

Stanford Medical Centre

Equality Objectives 2013

1 The NHS Constitution

The idea of fairness for all is at the heart of the NHS. This is reflected in the findings of the extensive research into what matters for patients, public and staff that underpinned the development of the first NHS Constitution (2009).

Equality is at the heart of its first principle, which states that “The NHS provides a comprehensive service, available to all irrespective to gender, race, disability, age, sexual orientation, religion or belief. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population”.

All NHS bodies and private and third sector providers supplying NHS services are obliged by law to have regard to the Constitution in their decisions and actions. This will help to ensure that all organisations providing NHS care, work to a common set of NHS principles and values when providing that care and that the rights of patients and staff are met, including around equality and human rights.

2 The Equality Act 2010

The Equality Act 2010 draws together and extends the previous anti-discrimination laws within a single Act. It simplifies the law by removing inconsistencies and making it easier for people to understand and comply with. It also strengthens the law in important ways to help tackle discrimination and inequality.

The Equality Act:

Extends the “protected characteristics” (see below)

Extends the ban on age discrimination from employment only, to the provision of services and public functions

Strengthens the use of “positive action” by allowing its use to alleviate disadvantage by those who share a protected characteristic, giving employers and service providers greater freedom to address disadvantage and under-representation

Extends protection for disabled people from direct discrimination only to include indirect and third party or associative harassment and/or discrimination

Makes socio-economic factors central to decision making

The Act contains a general duty which has three aims; it requires public bodies to have due regard and the need to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010

Advance equality of opportunity between people from different groups

Foster good relations between people from different groups

3 Protected Characteristics

The Act protects people from discrimination on the basis of “protected characteristics”. The relevant characteristics for services and public functions are:

1. Age
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex
8. Sexual orientation
9. Civil partnership or marital status

As a public sector service we are required to:
Publish equality objectives every four years

Publish information annually to demonstrate our compliance with the general Equality Act

4 Stanford Medical Centre Equality Statement and Objectives

Stanford Medical Centre recognise that equality means treating everyone with equal dignity irrespective of any protected personal characteristics. In doing so, it acknowledges that people have different needs, situations and goals and achieving equality requires the removal of the discriminatory barriers that limit what people can do and can be. Stanford Medical Centre is committed to ensuring that people do not experience inequality through discrimination or disadvantage imposed by other individuals, groups, institutions or systems.

5 Our Regulators

The Care Quality Commission requires organisations tasked with delivering health and social care to:

- Challenge discrimination, promote equality and respect human rights
- Promote equality including publishing information specified in legislation in relation to race, disability and gender
- Support the provision of services appropriate to individual needs, preferences and choices
- Respect and protect human rights
- Contribute to local economic success and community cohesion

Stanford Medical Centre Equality Objectives Plan 2012

Therefore our objectives and plans for achieving these are as follows:

6.1 Quality Strategy 2013 - 2016

The following goals have been identified which impact on equality

Quality Domain	Quality Goal
Safe	Minimise recurrence of similar incidents and complaints through i) theme analysis of complaints and incidents, ii) implementation of learning, and iii) shared learning across the organisation and clinical groups All referrals/patients will be routed to the most appropriate setting for their care without delay Review of incidents, significant events, complaints and audits
Person Centred	All patients will be listened to, and treated with respect, by all of our staff We will design and deliver services and care that are built around patients' needs and values
Equitable	All patients will have equitable access to services or care, ensuring that all services are compliant with all relevant legislation, (including statutory requirements, standards and guidance from the Department of Health and from the Care Quality Commission (CQC)) Access to translators/interpreters

Objective 1. Quality Strategy 2013 – 2016 Action Plan			
Actions required	Responsible for Monitoring	Review and/or delivery date	Protected characteristic groups
<p>Safe - Minimise recurrence of similar incidents and complaints through i) theme analysis of complaints and incidents, ii) implementation of learning, and iii) shared learning across the organisation and clinical groups</p> <p>Safe - All referrals/patients will be routed to the most appropriate setting for their care without delay</p> <p>Person Centred - All patients will be listened to, and treated with respect, by all of our staff</p> <p>Person Centred - We will design and deliver services and care that are built around patients' needs and values</p> <p>Equitable - All patients will have equitable access to services or care, ensuring that all services are compliant with all relevant legislation, (including statutory requirements, standards and guidance from the Department of Health and from the Care Quality Commission (CQC))</p>		<p>Continuous delivery as equality is an integral part of each of the "monitoring measures" team meetings</p>	<p>All</p>

Objective 2. Integrated Governance Frameworks			
Actions required	Responsible for Monitoring	Review and/or delivery date	Protected characteristic groups
Safety - Review of incidents, significant events, complaints and plaudits Effectiveness - Patient questionnaire Equitability - Access to translators/interpreters	Governance and Management Committee or Clinical Quality Groups.	Quarterly basis	All

Objective 3. Improving Patient Access and Experience			
Actions required	Responsible for Monitoring	Review and/or delivery date	Protected characteristic groups
Gather equality data from each service via patient surveys. Each service' Clinical Quality Group to monitor data for equality impact and agree service improvements to accommodate any needs identified. Publish findings on website annually.	Clinical Quality Group	September every year	All
Gather equality data on recruitment via both internal applicants and applicants provided by recruitment agency. Analyse data for equality impact against Brighton and Hove	Human Resources	September every year	Religion Age Gender Ethnicity

published census data and BICS patient data. Agree and action process improvements. Compare data year on year to monitor improvements. Publish findings on website annually			
Objective 4. Equality and Diversity Training and Equality Impact Assessments			
Actions required	Responsible for Monitoring	Review and/or delivery date	Protected characteristic groups
When policy, procedure or protocol is approved, the equality assessment tool is reviewed to ensure zero impact	Practice Business Manager	Ongoing, as policies, procedures and protocols are reviewed	All
Adding equality statement to all advertisements for new roles "Stanford Medical Centre are committed to equality and valuing diversity"	Practice Business Manager	At point of recruitment for each role	All
All employed staff trained on equality and diversity every three years	Practice Business Manager	Completed March 2012 – review due March 2015	All