017.

progress

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 Units Capability Training programme to circa 150 staff between March and September 2016, further training is being rolled out during 2017/18. The training covers the completion of the new EHIA template and the new Screening Tool which requires Director level sign off.. , Bespoke training is being developed for specialised commissioning and CCG colleagues.. The NHS England training, tools and guidance have been shared with system partners via the cross-system Equality Act coordination group.

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