

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

19 April 2017

Data Measurement Subgroup Update

Purpose and context

An agreed priority of the EDC is to focus upon ensuring the availability of, and access to, the data and tools required to measure our progress in advancing equality and tackling health inequalities. In taking forward this priority, a data measurement subgroup was established with members drawn from NHS England and key partner organisations.

EDC Theme and objective (s) the paper links to

Theme 2: Inclusive workplaces – reducing bullying by:

- **Key Goal:** Implementation of a national campaign to understand and act on data.

Theme 4: Workforce Equality - Improving organisation performance on equality through:

- **Key Goal:** Improving the monitoring of experience and outcomes across protected groups.
- **Key Goal:** Develop Information Standards (IS) to enable consistent monitoring of access, experience and outcomes from healthcare across protected groups.

Key Summary Milestones

On the 22 February 2017, the SCCI Board approved the publication of the Sexual Orientation Monitoring Standard (SOM). This Fundamental Standard will be published on 1 April 2017.

Progress to date

- On the 22 February 2017, the SCCI Board approved the publication of the Sexual Orientation Monitoring Standard (SOM). This Fundamental Standard will be published on 1 April 2017. A multi-agency Implementation Task and Finish Group has been meeting in readiness for this approval being granted and are working on several strands of work including a Communications Strategy to inform the system about the standard and help prepare for implementation. A detailed implementation plan is also being drafted with key actions identified during 2017/18.
- Work continues with the Race Equality Foundation to scope a Community Language Information Standard (CLIS). Consultation workshops have taken place with a range of people spanning communities and groups. There is a recognised need to align this work that NHS England undertook with a North West CSU to develop a set of principles for translation and interpretation in 2016. Further development work is planned during 2017/18, subject to resources.

Current position

- A revised work plan will be developed for 2017/18 which will build on the excellent progress made to date. Progress against agreed objectives and milestones, linked to the Performance Report RAG rating, will be included in future subgroup reports.

Key risks

Consequential risks of not taking this work forward include:

- The need to possibly secure additional resources to support the implementation of the SOM.
- Securing resources for the development of the Unified Information Standard.
- Limited collection of data on disability within the NHS workforce could represent a risk to the successful implementation of the WDES.
- Potential risk across the NHS in delivering safe and high quality service if professional interpreters are not provided and continued impact on access to, experience of and outcomes for non-English speaking patients, carers and families.
- Risk of not securing resource (costs and capacity) for the development of a Community Languages Information Standard will make the current scoping of the standard redundant.

Next steps

- Publish the Sexual Orientation Monitoring Standard and implement during 2017/18.
- Conduct a feasibility study and secure resources for the development of the Unified Information Standard.
- NHS England to continue to work with partner organisations on the development of national health inequalities indicators.
- Continue the development and implementation of the Workforce Disability Equality Standard, working with stakeholders throughout the preparatory year, to ensure robust operational delivery via the NHS Standard Contract from April 2018.
- Continue the next phase of the Community Languages Information standard, subject to securing resource.

Recommendation and action requested

For EDC to note the report.

Dr Leander Neckles

On behalf of the Data Measurement Subgroup (DMS) of the EDC – April 2017

Current members of the Data Measurement Subgroup are:

NHS England: Anu Singh (Chair of DMS), Ruth Passman, Caroline Humphreys, Dr Leander Neckles (Secretary of DMS), John Brittain, Neil Churchill, Scott Reid, Dr Alistair Lipp, Isabelle Hunt.

Department of Health (DH): Sasha Keshavarz and Rosemary Main.¹

NHS Digital: Gerry Firkins, Cath Chilcott, Kieron Walsh.

Health Education England: Mary Lewis, Alison Berry.

Public Health England (PHE): Justine Fitzpatrick, Tom Hennell.

Strategic Partners: Paul Martin (LGBT Foundation).

¹ Membership by the DH is subject to change in 2017 due to staffing changes.