

Equality and Diversity Report

(Voluntary disclosure)

The Equality Delivery System (EDS) is an NHS framework designed to:

- improve the equality performance of the NHS, embedding equality into the mainstream business of NHS organisations, both commissioners and providers; and
- help NHS organisations to meet the evidential requirements of the statutory public sector equality duty, contained within the Equality Act (2010) and the statutory duty to consult and involve patients (NHS Act 2006).

The EDS requires NHS organisations, in collaboration with local interested parties and organisations, to analyse and grade their performance and to set defined equality objectives, supported by an action plan. Performance against the selected objectives must be reviewed annually. Importantly, all of these processes need to be integrated within mainstream business planning.

This is the Trust's fourth EDS Annual Report. It provides details of the progress made in delivering *EDS2* during 2014/15 (*EDS2* replaced the original EDS in November 2013). An objective for each of the four principal *EDS2* goals was set to ensure that *EDS2* was consolidated and/or progressed in 2014/15.

In March 2015, performance in delivering these objectives was externally assessed. The ratings that can be assigned are: **purple** – excelling; **green** – achieving; **amber** – developing; **red** – under-developed. The Trust received the following ratings:

Goal	Objective	Progress	Rating
Better health outcomes for all	(i) To ensure that elderly patients and patients with mental health issues are assessed and supported appropriately (<i>EDS2 Goal 1.2</i>)	<p>(i) Two advanced nurse practitioners have been appointed to improve the quality of care delivered on the surgical wards. They have a particular focus on the elderly. These appointments provide prompt access to expert clinical decision-making, which may otherwise be difficult when medical staff are busy in theatre.</p> <p>Whilst Papworth has had a range of supportive services contributing to psychological care, there has been limited access to specialist input for patients with psychological and psychiatric problems needing treatment. This has potentially been a serious deficiency in terms of quality, safety and equity of access. In collaboration with the Cambridgeshire and Peterborough Mental Health Foundation Trust, the Trust has established a new service combining generic liaison psychiatry with specialist input in specific units.</p>	

	(ii) To support young people in their transition from paediatric care to adult care (EDS2 Goal 1.3)	(ii) A new public website has been developed and launched to provide extensive information for young people who are about to transition into adult care at Papworth Hospital.	
Improved patient access and experience	To provide effective, high quality care and support for patients with dementia (and their carers) by raising awareness and improving processes (EDS2 Goal 2.1 & 2.2)	The Trust recognises the need to work across health and social care with patients with dementia to ensure their healthcare services are not marginalised. Significant training and awareness-raising sessions have been held throughout the year with both clinical and non-clinical staff groups.	
Representative and supported workforce	(i) To ensure that staff are engaged in the Trust's activities and feel valued, are clear about their purpose and contribution, and have the right environment to do their job (EDS2 Goal 3.6) (ii) To ensure that all staff are appraised and have access to relevant education, training and development opportunities. (EDS2 Goal 3.3)	(i) The Trust's Service Improvement Programme (SIP) is focused on improving the way we work. One of the SIP Projects is 'Staff Engagement'. Significant numbers of staff have contributed to this project. The NHS 2014 Staff Survey results identify our overall staff engagement score as above average (better than) trusts of similar type. (ii) The NHS 2014 Staff Survey results identify that our appraisal rates, access to relevant training and development opportunities, and the provision of health and safety training, are above average (better than) trusts of similar type. As part of their induction, all new staff attend an Equality & Diversity awareness session.	
Inclusive leadership	To enhance the quality of clinical leadership (EDS2 Goal 4.1 & 4.2)	Clinical leadership is critical to the delivery of high quality patient care and patient services. The Trust is supporting three leadership programmes for clinical staff to enable them to enhance their knowledge and skills.	

The objectives for 2015/16 will include the NHS Workforce Race Equality Standard which all providers are required to implement from April 2015.

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