

Invitation to the NHS North East Essex Equality Delivery System Review

NHS North Essex – consisting of the commissioning organisations of NHS Mid Essex, NHS North East Essex and NHS West Essex have been implementing the Equality Delivery System (EDS). This is a national NHS framework developed to promote equality and diversity across all parts of the NHS. It enables NHS organisations to review their equality performance and to identify future priorities and actions.

The EDS covers all those people with characteristics protected by the Equality Act 2010 which are:-

- 1 Age
- 2 Disability
- 3 Gender re-assignment
- 4 Marriage and civil partnership
- 5 Pregnancy and maternity
- 6 Race including nationality and ethnicity
- 7 Religion or belief
- 8 Sex
- 9 Sexual orientation

The EDS provides a set of goals and outcomes, please see attached, against which to assess our equality performance and to identify actions and equality objectives.

We have undertaken a self assessment against these goals and outcomes and have embarked on an external review of our self assessment. Additional external review sessions for West Essex are now advised as follows. At the review, the national grading criteria will be advised and you will be asked to provide your feedback on our assessment and what you think the assessed grade should be.

The feedback from the different review sessions will then be analysed and a proposed assessment grade will be formed together with actions and equality objectives for recommendation to the NHS North Essex Board.

When will the reviews take place?

There is a choice of session dates and times for you to select which are:-

<p>15th February 6.00pm – 8.00pm (light refreshments provided) NHS West Essex Board Room, Bungalow 4, Spencer Close St Margaret’s Hospital Epping</p>	<p>24th February 12.00 – 2.00pm (lunch provided) NHS West Essex Board Room, Bungalow 4, Spencer Close St Margaret’s Hospital Epping</p>
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Please advise if you are able to join one of the review sessions by completing the information requested below and returning to sally.wallis-boore@nhs.net or sending to NHS Mid Essex, Swift House, Hedgerows Business Park, Chelmsford CM2 5PF. Your travel expenses will be reimbursed.

If you have any particular needs that we can prepare for to enable you to engage please do advise, so too on any dietary requirements.

May we take this opportunity of thanking you for your time to consider this invitation and we look forward to hearing from you.

With many thanks for considering this invitation.

Equality and Diversity Group – NHS North Essex

Yes, I am interested in attending and my name and contact details are:-

Name

Contact details

Any particular requirements that we need to know to enable your attendance?

Any particular dietary requirement?

Please do ensure that you have received a confirmation of your attendance before embarking on a journey to join a session.

Appendix A

Equality Delivery System - Goals and Outcomes

Goal	Narrative	Outcome
1. Better health outcomes for all	The NHS should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results	1.1 Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities
		1.2 Individual patients' health needs are assessed, and resulting services provided, in appropriate and effective ways
		1.3 Changes across services for individual patients are discussed with them, and transitions are made smoothly
		1.4 The safety of patients is prioritised and assured. In particular, patients are free from abuse, harassment, bullying, violence from other patients and staff, with redress being open and fair to all
		1.5 Public health, vaccination and screening programmes reach and benefit all local communities and groups
2. Improved patient access and experience	The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience	2.1 Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds
		2.2 Patients are informed and supported to be as involved as they wish to be in their diagnoses and decisions about their care, and to exercise choice about treatments and places of treatment
		2.3 Patients and carers report positive experiences of their treatment and care outcomes and of being listened to and respected and of how their privacy and dignity is prioritised
		2.4 Patients' and carers' complaints about services, and subsequent claims for redress, should be handled respectfully and efficiently
3. Empowered, engaged and well-supported staff	The NHS should Increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients' and communities' needs	3.1 Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades
		3.2 Levels of pay and related terms and conditions are fairly determined for all posts, with staff doing equal work and work rated as of equal value being entitled to equal pay
		3.3 Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately
		3.4 Staff are free from abuse, harassment, bullying, violence from both patients and their relatives and colleagues, with redress being open and fair to all
		3.5 Flexible working options are made available to all staff, consistent with the needs of the service, and the way that people lead their lives. (Flexible working may be a reasonable adjustment for disabled members of staff or carers.)
		3.6 The workforce is supported to remain healthy, with a focus on addressing major health and lifestyle issues that affect individual staff and the wider population
4. Inclusive leadership at all levels	NHS organisations should ensure that equality is everyone's business, and everyone is expected to take an active part, supported by the work of	4.1 Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond
		4.2 Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination

Goal	Narrative	Outcome
	specialist equality leaders and champions	4.3 The organisation uses the “Competency Framework for Equality and Diversity Leadership” to recruit, develop and support strategic leaders to advance equality outcomes

