

EDC Summary Performance Table

This document will aim to provide a quick reference guide for EDC members to consolidate and communicate goals, as well as tracking changes in performance.

EDC papers and sub-group papers will have a standardised format with the objective the paper refers to highlighted at the beginning of the paper. The narrative in the paper will provide the detail to support the summary table.

EDC members agreed a two-year plan to improve three themed areas of work:

- **Inclusive Workplaces**
- **Workforce Equality**
- **Inclusive Healthcare**

Each theme has 2-3 goals forming key successes for the EDC to:

- Communicate to the NHS
- Monitor and communicate progress
- Engage EDC members in owning and assisting successful achievement of a goal

Please see below for the draft summary performance table.

The Equality & Diversity Council (EDC) Summary Performance Table aims to provide the EDC with:

- A quick reference guide to themes of work, goals and objectives;
- A summary overview of the progress being made against each objective;
- An aide to communicate key messages aligned to the EDC Forward View.

Each sub group will be asked to provide additional narrative to support the performance outlined in the table, through the respective EDC sub group paper.

EDC Work Plan Summary Performance Table – DRAFT - June 2016

Theme	Key Goal	RAG per current Quarter 1 2 3 4 (tick)	Action	RAG Change (E.g. see below)
Inclusive workplaces	1. Creating inclusive workplaces through;			
	Delivery of a successful culture change programme co-produced with staff and patients	Red *		Amber ** Similar
Inclusive workplaces	2. Reducing bullying by;			
	Improving practice tools through publication of a best practice report	Amber*		Green Better
	Implementation of a national campaign to understand and act on data	Amber*		Red Worse
Workforce equality	3. Eliminating discriminatory practice by;			
	Improving workforce race equality through successful implementation of the WRES (with increased numbers of NHS BME leaders)			Amber Similar
	Developing workforce equality standards across protected groups			
	Increase employment opportunities and the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS employment)			
Workforce equality	4. Improving organisation performance on equality through;			
	Improving use and impact of EDS2			
	Improving the monitoring of experience and			

outcomes across
protected groups
Developing information
standards

**Inclusive
healthcare**

**5. Improving access and
outcomes particularly
for protected and
disadvantaged groups**

Work with people with
lived experience to co-
produce a 'quick wins'
programme leading to a
national programme roll
out

Strengthening workforce
and organisational
capability to understand,
complete and act on
equality impact
assessments

* insert actual colour in box as judged by sub-group Chairs

** insert actual colour in box with arrow signifying positive or negative progress since the last meeting