EDC Strategic Map

NHS Equality and Diversity Council

Improving leadership capacity and capability

Objectives

Improving system leadership task and finish group

Support the NHS in setting aspirational targets to increase BME representation at senior and board level

Collaborative working:national healthcare ALBs, staff-side organisations and academia

Outcomes

The NHS is an inclusive employer and makes full use of the talents of its diverse workforce

Supporting the system architecture

Objectives

Embedding equlaity, diversity and inclusion task and finish group

Support the system to plan and deliver on promoting equality, diversity and inclusion in a meaningful and effective way - refreshing EDS2

Collaborative working:national ALBs, staff staff and staff side

Outcomes

NHS organisations are equipped with a framework to help make continuous equality improvements and reduce health inequalities

Embedding levers and accountability

Objectives

Quality task and finish group

Support improvement in BME patient experiences of accessing cancer services and psychological therapies

Embed equality and diversity as strategic elements within the new and emerging healthcare architecture (STPs)

Collaborative working:

Outcomes

Reduction in ethnic inequalities in access to cancer and psychological therapies

Equality, diversity and inclusion are at the heart of the future healthcare system

Projects and workstream outcomes aligned to the EDC workplan - underpinned by the values and principles of the NHS Constitution

Deliverables

1.1 Work with the national WRES team to help support and guide local NHS organisations with setting aspirational targets
1.2 Create effective and fit-for-purpose talent management workstreams across the system
1.3 Review existing BME (and other) leadership programmes within the system to ensure alignment with above objective
1.4 Support the establishmnet of a new appointment commission structure and review content of existing appraisal systems for senior leaders

2.1. Engage with local leaders and key stakeholders re: EDS2 implmentation
2.2. Refresh of EDS2 including alignment with key policy an regulation levers
2.3. Testing of proposed framework and subsequent launch

Quality task and finish group deliverables re: mental health and cancer experience to be drafted

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