

EVIDENCE SUBMISSION TEMPLATE

Goal 5

Develop our specialists and leaders.

PCT name:	NHS Tameside and Glossop
Provider trusts where you are the lead commissioner:	

Goal 5

Develop our specialists and leaders.

Deliverable 5.1

Ensure equality and diversity practitioners have the right skills, experience and knowledge to take forward the equality and diversity agenda.

Performance level	Guidance
<ul style="list-style-type: none">Developing <p>Arrangements are being established to ensure that existing and prospective equality and diversity practitioners have the right skills, experience and knowledge and are at the appropriate level within the organisation to take forward the agenda.</p>	<ol style="list-style-type: none">1. What steps are being taken to review equality and diversity job descriptions and person specifications to ensure applicants for the role have the relevant prerequisite skills, experience and knowledge? Are they aligned to the appropriate Knowledge and Skills Framework core dimension 6 level (level 3 for manager posts and level 4 for specialist and director level posts?)2. What steps are being taken to ensure that the roles are appropriately graded so that equality and diversity practitioners have the necessary ability to influence leadership colleagues?3. How are you attracting a wide range of applicants to equality and diversity roles? How and where are you advertising?4. How is your organisation developing a career pathway for equality and diversity practitioners?

Submit Evidence Below

Write a succinct narrative response to the above questions in the spaces provided below. The boxes are expandable.

Insert hyperlinks or embed documents (as objects) where relevant, as evidence of your self assessment rating throughout the text and as appropriate. Feel free to supply evidence that we have not requested if it supports your assessment rating.

General response across all equality strands

Race
Disability
Gender
Trans
Age
Sexual Orientation
Religion and Belief

Performance level	Guidance
<p>• Achieving</p> <p>Equality and diversity practitioners receive continual professional development to address identified gaps in their skills, experience and knowledge.</p>	<ol style="list-style-type: none"> 1. How are the skills, experience and knowledge gaps of equality and diversity practitioners being identified? 2. What continuing professional development is taking place for equality and diversity practitioners to address these gaps? What development, mentoring or coaching opportunities exist? 3. How do your organisational structures support equality and diversity practitioners to influence and deliver expected outcomes across all operational areas? Where does the role sit? What board level support does this role receive? 4. Is the equality and diversity practitioner role seen as a gateway into a career in the NHS, particularly for minority groups? Do personal development plans and succession planning support the development of equality and diversity practitioners into non-equality and diversity roles? How are you using this approach to increase the diversity of your workforce, particularly at managerial levels?

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General response across all equality strands

Our strategic governance group works with our Equality Lead (E&D Manager) to identify the skills, experience and knowledge gaps of equality and diversity practitioners across the organisation.

We have firmly linked required EDHR practice to KSF Core Dimension 6. In addition we have established an Equality Diversity and Human Rights learning and development programme. This focuses on mandatory training which focuses on the practical implications of legal compliance leading to innovative practice, with particular focus on the power of attitudes, behaviours and assumptions in the workplace. Our Workshop is closely aligned with the Quality

agenda and QIPP. Quality & Equality Workshops have been running since July 2010 and have recently been delivered to GPs and Practice Managers.



FW Focus mag
EDHR articles x 2 .

We have an internal coaching group which is available to Managers, although the E&D Lead is also a member of this coaching group.

Continuing Professional Development is taking place through our E&D Lead identifying opportunities to work with other E&D practitioners locally, regionally and nationally in order to gain up to date knowledge of latest best practice. Our E&D Manager is also a long standing member of the innovative Derby Diversity Network with members from all sectors.



DEDN Benchmark
Report 09.doc



Derby ED
Network Benchma






(Confidential information.)



Derby E&D
Network Benchma

Our E&D Manager is a member of the NW Diversity Forum and regularly attends SHA Strategic Communications E&D meetings involving benchmarking for best practice.

Our strategic governance group is chaired by our non Executive Director holding the EDHR portfolio at Board level. This group is led by our E&D Manager. The role has currently moved following a restructure re Transforming Community Services, from Public Affairs and reporting into the Director of Public Affairs (corporate role) to the Human Resources team, reporting into the Human Resources Director yet sitting within the Finance directorate as a corporate function. Our E&D Lead works with all directorate Leads to influence for strategic and operational change. Our EDHR Strategy 2009-12 and Single Equality Scheme (no longer required from 6 April 2011) were both signed off by Board on 9 March 2011 following annual reviews and legal updates, as well as a result of internal restructures and 800 staff migrating to Stockport FT and other provider partner organisations.

	 Board front sheet Single Equality Sci  NHS TG SES Dec 2010 update.pdf  Board front sheet  EDHR Strategy - ED Strategy Mar2009-12 signed of
	<p>Our Equality and Diversity Manager will be completing Institute of Leadership and Management (ILM) Level 4 certification in 2011.</p>  Selection for CPD opportunity 3.5.11
Race	
Disability	
Gender	
Trans	
Age	
Sexual Orientation	

Performance level	Guidance
<ul style="list-style-type: none"> Excellent <p>Equality and diversity practitioners use their leadership skills, experience and knowledge to achieve notable health and workforce outcomes.</p>	<ol style="list-style-type: none"> How are your equality and diversity practitioners influencing and collaborating with peers across directorates to secure specific and measurable outcomes? What exceptional and innovative achievements have your equality and diversity practitioners delivered? What best practice can you share with other PCTs?

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General response across all equality strands	
Race	
Disability	
Gender	

Trans	
Age	
Sexual Orientation	

Consider this deliverable in conjunction with:

- Equality legislation
- Equality Framework for Local Government: A modern and diverse workforce
- Care Quality Commission Criteria for assessing core standards in 2009/10
- Positively Diverse
- NHS Knowledge and Skills Framework

Goal 5

Develop our specialists and leaders.

Deliverable 5.2

Develop an organisational development programme that pays particular attention to ensuring that boards, particularly equality and diversity executive leads, have the capability and body of knowledge to champion the equality and diversity agenda.

Performance level	Guidance
<p>• Developing</p> <p>Measures are being developed to identify the required competencies and skills for board members to provide appropriate leadership on equality and diversity vision to their organisation.</p>	<ol style="list-style-type: none"> 1. How is the cultural competency of your board being developed? Are board members conversant with the needs and experiences of the population you serve? 2. What development programmes are available for board members to ensure the appropriate knowledge of and commitment to the equality and diversity agenda? 3. Are there processes in place for the appropriate selection of executive leads based on their equality and diversity competencies, experience and knowledge? Are the required competencies aligned to the Knowledge and Skills Framework core dimension 6 level 4? 4. What steps are you taking to develop a more diverse board? How are you attracting a wider range of applicants to non-executive roles?

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Performance level	Guidance
<p>• Achieving</p> <p>Executive and non executive board members collectively champion transformational equality and diversity change across all functions.</p>	<ol style="list-style-type: none"> 1. In what ways has the board supported specific work programmes aimed at reducing identified inequalities? 2. In what ways has the board brought forward proactive measures to deliver transformational equality and diversity change?

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General response across all equality strands

Our non Executive Board member chairs our strategic governance group EDMA – Equality Diversity Monitoring Advisory Group. The meetings is led by our Equality and Diversity Manager.

Please find attached, agendas, minutes, and actions list for information of Board members collectively championing inclusive change.



EDMA Actions Summary 17 Mar



EDMA Agenda 26 May 2011.doc



EDMA Agenda 17.3.11..doc













EDMA Minutes 17 Mar 2011.doc



EDMA Agenda 13.1.11..doc



EDMA minutes 13 Jan 2011 pdf vers

	 EDMA Agenda 7 10 10.doc	 EDMA Agenda 12.8.10.doc
	 EDMA Minutes 13 Jan 2011.doc	
	 EDMA Minutes 7 October 2010.pdf	
	 Equality Board papers March me	 FW Board Items.htm
	 Board front sheet - ED Strategy Mar	 EDHR Strategy 2009-12 signed of
	 Board front sheet Single Equality Sc	 NHS TG SES Dec 2010 update.pdf
Race		
Disability		
Gender		
Trans		
Age		
Sexual Orientation		

Performance level	Guidance
<ul style="list-style-type: none"> Excellent <p>Executive leads are leading the organisation to deliver notable best practice innovation which narrows the gaps in health outcomes or workforce diversity for particular equality target groups.</p>	<ol style="list-style-type: none"> How are individual board members influencing the equality and diversity agenda outside of your PCT? How are they working in partnership with other local agencies and stakeholders? What exceptional and innovative achievements have resulted from board leadership and which demonstrate that your organisation is leading the way locally, regionally and nationally? What best practice can you share with other PCTs?

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