

SCRUTINY COMMISSION FOR HEALTH ISSUES	Agenda Item No. 7
20 SEPTEMBER 2012	Public Report

Report of the Executive Director of Corporate Development and Performance

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EQUALITY DELIVERY SYSTEM (EDS)

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 were 'red' rated.

2. RECOMMENDATIONS

- 2.1 The Commission is requested to acknowledge and accept the progress report.

3. LINKS TO THE SUSTAINABLE COMMUNITY STRATEGY

- 3.1 How does the report link to the Sustainable Community Strategy or Single Delivery Plan priorities/outcomes?
It links to: creating opportunities, tackling inequalities; and creating strong supportive communities, through promoting equality and diversity, community cohesion, engagement with vulnerable and disadvantaged groups and providing inclusive services.
The report concerns compliance with the legal public sector equality duty under the Equalities Act 2010.

4. BACKGROUND

- 4.1 In October 2010 equalities legislation was introduced. In response to this legislation the NHS has worked with others including the Equalities and Human Rights Commission to develop a new approach to ensure that all NHS bodies comply with the legislation. NHSP has worked closely with the East of England Strategic Health Authority (SHA) and other NHS providers in the area to develop the new local system, and to test it out for the first time during 2011/2012. It is called the Equality Delivery System or EDS. As part of the system, a process of reviewing commissioning plans was started in a number of areas, mapped against NHSP's new objectives. Part of this work involved a volunteer lay panel of raters examining evidence demonstrating how the interests of nine specific groups (and others likely to experience disadvantage or exclusion) now protected under the equalities legislation had been taken into account in the planning and commissioning of services. As this was the first time this exercise had been undertaken we expected there to be gaps in documented evidence. Further more, we expected the results to highlight the gaps and areas where evidence of engagement with these groups needed to be strengthened. A red rating, therefore, in this case indicated under developed documented evidence, rather than poor quality services. From this first tranche of assessments an improvement plan has been produced and progress will continue to be reviewed and monitored, as well as work to review other areas of commissioning.

The groups classified under the nine categories within the Equalities Act 2010 are: age, disability, gender, gender reassignment, race, pregnancy & maternity, sexual orientation, religion & belief and marital & civil partnership. The panel of raters referred to above is drawn from the nine groups.

The first annual report and improvement plan for Peterborough and Cambridgeshire Cluster PCT's Equality Delivery System was presented at the Scrutiny Commission meeting on 21st June 2012. Members raised concerns about areas that had received 'Red' ratings and NHSP officers were asked to report back with improvements.

The EDS requirement was to choose one area of improvement per goal. In NHSP's case it was decided to review more than one area to start with. The areas chosen are priorities for 2012/2013 however in addition we also have a plan for cancer which will roll into 2013/2014.

A detailed report has been provided specifically on areas previously red rated.

5. KEY ISSUES

- 5.1 To ensure that the Commission has a good understanding of the EDS process and what the ratings mean.

To reassure members that progress is being made in each of the previously red rated areas.

6. IMPLICATIONS

- 6.1 The Equality Delivery System (EDS) is a framework devised for the NHS to help comply with the legal Public Sector Equality Duty and through that ensure protected characteristic groups have equity of access to NHS services. It is designed by the NHS for the NHS to improve the delivery and commissioning of personalised, fair and diverse services to patients and provide working environments where staff can thrive.

7. CONSULTATION

- 7.1 NHS Peterborough hosted two engagement events; one in Peterborough and the other in Cambridge ensuring protected characteristic groups were represented. Interested people from these events participated in the three rating sessions which were hosted as follows: two in Peterborough and one in Cambridge. The EDS requirement is for external ratings to supersede organisational ratings.

8. NEXT STEPS

- 8.1 Progress is reported regularly to the shadow Cambridge and Peterborough Clinical Commissioning Group (CCG) and to the Cluster PCT Board. Preparations are underway to ensure that the EDS is embedded as core business in the proposed new statutory responsible and accountable body. EDS requirements are a core part of the authorisation process for all CCGs. It will be the responsibility of the emerging CCG to review and refresh the improvement plan for 2013/2014.

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 Improvement plan and progress for previously red rated areas