

# PAPER

BOD 100/2013

(Agenda Item: 11)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**25 September 2013**

**Oxford Health NHS Foundation Trust Equality Objectives 2013/14**

**For: Approval**

The purpose of this report is to:

* Set out the objectives for 2013/14. These objectives will support the Trust in enabling it to comply with the general duty of the Public Sector Equality Duty;
* Demonstrate the organisation’s commitment to fairness and inclusion in the delivery of caring, safe and excellent health services;
* To ensure the Trust complies with the specific duty of the Public Sector Equality Duty to publish one or more equality objectives at least every four years

Oxford Health NHS Foundation Trust is required by law to prepare and publish one or more achievable objectives as they relate to the aims of the general equality duty. In addition the Trust is required to ensure that these objectives are specific and measurable, and to publish the objectives in such a manner that they are accessible to the public.

This report is a revision of the [Equality Delivery System Goals and Actions 2012-13](http://www.oxfordhealth.nhs.uk/resources/2010/12/Equality-Delivery-System-Goals-and-Actions1.pdf) approved by the Board in March 2012.

In developing this report key managers from across the organisation have been involved in the identification and refinement of the Equality Objectives.

This report was considered by the Executive Team at its meeting on 6 August 2013 and is recommended for Board approval.

Progress against these objectives is reported to the Integrated Governance Committee on a quarterly basis. The progress report for April to June 2013 went to the Integrated Governance Committee on 11 September 2013, who commended it to the Board.

**Report**

**Aims and process**

This report sets out the proposed actions (our equality objectives) for the coming 2013/14 business year.

The process of identifying proposed equality objectives involved consideration of:

* Progress made during 2012/13 and the need to complete any outstanding actions
* Analysis of population demographics, health needs and inequalities
* Patient and service user views and feedback
* Analysis of equalities information about patients and our workforce from our data systems and how well it covers the 9 protected characteristics defined in the equality legislation
* Case work undertaken in response to Serious Incident Requiring Investigation and Root Cause Analysis reports
* Our vision, values and strategic objectives
* Our current reporting processes

A partnership approach was taken with key managers across the organisation to refine the final list of actions, and ensure they were owned by each part of the Trust, with clear lines of responsibility and reporting. The Board can be assured that all objectives have been agreed by service/Divisional leads and responsible managers. Also that all objectives are rated ‘amber’ or ‘green’ in terms of progress made during quarter 2 (July to September 2013).

The final list of actions/ objectives focused on three areas:

1. **Equality objectives to improve data collection**

During 2012/13 our action plan focused on improving equalities data collection. This remains an important area for action because the Trust is some way from achieving a similar level of data quality across the available protected characteristics in our different patient electronic record systems.

Given this, a baseline assessment was completed with the aim of:

* Identifying which protected characteristics can be collected using each electronic record system, and
* Reviewing data quality for each of the protected characteristics across all record systems.

This work meant we could develop a set of 18 specific and measurable objectives targeted at improving data quality and data collection across patient, patient experience and employee information gathering systems (see equality objectives 1 to 5).

1. **Equality objectives to improve use of equalities information**

In addition to the above, for 2013/14 it is also proposed that we take action to improve the use of equalities information to inform policy, service remodelling and business decision making so that we achieve improved outcomes for all patients and staff.

Improving the use of equalities information is critical if the organisation is to demonstrate ‘due regard’ to the general equality duty. These objectives have the added benefit of supporting the mainstreaming of equality and diversity across the Trust.

There are 4 objectives targeted at this area of equality and diversity work (see equality objective 6, 7, 8 and 9)

1. **Equality objectives to improve outcomes for patients and staff**

A further 4 equality objectives were developed that have a more direct impact on outcomes (see objectives 10 to 13). These actions should lead to improvements in service quality and health outcomes for patients, service users and carers, or improve the health and wellbeing of employees.

**Review of the Equality Delivery System (EDS)**

The Department of Health and NHS England are currently reviewing the EDS, and it seems likely that a simplified approach will result. This will be known as *EDS 2.0*.

In essence it is proposed that the EDS:

* Is simplified with respect to both the outcomes and grading
* Is made more responsive to local needs and circumstances
* Can flex to address different outcomes over time as issues arise or change
* Is widened to embrace health inequalities.

**Recommendation**

The Board is asked to approve the Equality Objectives for 2013/14 as set out in this paper. If approved, the report can then be published on the Trust website in line with the specific duty of the Public Sector Equality Duty.

In light of the potential changes to the EDS, it is also recommended that once the outcome of this review is known, that the Trust consider the implications for more explicitly evidencing consideration of equality and inequalities risks as part of Board and committee processes.

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**Lead Executive Director:** Ros Alstead, Director of Nursing and Clinical Standards

1. *A risk assessment has been undertaken around the legal issues that this paper presents and there are no issues that need to be referred to the Trust Solicitors.*
2. *This paper (including all appendices) has been assessed against the Freedom of Information Act and the following applies:*

* *THIS PAPER MAY BE PUBLISHED UNDER FOI*

1. *This paper provides assurance and evidence against the Care Quality Commission Outcomes: 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 21, 22*