

Equality Delivery System: 9 Easy Steps

Step 1

Governance and partnership working – agree how it will work, confirm who's in charge, and decide how everyone fits in





Step 2

Identify local interests - including patients, communities, staff, unions and local third sector organisations





Step 3

Assemble evidence - including JSNAs, Public Health data, CQC surveys & local surveys





Step 4

Agree roles with the local authority – in particular, the part that LINks/HealthWatch, Public Health, Health & Wellbeing Boards will play







Step 5

Analyse performance -

on 18 Outcomes for each protected group, with local interests



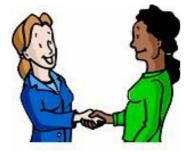




Step 6

Agree grades jointly - for each Outcome, with local interests (eg. patients, staff)







Step 7

Prepare Equality Objectives – for each Goal, with input from local interests





Step 8

Integrate Equality Objectives in mainstream business planning –

NHS Integrated Plans (inc. QIPP response), Quality Accounts and NHS Constitution



- 1. Better health outcomes for all
- 2. Improved patient access and experience
- 3. Empowered, engaged and included staff
- 4. Inclusive leadership at all levels





Step 9

Publish grades and Equality Objectives -

share with H&WB Boards; alert CQC to serious concerns





