

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 2 – July October 2016 delivery

EDC Work Plan Summary Performance Table – Quarter 2 – July - October 2016

Three Themes	Five Key Goals	RAG: Q2	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		The theme of the NHS Employers annual diversity conference this year was bullying and harassment. 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		The scoping of the Unified Information Standard is currently under review.	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		Programme of work in place for WDES to be mandated from April 2018 as per EDC decision. Amended timeline reported to EDC in October 2016.	similar

		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 developing other workforce equality standards is undertaken.	
	3.3 Increase employment opportunities and the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS employment)	There has been an increase in the number of people employed with learning disabilities across the NHS, including in national bodies, CCGs, Trusts and the supply chain. We are aware of at least 9 new jobs that have recently been created, and expect to see a continued increase in this over the remainder of the year.	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 Information Standard submitted and due to go to the SCCI Board on 28 September 2016. An Implementation Group has been set up and the first meeting held in August in anticipation of approval being secured. The scoping of the Unified Information Standard is currently under review. The scoping of the Community Languages Information Standard is underway and discussions with NHS Digital Information standards team for alignment and support. Workforce Disability Equality Standard is currently underway.	progress
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 produced by members of the group and now being developed with NHS England corporate brand prior to going through Gateway . Quick Wins: further meeting held to discuss physical accessibility to primary care premises with input from a member of the sub group to seek their views and identify examples of good practice on improving accessibility. Project plans are due to be developed for all the areas of work identified in the Quick wins programme or work	similar
	5.2 Strengthening workforce and organisational capability to	Successful roll out of Equality and Health Inequalities capability programme between July-September 2016. Due to demand, it is proposed to organise further sessions for	progress

understand, complete and act on
equality impact assessments

staff. The area where greatest interest has been generated is from Specialised
Commissioning. New screening tool and revised EHIA launched on 15 September and
formed part of the training days to prepare staff for the formal launch. The tools also
for part of NHS England's Policy Toolkit.

* 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