



Yorkshire and the Humber

NHS Yorkshire and the Humber Single Equality Scheme:

Equalities Action Plan 2010/11

Update on Progress

| Directorate or Department | Objective | Outcome | Update on Progress |
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| <p>Patient Experience and Partnership</p> | <p>Ensure the SHA is explicit about representation of diverse groups when facilitating PPI engagement and involvement activity at local level</p> <p>The SHA to develop an approach to ensure diverse groups and communities are consulted and engaged</p> <p>Equality and Diversity to be explicit within the work of Care Partnerships and outcomes monitored and reported on</p> <p>Clinical Governance to develop an understanding of Equality and Diversity within their work streams in order to ensure themes and trends regarding clinical negligence and risk are identified by diversity strands to support guidance and learning.</p> | <p>SHA events are accessible and representative of diverse groups</p> <p>SHA forums and networks are represented of diverse groups</p> <p>Governance report on equality issues and themes</p> <p>Improved health outcomes for diverse groups</p> <p>Equality data is available to inform priorities</p> | <p>Representation of diverse groups is monitored as a specific element of the SHA SCAP to ensure that any service reconfigurations include the voices of diverse groups relevant to the local community.</p> <p>Representatives from structured groups/formal voluntary organisations are involved to represent the views of patients at events such as the Major Trauma Network, Quality Accounts Event, Maximising Intelligence Forum, etc.</p> |

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| Public Health | <p>Plan devised to ensure Public Health plans are subject to Equality Impact Assessments based on their relevance to E&D</p> <p>Undertake an Equality Impact Assessment on the SHA Sexual Health Plan and share approach and learning with the wider Public Health team</p> <p>The SHA/Yorkshire and Humber Public Health Observatory to work to ensure systemic issues relating to the capture and reporting on E&D data for service users are identified and addressed leading to consistency in its collection and usage.</p> | <p>EqlAs inform Public Health planning.</p> <p>Diversity issues considered within health inequalities programmes</p> <p>Demonstrable improvements are made in the capture and usage of E&D data for service users.</p> | <p>Initial EqlA carried out on Interim Sexual Health Framework for Commissioners.</p> <p>SHA led the development of a guide on 'Including Migrant Populations in the JSNAs'.</p> <p>This work is now being led nationally by the NHS Equality and Diversity Council as part of the development of the Equality Delivery System. The SHA has been supporting the EDS development process and disseminating information locally</p> |

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| CIO/NPfIT | <p>Facilitate an approach across the region which will support the inclusion of diversity data sets within the IT systems:</p> <ul style="list-style-type: none"> ➤ TPP ➤ Choose and Book ➤ Summary Care Records | Systems and processes increasingly include equality data sets | This work is now being led nationally by the NHS Equality and Diversity Council as part of the development of the Equality Delivery System. The SHA has been supporting the EDS development process and disseminating information locally |

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| Finance and Performance | <p>Ensure that contractors to the SHA are aware of the legal equality requirements placed upon them in the delivery of their contracts for and on behalf of the SHA</p> <p>Equalities assessment of tendering process to be undertaken.</p> <p>Training for staff engaged in procurement process developed and delivered</p> | <p>Contractors support delivery of the equality duties</p> <p>Adverse impacts identified and addressed; assessment published</p> <p>Staff have the skills and understanding to ensure E&D is addressed within procurement</p> | <p>Associate Director signing-off contracts, have responsibility for ensuring contractors are made aware.</p> <p>The provider of procurement services to the SHA undertakes equality assessments as part of the Service Level Agreement</p> <p>Guidance on procurement processes is provided as part of SLA</p> |

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| <p>Workforce and Education (WED)</p> | <p><u>Regional Activities</u></p> <p>SHA to develop an approach which monitors the outcomes of Equality Impact Assessments undertaken within education commissioning and workforce strategies and appropriate action plans developed at local level</p> <p>All leadership development programmes and activities commissioned/initiated by WED to be monitored to ensure year on year improvements in access representative of the diversity of the workforces we lead and the communities we serve across the region.</p> | <p>Improved level of equalities within education provision</p> <p>Participants on WED commissioned and/or initiated Leadership programmes and activities should be representative of mix of the disability, gender and ethnicity in our workforces/communities, increasing the diversity of the leadership talent pool from which to appoint to senior roles</p> | <p>Completed contract reviews with Universities ensuring that the Widening Participation agenda was publicised. Universities have submitted this monitoring information to the SHA along with a locally made analysis to determine actions they will implement to adjust and improve the course recruitment processes where necessary.</p> <p>An Opening Doors Network (last meeting 23rd March 2011) continues to engage university admissions and service delivery staff to discuss widening participation and E&D issues. Work ongoing with the University hardship funds to keep students experiencing financial difficulties on their course – particularly those from lower socio-economic groups</p> <p>The emerging leaders network and the bursary scheme have monitored joiner information to ensure diverse groups are represented., collected when people joined the network</p> <p>SHA continues to work with trusts to encourage the nomination of staff from under-represented groups at senior levels</p> <p>The SHA continues to sponsor the SHA Innov8 programme aimed at increasing diverse representation in leadership roles. (Information on</p> |

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| | <p>The SHA to assure itself that the composition of the NHS workforce is monitored by PCTs and representation reviewed against population profiles</p> <p>Learning from Pacesetters programmes to be shared widely and used to inform Public Health operations and commissioning as relevant</p> <p>E&D capacity and capability within the region to be further supported and developed via the Y&H E&D Leads network</p> | <p>Workforce representation improving across the health economy</p> <p>Learning from Pacesetters informs development of programmes and service which address inequalities</p> <p>Improving E&D capacity and capability Within Y&H</p> | <p>Innov8 is available on the SHA website)</p> <p>Diversity in regional workforce is monitored through the workforce planning processes and as part of SHA's role in monitoring impact of severance schemes run by PCTs and NHS trusts.</p> <p>Learning from Pacesetters programmes has been circulated widely across the region. Some programmes have received national and international recognition.</p> <p>SHA work to support capacity and capability remains on going. Examples in year include:</p> <ul style="list-style-type: none"> • SHA sponsorship of places on the MSc in Diversity Management with University of Bradford • Workshops for E&D Leads and HR Directors on the new NHS Equality Delivery System • Session on the guidance around making cuts fair in the public sector • Awareness session on Dealing with Deafness in the Workplace |
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| Workforce and Education - Continued | <p><u>Internal Activities</u></p> <p>SHA workforce strategy and plan supports the recruitment, retention and development of diverse communities</p> <p>Data on the SHA workforce and employee relations issues informs policy development and staff training</p> <p>Equality Impact Assessments of HR policies are completed and published</p> <p>Equality and Diversity training provided is relevant to job roles.</p> <p>SHA Managers to be skilled and competent on Equality and Diversity in order to ensure statutory equality duties are discharged appropriately</p> | <p>Improving representation in the SHA workforce</p> <p>Improving representation in the SHA workforce</p> <p>Results used to inform policy development</p> <p>Embedding and sustaining E&D within the SHA to improve ownership and commitment</p> <p>Embedding and sustaining E&D within the SHA to improve ownership and commitment</p> | <p>Workforce diversity in 2010/11 showed slight improvements compared to 2009/10. More detailed information on such issues is available in the Annual HR Activity and Equality Report on the SHA's website.</p> <p>SHA HR policies have been reviewed and updated in the light of EqIAs</p> <p>See Above</p> <p>In addition to the web based E&D training which is mandatory for all staff, HR has devised and delivered a new programme of E&D training which is a requirement for those involved in recruitment</p> |

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| Commissioning Development | <p>The SHA will ask for EqlAs to be included in medium-term strategic plans of PCTs.</p> <p>The SHA will ensure that EqlAs are considered as part of the Service Change Assurance Process (SCAP).</p> <p>The SHA will commission a report on learning disabilities as part of the <i>Healthy Ambitions</i> suite of pathway documents.</p> <p>The SHA will consider how it can improve the collection of equality and diversity data in its strategic analysis of issues, and the dashboard of indicators for both <i>Healthy Ambitions</i> and QIPP.</p> <p>Provide assurance that PCTs are discharging their equalities duties and are assuring the compliance of providers , devising appropriate ways of incorporating feedback into the SHA Single Accountability & Assurance Process</p> | <p>Improved health outcomes for diverse groups</p> <p>Services targeted to needs of vulnerable groups</p> <p>Services targeted to needs of vulnerable groups</p> <p>Intelligence on issues for diverse groups derived from improved data capture and analysis is used to inform decision making</p> <p>Focus on compliance is reinforced and maintained</p> | <p>All draft plans reviewed in relation to E&D and detailed feedback provided to PCTs</p> <p>All SCAP submissions to SHA were reviewed in relation to E&D and detailed feedback provided</p> <p><i>'Healthy Ambitions for People with Learning Disabilities'</i> was published in September 2010 making recommendations for the improvement of services.</p> <p>This work is now to be discharged through implementation of the NHS Equality Delivery System which commenced in the autumn of 2010 with SHA support.</p> <p>This work is now to be discharged through implementation of the NHS Equality Delivery System which commenced in the autumn of 2010, with SHA support</p> |

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| <p>Communications</p> <p>➤</p> | <p>SHA communication and information programmes to take account of E&D issues</p> <p>Directors/Non- Executive Directors to seek assurance that Equality & Diversity has been properly addressed in all papers submitted to the SHA Board.</p> <p>Board to receive a development session on Equality and Diversity and develop an action plan based on their learning needs.</p> | <p>SHA send out clear messages of the need to be responsive to diverse groups and communities.</p> <p>Embedding equality and diversity</p> <p>Awareness and culture change</p> | <p>SHA materials now more reflective of the communities we serve</p> <p>All submissions to the Board are reviewed to ensure E&D issues have been considered and addressed.</p> <p>The Board awareness session was deferred pending publication of the regulations to enact the Public Sector Equality Duties resulting from the Equality Act 2010. A session has now been planned for July 2011 in anticipation of the new specific duties being published.</p> |

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| Chief Executive's Office | <p>All Directors to have in place Equality and Diversity Objectives which relate to the specific functions in their portfolio and which are regularly monitored and reviewed</p> <p>Impact of the Equalities Act 2010 to be assessed in relation to the SHA's functions when the details of how the Acts provisions will be enacted are published.</p> <p>The SES to be reviewed in the light of the assessment of functions against the Act and an appropriate Equalities Action Plan developed for 2011/12</p> | <p>Embedding equality and diversity</p> <p>Awareness and culture change</p> <p>Embedding Equality in SHA functions</p> | <p>The SHA Senior Management Team considered and agreed this Equality Action Plan which set out the objectives for each Directorate for 2010/11</p> <p>In developing the SHA SES 2010/12, consideration was given to the impact of the SHA's functions on the wider range of 'protected groups' covered by the Act. The impact of the new Public Sector Equality duties will now be considered within the context of the NHS EDS once the regulations are enacted.</p> |