

EQUALITY DELIVERY SYSTEM - DRAFT ACTION PLAN

Statement of Commitment: The action plan below is currently in draft format and will be presented to the Quality, Finance and Performance Committee on Wednesday 16th October for approval. Once approved, there will be on-going monitoring of the objectives and regular reporting back to the Quality, Finance and Performance Committee.

EDS Goal and Objective	Action	Timescales
GOAL 1. Better health outcomes for all Ensure that patients are treated according to their individual needs, enabling the patient to be treated as a whole rather than focussing on their primary condition	Actively engage with CRGs to monitor progress of action plan and identify new opportunities	
	Support and facilitate community EDS and Community engagement event for 2013/14 to update community on progress from previous community EDS event and take EDS forward.	End of March 2014
	Identify how commissioning plans will address challenges identified in EDS work undertaken by the PCT prior to its abolition Ensure EIAs are undertaken for all commissioning processes, QIPP workbooks and policies, to ensure consideration of all protected groups; ensure evidence is published on the website where appropriate.	Autumn 2013
	Consider any health inequalities identified by regular patient experience feedback.	Ongoing
	Ensure equality and diversity included in CCG's operational plan	Autumn 2013
	Work with Essex Area Team to increase number of health checks undertaken for patients with a learning disability	Ongoing / end of March 2014
	Seek assurance from Public Health that disease registers from constituent GP practices are being used to inform local commissioning intentions.	
	Draft EDS Strategy and EDS Action plan Updated and adopted.	Autumn/Winter 2013/14
	Implementation of the LD strategy and action plan, to include Winterbourne; To be an active partner in the development of a Learning Disability Strategy; To become an active member of the Winterbourne Strategy Implementation Group. To collaborate with Mental Health Commissioners and Local Authorities to develop a plan to review all funded placements for those with Learning Disabilities and challenging behaviour. Reviews to focus on the	

	development of support plans for individual service users.	
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GOAL 2. Improved patient access and experience Improve communication and accessibility of information	Engage with representatives from groups for people with protected characteristics to ensure information on local health services is accessible, in partnership with key organisations such as the Essex Area Team and Local Healthwatch	Ongoing	
	Ensure CCG and practice websites include signposting to health and wellbeing information	Autumn 2013	
	Work in partnership with all local organisations to ensure there is representation from spectrum of community at Commissioning Reference Group and that the population are clear on methods for feedback	Ongoing	
	Work with religious centres to support dissemination of appropriate health information	Ongoing	
	Launch of GP helpline in partnership with SAVS	October 2013	
	Explore joint working opportunities with Local Authorities, including possibility of using their community networks.	Spring 2014	
	Work with providers to ensure that meaningful information is collected to assure commissioners that patients are not being discriminated against as a result of their age (age discrimination ban)	April 2014	
	Maintain working relationship with councils for voluntary services to ensure links to community groups	Ongoing	
	Publish annual profile of people affected by the CCG's policies and practices (i.e. patients and your communities, using information from the JSNA), identifying any gaps in this information and how these will be addressed	January 2014	
GOAL 3. Empowered, engaged and well-supported staff Improve health & well-being of staff by putting in place interventions in the workplace	Develop and adopt Equality & Diversity Strategy	Autumn 2013	
	CCG to promote Equality & Diversity awareness with its GP members.	Ongoing	
	Review what equality data for staff is collected, and how it is collected in relation to workforce stats.	January 2014	
	Publish annual workforce profile for CCG	January 2014	
	100% of eligible staff to have an up to date appraisal and personal development plan (PDP)	End of March 2014	
	100% of eligible staff to have training needs identified through their appraisal/PDP	End of March 2014	
Support staff to understand their responsibilities re Equality & Diversity. To be included in job descriptions and appraisal discussions.	End of March 2014		

	All staff to undertake Equality and Diversity Training	Summer 2014	
	Promote staff health & well-being	Ongoing	
GOAL 4. Inclusive leadership at all levels	Identify CCG Board lead for Equality & Diversity & Publicise	Autumn 2013	
	Identify CCG Clinical Lead and operational lead for Equality & Diversity and publicise to staff	Autumn 2013	
Embed equality and diversity at Board level	Encourage staff to be PFD (personal, Fair, Diverse) champion (include in article for Newsletter)	Winter 2013	
	Incorporate E&D into the CCG Board's OD Plan	Autumn 2013	
Overarching EDS	Review one equality objective each year on a rolling 4 year programme, including re-assessment of EDS outcomes, to ensure that equality objective, if not completed, remains a priority	April 2014	
	Publish annual EDS report as part of the CCG's annual report	Post April 2013	
	Ensure the actions identified in the EDS action plan are monitored through the Quality, Finance and Performance Committee	Autumn 2013	