

TRUST BOARD MEETING – (31 March 2011)

Title of the Paper:	Equality Delivery System
Agenda item:	45/11
Author:	Natalie Forrest, Director of Nursing
Trust Objective:	To understand the new system and incorporate it in the Trusts policies, procedures and engagement.
Purpose The aim of this paper is to introduce the Equality Delivery System (EDS), as a framework to: 1. Improve the equality performance of this organisation, making it part of mainstream business for the Board and all staff; and 2. Help the Trust to meet the evidential requirements of the Equality Act (2010), [especially the public sector equality duty] and the statutory duty to consult and involve patients, communities and other local interests (NHS Act 2006 and Equality Act).	
Risk Implications for the Trust <i>(including any clinical and financial consequences):</i>	Mitigating Actions <i>(Controls):</i>
There are no direct financial implications arising from this new framework. However, there will be ongoing resource implications in terms of: <ul style="list-style-type: none">Developing and implementing an ongoing community engagement exercise around developing equality objectives and prioritised actions and assessing organisational performance against theseParticipating in a regional grouping cluster of NHS Trusts to share good practice and peer supportReducing barriers to accessing primary care services should improve early diagnosis and intervention, potentially moving NHS expenditure more “upstream”.	
Level of Assurance that can be given to the Trust Board from the report The Equality and Diversity Manager will be sitting on the East of England EDS implementation group and will ensure the EDS is integrated in the E&D work at the Trust.	
Links to Key Line of Enquiry (KLOE 1 - 5)	
Legal Implications: The EDS does not replace legislative requirements for equality; rather it is designed as performance and quality assurance mechanism for local NHS Boards and a means by which NHS organisations are helped to meet the requirements of the Equality Act (2010) and the NHS Act (2006)	
Recommendation to the Trust Board: The Trust Board members are asked to: <ul style="list-style-type: none">The Board is invited to note the proposal to adopt the NHS EDS and to approve the development and implementation of the EDS in 2011.	