NHS
Yorkshire and the Humber

Delivering Equality Ambitions During Transition

SHA Equalities Work Programme 2011/12

Objective	Required Outcomes	Activities	Responsible Officers
Provide system leadership to encourage improvements in the **collection and utilisation of data** on service users from the protected groups	Identify and work to reduce the system barriers to collecting the data required.	Identify systems that do not provide the facility to capture data for all protected groups Secure support to pursue any necessary system changes that may be identified	Director of Workforce and Education SHA Chief Information Officer Director of Workforce and Education SHA Chief Information Officer
Provide system leadership to encourage and support work on developing **JSNAs** (in line with the national guidance on commissioner development) so that **Public Health Policy and Plans** increasingly take account of the health issues of protected groups.	JSNAs in the region increasingly incorporate health issues across the whole range of protected characteristics	Identify key 'movers' who are in a position to influence development of guidance around JSNA development. Gain commitment to include reference in guidance on JSNAs of the need to take account of issues faced by the whole range of protected groups.	Director of Public Health Director of Commissioner Development Director of Public Health Director of Commissioner Development

	Public Health Policy and Programmes increasingly take account of issues relating to the 'protected groups'	Identify a senior Public health colleague to champion the inclusion of issues for groups with protected characteristics within PH policy and programmes	Director of Public Health
Contribute to the development of the NHS Equality Delivery System (EDS) and support NHS Commissioners to ensure implementation of the EDS by providers of NHS services in the region.	An EDS is developed which is fit for purpose and is implemented by commissioners and providers of NHS services within the timescales specified by the NHS EDC.	Commit resources to contribute to the development and implementation of the EDS Support the development and delivery of a strategy to secure the engagement of the relevant stakeholder population Support the planning and implementation of a programme to develop the capacity and capability of the stakeholder population so that they can make an effective contribution to the EDS assessment process. Organise and facilitate Good Practice Workshops to share ideas and learning in support of EDS implementation Monitor implementation in the region and ensure progress is reported to the EDC as required.	Director of Workforce and Education Y&H EDC Regional Leader SHA Equality Lead Y&H EDC Regional Leader SHA Equality Lead Y&H Cluster E&D Leads SHA Equality Lead Y&H EDC Regional Leader Y&H Cluster E&D Leads SHA Equality Lead Y&H EDC Regional Leader Y&H Cluster E&D Leads Director of Workforce and Education SHA Equality Lead Y&H EDC Regional Leader Y&H Cluster E&D Leads

Equality and Diversity issues are 'hardwired' into the architecture of the new NHS	Commissioners are and Providers of NHS services are properly sighted on E&D and build it into core business processes The EDS is used as a means of identifying and reducing health inequalities, improving the quality of services for protected groups and hence achieving compliance with the Equalities Act 2010	Promote the EDS as a requirement for Commissioner and Providers of NHS services	SHA Chief Executive Director of Commissioner Development Director of Provider Development Y&H EDC Regional Leader
Deliver the SHA Equalities Work Programme, ensuring formal reporting to the SHA Board on a quarterly basis.	Progress EWP is reported to Board via SMT on a quarterly basis. EWP delivered	Monitor quarterly reports detailing progress against the E&D Work Programme and initiate remedial action as may be appropriate from time to time	Director of Workforce and Education SHA Equality Lead