

## Grading Template – Progress Report on Red rated areas

Goal	Outcome	Orig. rating	Imp Rating	Imp Rating	Progress
1 Better health outcomes for all	<b>1.1 Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities</b>				
	(b) Weight Management – Children Weight Management clubs and Adults Let's Get Moving/Let's Keep Moving				A detailed action plan with programmes for adults and children – from age 2-older age is in place. This includes women only, disability and learning disability, long term conditions. Engagement with stakeholders and community has contributed to increased referrals
	(d) NHSP Joint Strategic Needs Assessment (JSNA)				JSNA now published. The Draft Health and Wellbeing Strategy has been launched for consultation and an Equality Impact Assessment undertaken
	(e) Autism				Autism competencies launched Nov 11. An Autism training module now developed and will be available for organisations in October.
	(g) Cancer health inequalities				A detailed plan in place identifying barriers experienced by users and carers from protected characteristic groups and opportunities to improve attendance implemented
	<b>1.2 Individual patients' health needs are assessed, and resulting services provided, in appropriate and effective ways</b>				
	(d) NHS Health Checks				Targets set for all practices and requirement for equalities data collection embedded. Specific engagement work with Gypsy and Traveller communities to increase uptake of health checks.
	(e) Cancer needs assessment				Data/results from the cancer patient survey and local awareness & early diagnosis initiatives is being reviewed to develop a realistic action plan with providers and monitor progress by the cancer group.

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36	<b>1.3 Changes across services for individual patients are discussed with them, and transitions are made smoothly</b>				
	(c) Change of cancer services				A system to engage with patients and stakeholders is in place. This includes Anglia Cancer Network, Teenage & Young Adults and other local service users.
	<b>1.4 The safety of patients is prioritised and assured. In particular, patients are free from abuse, harassment, bullying, violence from other patients and staff, with redress being open and fair to all</b>				
	(b) Cancer screening programmes				A plan is in place to review GP Practice profiles for uptake of cancer screening programmes with view to improve on low performing practices.
	(a) Workforce health and wellbeing				Live Healthy in the workplace package is in development for all staff. Other staff support such as mentoring, counselling, occupational health already in place.
<b>4 Inclusive leadership at all levels</b>	<b>4.1 Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond</b>				
	(a) Boards commitment to E&D				To date the PCT Cluster Board has received regular presentations on EDS and associated developments. The EDS has been supported by the Board, driven by lead directors and EDS Board Champion. The new Shadow CCG Board received reports in June and August in preparation for handover for the future.
	<b>4.2 Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination</b>				

Appendix 1

Equality Delivery System – Goals and Outcomes

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Goal	Outcome	Orig. rating	Imp Rating	Imp Rating	Progress
	(a) Top down awareness/commitment to E&D				Two all staff events took place in April (Peterborough) and May (Cams) to promote wider EDS awareness. Equality and Diversity and cultural awareness training is available for all staff. Further training sessions on EDS will be implemented in Nov for all CCG/LCG staff

Key: \* Joint NHSC  
 EDS – Equality Delivery System  
 CCG – Clinical Commissioning Group  
 LCG – Local Commissioning Group  
 Imp Rating – Improved ratings against Red rated areas

Ratings: **Red** – undeveloped  
**Amber** – developing  
**Green** – achieving  
**Purple** - excelling

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