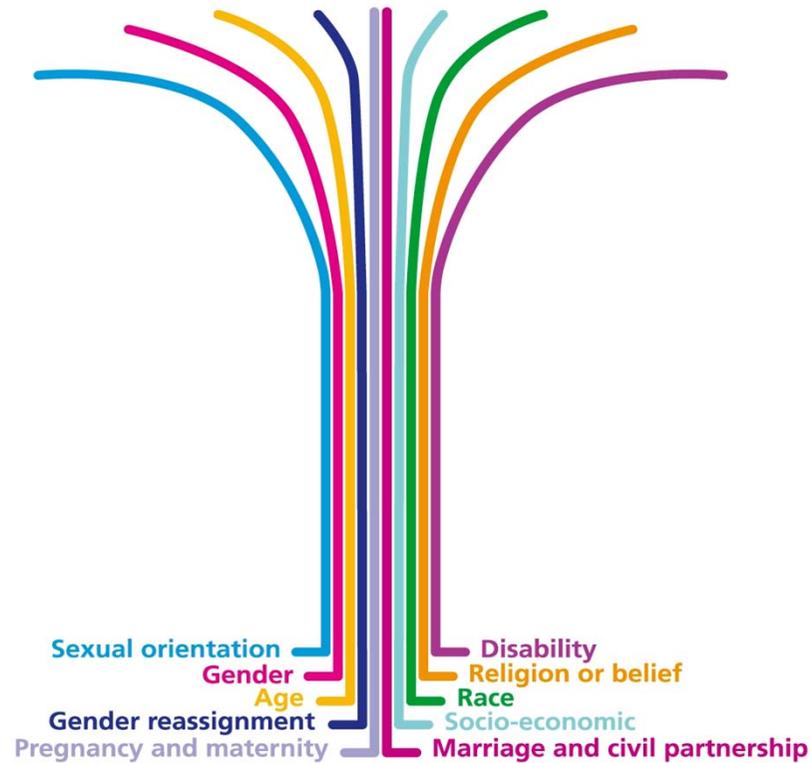


Equality and Delivery System

Progress from March 2012 - March 2013



Background

- The Trust adopted the EDS – Equality Delivery System during 2011 and had it's first RAGP (red, amber, green, purple) rating under the system in March 2012 where it received the following gradings:

10 Green – Achieving

7 Amber – Developing

1 Red – Undeveloped



- The grading process led to the setting of some Equality Objectives which have informed an action plan designed to address gaps in our Equality Performance.

Benefits of the EDS

The EDS has for the first time enabled the Trust to measure it's Equality and Diversity Performance against 4 key objectives:

1. Better Health Outcomes for all
2. Improved Patient Access and Experience
3. Empowered, Engaged and Well supported staff
4. Inclusive Leadership at all Levels



- The actions have enabled better awareness and engagement on Equality and Diversity issues across all areas of the Trust and that it is not just relevant to our workforce but has a substantial impact on the experience of our patients/service users
- As leads in various roles across the Trust have been assigned actions against the improvement plan the EDS has proved an opportunity to embed E&D into mainstream business, including linking this to other NHS requirements such as CQC, Quality Accounts and the Trusts internal ARC (Accelerate, Refocus, Consolidate) programme.

Our Equality Objectives

- Under the Equality Act 2010 Public Sector Specific Duties the Trust were required to set Equality Objectives every four years. As such we set our Strategic aim in April 2012 as:
 - > [To implement the EDS](#)

This included four specific objectives:

1. To improve the delivery and outcomes of our elderly, maternity and children's and cancer services.
2. To improve the quality of information/data on our patients in relation to their protected characteristics and the information we provide to them.
3. Train and raise general awareness of Equality, Diversity and Human Rights issues with all staff.
4. Embed Equality into leadership structures across the organisation, ensuring alignment of patient/service user and workforce leadership.

Progress

- A number of actions were set against these objectives and detailed progress can be seen in the full action plan (available from Claire.short@nhs.net or Tel: 01438 286523)

Examples of progress include:

1. A review of the local community demographics and protected characteristics identified through the newly developed engagement strategy
2. A learning disability strategy and improvement plan is in place for the Trust and progress is being measured
3. There has also been an increase in satisfaction levels across the protected groups based on the patient experience tracker results.