

<b>SCRUTINY COMMISSION FOR HEALTH ISSUES</b>	<b>Agenda Item No. 5</b>
<b>21 JUNE 2012</b>	<b>Public Report</b>

## **Report of the Executive Director of NHS Peterborough (NHSP) and Peterborough and Stamford Hospitals NHS Foundation Trust (PSHFT)**

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### **EQUALITY DELIVERY SYSTEM (EDS)**

#### **1. PURPOSE**

- 1.1 As per the Equality Delivery System (EDS) for the NHS guidance there is a Department of Health requirement that the EDS ratings are “seen by the Health Overview and Scrutiny Committee – and approved”.

#### **2. RECOMMENDATIONS**

- 2.1 The Commission is being asked to approve the rating templates of NHSP and PSHFT.

#### **3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY**

- 3.1 Sustainable Community priority of Creating opportunities – tackling inequalities through Equality and Diversity, Engagement, Inclusion.

#### **4. BACKGROUND**

- 4.1 The Equality Delivery System (EDS) is the framework by which all NHS organisations have to implement the Equality Act 2010. As part of the process NHS organisations are required to involve staff and community groups representing those with the nine protected characteristics. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including nationality and ethnicity, religion or belief, sex and sexual orientation. NHSP and PSHFT have worked closely together in respect of the EDS and held two workshops in December 2011 and January 2012. The community representatives were asked to rate (grade) the statements of NHSP and PSHFT in relation to the eighteen outcomes across the four goals. Based on the results of the ratings, they then helped formulate four objectives for PSHFT; one per goal. This then enabled an Improvement Plan to be prepared for 2012/13. LINKs have been involved and informed throughout the process. It is the Grading Templates which are being presented to the committee for approval. The Progress and Objectives for PSHFT are presented for information.

#### **5. KEY ISSUES**

- 5.1 The Commission may wish to consider the community engagement/involvement and the ratings themselves.

#### **6. IMPLICATIONS**

- 6.1 The EDS outcomes support the Human Rights Act 1998 and the FREDA principles of Fairness, Respect, Equality, Dignity and Autonomy.

Implications are city wide.

## **7. CONSULTATION**

7.1 The implementation of the EDS requires consultation, as described above. In addition there has been liaison with PCC and other Cambridgeshire NHS organisations.

## **8. NEXT STEPS**

8.1 NHSP and PSHFT will now seek to embed the principles of the EDS within the organisations and implement the improvement plans. In addition further engagement is planned. Current Department of Health guidance suggests that the process will be repeated in 2012/13.

Subject to Department of Health guidance, the expectation is to present the 2012/13 grading results next year.

## **9. BACKGROUND DOCUMENTS**

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

9.1 The Equality Delivery System for the NHS and associated documents.

## **10. APPENDICES**

- 10.1
- NHSP Grading Template – Appendix 1
  - NHSP Progress and Objectives – Appendix 2
  - PSHFT Grading Template – Appendix 3
  - PSHFT Progress and Objectives – Appendix 4