

Statement of Purpose on Equality, Diversity & Human Rights (EDHR)

- NHS Trafford is fully committed to the delivery equality of opportunity and equality of outcome for patients, carers and staff from each of the local protected characteristic groups within the borough of Trafford as identified under the Equality Act 2010. We are determined to achieve this by ensuring that Equality Diversity Human Rights (EDHR) are fully embedded within all activity of the PCT through policy, practice and within our working with external partners. We wish to continue to challenge our organisational culture to drive this aspiration and ensure enhanced collective ownership of the equalities agenda both on a personal and professional level. We aspire to continually improve in our EDHR performance and influence the wider health economy in Trafford through enhanced collaborative working with key partners and stakeholders across all sectors and with Trafford Council.
- As an organisation we will strive to ensure that healthcare is accessible, personalised and fair and opportunities to employment are equitable for the local communities we serve.
- We will do this by delivering an evidence based approach to EDHR delivery that is based on robust equality data analysis, needs-led action planning and systematic monitoring of equality activity.
- We aspire to better understand and accommodate individual needs of all protected groups under the equality legislation and additional vulnerable and marginalised groups who may find additional barriers to accessing healthcare and equitable healthcare outcomes.
- We will also actively engage with patient and staff reps from local protected groups, giving them a voice to scrutinise for any adverse impacts for protected groups, arising from key changes made by our NHS.
- The NHS Trafford will continue to work to eliminate unlawful (prohibited) discrimination as defined within the Equality Act 2010.
- It is our duty and that of the Trust's Board(s)/Clinical Commissioning Group (CCG) to evidence how we implement our equality duties, including anticipatory duties such as providing 'reasonable adjustments' to patients, carers and staff.

- Staff will be trained to recognise their roles and responsibility in appropriately addressing and delivering the requirements of equality legislation, guidance and best practice.
- We will adopt the Equality Delivery System (EDS), which is a national EDHR performance system for the NHS, where local interest groups publicly grade our annual performance in terms of reviewing 'health equality outcomes' evidence from commissioners, Public Health, Human Resources and local provider partners.
- Such evidence will take 'due regard' of each of the protected groups, showing how we ensure fair access to information, services, premises (and employment opportunities) leading to improved healthcare opportunities for these harder to reach groups.
- NHS Trafford will work collaboratively with GM Clusters and has developed Greater Manchester Cluster EDHR contract specifications to support a more consistent Greater Manchester EDHR approach for commissioner and provider partner organisations.
- The PCT aims to make these duties transparent by publication of new Equality Objectives by 6 April 2012, supported by an updated EDHR strategy and action plan.
- The new NHS Competency Framework for Equality and Diversity Leadership will also be adopted by our NHS as part of the new Equality Delivery System or EDS.