

ITEM: 10/028
Doc: 05

Meeting: Trust Board
Date: 24 March 2010

Title: Equality & diversity dashboard

Executive Summary: Over the past few months an Equality and Diversity performance dashboard has been developed. It is now presented to the Trust Board for discussion.

The equality and diversity strategy of the Whittington Hospital as agreed in our Single Equality Scheme is:

The Whittington Hospital will ensure that no service user or employee experiences less favourable treatment or care as a direct or indirect result of their race: gender: disability: age: religion or belief: sexual orientation and that there are robust policies in place to protect and safeguard patient and employee privacy and dignity.

The dashboard is a tool to assist in analysing how well the Trust is delivering on its strategy. The dashboard is a pioneering approach to Equality and Diversity issues and therefore has taken considerable development to ensure it comprises meaningful data. It is still work in progress. All the data has been reviewed by the Executive Committee and the Equality & Diversity Steering Group. A commentary at the beginning of the document incorporates the key initial issues which arise from these discussions. The summary of this dashboard is:

Patients

Data quality	Amber
Access to services	Green
Clinical outcomes	Green
Patient experiences	Green

Workforce

Data quality	Amber
Grievances and discipline	Amber
Recruitment	Green
Training	Green
Staff survey	Amber

The next step will be to cross reference the data with the action plan contained within the Single Equality Scheme, to review the results and ensure that all issues are included with the action plans. The Single Equality Scheme 2008-2011 Action Plan is due for its annual review in May 2010. This will be reported to the Trust Board in June 2010 together with this cross referencing.

This is very much work in progress and the views and contributions of members of the Trust Board are very welcome, to ensure we develop a useful and robust dashboard for the Trust using meaningful data and benchmarks.

Action:	Trust Board are asked to review the format and content of the report and to comment on its usefulness as a performance management tool.
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Report from:	Margaret Boltwood Director of Human Resources
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Sponsor:	Marisha Ray, Trust Board Specialist Adviser
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