

Compliance against National Standards - Dashboard

Updated: 21/09/16

Equality National Standards	Requirements	Update	RAG Rating
Equality Act 2010: Public Sector Equality Duty - General Duty	<p>Must provide evidence that we have given 'due regard' to the three aims of the General Duty across all 9 protected characteristics:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment & victimisation • Advance equality of opportunity • Foster good relations 	<p>Equality Impact Assessments provide evidence-based assurance of how the Trust is identifying and addressing any existing or potential inequalities across all 9 protected characteristics.</p> <p>I&D Strategy 2016-2020 reviewed. Draft produced. Consultation undertaken (16/05/16 – 13/06/16). To be approved at I&D Steering Group Meeting on 27/09/16. Evidenced within Annual EDS Action Plan.</p>	
Equality Act 2010: Public Sector Equality Duty - Specific Duties	<p>Must publish relevant, proportionate information demonstrating compliance with the Equality Duty by 31st January of each year.</p> <p>Must set four-year equality objectives, based on key local equality priorities.</p> <p>Must analyse the effect of policies and practices on equality.</p>	<p>I&D Annual Monitoring Report 2014/15 produced and published on Trust Website. Trust website updated regularly.</p> <p>Equality Objectives for 2016-2020 reviewed. Proposed Objectives approved by E&D Executive Leads. Consultation undertaken (16/05/16 – 13/06/16). Proposed Strategy & Objectives to be approved at I&D Steering Group Meeting on 27/09/16.</p> <p>Equality Impact Assessments provide evidence based assurance of how policies and practice impact on protected groups.</p>	
Equality Delivery System (EDS2) NHS Standard Contract Requirement Embedded within CCG Assurance Framework & CQC Inspection regime.	<p>Must comply with the Mandatory Equalities Reporting Framework for the NHS.</p> <p>Must undertake in partnership with local stakeholders, to review and improve performance for people from protected groups.</p>	<p>Annual EDS 2015/16 Assessment completed. Equality Objectives Review & EDS Assessment 2016 Scores Report agreed by I&D Steering Group Meeting on 14/06/16.</p> <p>EDS2 Reporting Format for 2016/17 to be reviewed and agreed. 4 key outcomes to be reviewed annually.</p> <p>Equality Monitoring Pilot being undertaken within Leigh OPD on-going.</p>	
Work Force Race Equality Standard (WRES)	<p>Must demonstrate through the 9 Point Work Force Race Equality Standard (WRES) metric how we are addressing race equality issues in a range of staffing areas.</p> <p>Must demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of BME Board representation.</p>	<p>WRES template completed, submitted to CCG and uploaded onto the Trust's internet website. It was updated during the CQC inspection to reflect more up to date data.</p> <p>At present, WWL is performing better than a number of other Trusts in respect of the BME Board representation. Due to developments in relation to reports of harassment and feedback regarding recruitment it is not possible to rate this at Green at this stage.</p>	
Accessible Information Standard (for people with a disability, impairment or sensory loss)	<p>From 31st July 2016 - Must ask all patients if they have any information or communication needs. Must record those needs clearly and in a set way. Must highlight or flag patient's needs and ensure their needs are met. Must share information with other services / providers.</p>	<p>Trust non-compliant from 31/07/16. Risk Assessment undertaken. Registered on Corporate Risk Register April 2016. Risk Rating of 15 assigned. Raised at relevant committees. IT Systems currently unable to facilitate requirements of standard (record / alert & share patient needs). Implementation of Standard within HIS currently being investigated. Business Analyst currently reviewing business analysis work required to facilitate this. Wigan AIS Collaborative Group established (chaired by Wigan CCG).</p> <p>Review of how best practice can be implemented in interim to work towards delivering standard reviewed.</p>	

