

SCRUTINY COMMISSION FOR HEALTH ISSUES	Agenda Item No. 5
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Report of Joan Tiplady Senior Manager - Equality Delivery System (EDS), Peterborough and Stamford Hospitals NHS Foundation Trust (PSHFT)

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EQUALITY DELIVERY SYSTEM - UPDATE

1. PURPOSE

- 1.1 The Health Commission at its meeting on 21 June 2012 requested detailed information in respect of the Equality Delivery System (EDS) outcomes which had achieved a red rating (grading).

2. RECOMMENDATIONS

- 2.1 The Commission may wish to acknowledge and approve the steps taken by PSHFT in respect to the outcome with the red rating.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

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

4. BACKGROUND

- 4.1 There was one red rating and this was in respect of Goal 4 - Inclusive Leadership at all levels; Outcome 4.3 – ‘The organisation uses the “Competency Framework for Equality and Diversity Leadership” to recruit, develop and support strategic leaders to advance equality outcomes’.

5. KEY ISSUES

- 5.1 The “Competency Framework for Equality and Diversity Leadership” document was published in late 2011 and therefore no action had been taken by PSHFT at the time of the rating workshop held in December 2011.

6. IMPLICATIONS

- 6.1 This was a national position, shared by other NHS organisations.

7. CONSULTATION

- 7.1 The workshop was attended by representatives of the nine protected characteristics who rated the outcome.

8. NEXT STEPS

- 8.1 PSHFT has since used the Performance Deliverables within the “Competency Framework for Equality and Diversity Leadership” to formulate an Action Plan which is being considered for use by the Trust’s Equality and Diversity Steering Group.

In addition the Director of Care Quality and Chief Nurse and the Director of Human Resources

have ensured that Equality and Diversity and in particular the progress in respect of the EDS is regularly reported to the Trust Board, the Trust Management Board and the Board of Governors.

As suggested by the document, Equality and Diversity (E&D) is a key consideration in respect of recruitment and this is monitored by the Trust. Key phrases in respect of E&D are used in job descriptions.

The NHS E&D e-learning programme is being rolled out across the Trust with staff, including senior managers and directors expected to undertake this during 2012/13. In addition E&D is a key component of the Trust's induction programme and is available to those unable to undertake the e-learning (eg visual impairment).

9. BACKGROUND DOCUMENTS

- 9.1 The Equality Delivery System for the NHS and associated documents
Competency Framework for Equality and Diversity Leadership

10. APPENDICES

- 10.1 N/A