



HEART OF ENGLAND NHS

FOUNDATION TRUST

EQUALITY

ASSURANCE

APPENDIX 1

HEFT EQUALITY ASSURANCE RESPONSE 2012 – 2013

Item	Description	Evidence
A)	<p>Have you published your NHS Trust: Equality Strategy and Assurance document (by 31 January 2012)</p> <p>Can you give a summary of its format?</p>	<p>HEFT has developed an Equality Strategy and EDS/CQC framework. The document has been published in January 2012, in keeping with the guidance within the Equality Act 2010.</p>
B)	<p>Have you published your Equality workforce data?</p> <p>Can you give a summary of its format?</p> <p>See summary in right column and link below</p> <p>http://www.heartofengland.nhs.uk/templates/Page8171.aspx</p>	<p>HEFT has published staff equality data on the organisation's Equality & Diversity web page, it includes</p> <p>Age, Disability, Race – this includes ethnic or national origins, colour or nationality, Sex</p> <p>The following data is not collected from staff;</p> <p>Gender re-assignment, Marriage and civil partnership (but only in respect of eliminating unlawful discrimination), Pregnancy and maternity</p> <p>Areas not required under legislation</p> <p>Religion or belief – this includes lack of belief ,Sexual orientation and Age</p> <p>HEFT has published patient equality data on the organisation's Equality & Diversity web page, it includes</p>

	<p>Please link below to patient data</p> <p>http://www.heartofengland.nhs.uk/templates/Page_154.aspx</p>	<p>Age, Disability, Race – this includes ethnic or national origins, colour or nationality, Sex</p> <p>The following data is not collected from staff;</p> <p>Gender re-assignment, Marriage and civil partnership (but only in respect of eliminating unlawful discrimination), Pregnancy and maternity</p> <p>Areas not required under legislation</p> <p>Religion or belief – this includes lack of belief ,Sexual orientation and Age</p>
<p>C)</p>	<p>What assurance can you give a commissioning/or Provider organisation that your data monitoring will reflect and be broken down to the 9 protected characteristics?</p>	<p>The workforce report and equality data is currently provided in the nine protected characteristics. Three of the above categories data are not required to be collected. Some data which is not published due to the current limitations of the Trust’s IT systems, which is being addressed.</p> <p>We currently monitor data in relation to age;,Disability,Race ethnic, nationality, Religion or belief, Sex; staff’s Sexual orientation</p>
<p>D)</p>	<p>Will you publish your objectives by April 2012?</p> <p>Please outline the Equality objective for your organisation;</p>	<p>Yes; The above Equality data has been published please see links to Equality & diversity web page</p> <p>Please see Action Plan which contains Equality objectives which have been derived from the Single Equality Act/CQC</p>

	<ul style="list-style-type: none"> Provider Equality objectives. 	Regulations/Human Rights Principles etc
Item	Description	Evidence
E)	Can you summarise the key health inequalities that your organisation will address in 2012/13 (including Protected Characteristic Areas)?	All the above characteristics as outlined in the Equality Act in areas such as Learning Disabilities; Human Rights. In addition, Female Genital Mutilation service, Bereavement, Chaplaincy, interpreting, diabetes, Bowel Cancer Screening
F)	Can you highlight and give examples of good practice in relation to the rollout out of the Equality Delivery System (EDS)?	Learning Disabilities agenda- work with Commissioners; Specialist hearing service, Low vision support services for the elderly and other groups, Research into diabetes to reduce high incidents among ethnic minorities.
G)	What Governance structures are in place to oversee the monitoring and grading of the Equality Delivery System (EDS) goals and objectives?	E&D/LDP Steering group which contains members of the Board (Chief Nurse Exec responsibility), internal/external stakeholders e.g. LINKS, including Trust Governors. report to Governance and Risk Committee and HR Equality & Employment Group
H)	What workforce/community engagement structures are in place to oversee the monitoring and grading of the Equality Delivery System (EDS) goals and objectives?	HEFT Diversity/E&D Champions; Disability Advisory Group, HEFT Governors Forum, members within the HEFT Diversity/E&D champions; Chair LINKS membership to the Group;
I)	What are the Risk Areas (if any) to the delivery of your NHS Trusts Equality Assurance and objectives?	Capacity and capability in relation to restrictions in computerised systems to collect all equality data identified within the 9 Characteristics.