

How we monitor our equality compliance

The operational equality lead works closely with

Patient Experience team, PALS and Complaints team.
Chaplaincy team and Workforce equality team

These teams report their equality compliance through the monitoring structures below

Equality Compliance Assurance

Equality and Diversity is monitored through two committee structures. The Equal Access Group reports to the Equality Steering Group. Both meet quarterly, the EAG before the ESG in March, June, September and December.

The Equality Steering Group is a sub-committee of the Trust Board, reports to the 'Risk, Governance and Regulation Committee'.

Trust Board



Equality Steering Group (ESG)

Chair: Director of Nursing

Directors, Deputy Directors and Trust Leads

- Monitors and approves equality analysis and general progress of equality compliance
- Quarterly update from Directorates and Divisions
- Monitors the work of EAG and receives assurance EDS evidence is being collated and the quality monitored



Equal Access Group (EAG)

Chair :Deputy Director of Clinical, Quality Governance and Equality and Diversity

Community representatives, Trust Directorates and Teams

- Leads Equality Delivery System (EDS) grading annually in February
- Monitors EDS evidence throughout the year through presentations at quarterly meetings
- Minutes, Actions and Work Plan are monitored by ESG
- Receives and monitors evidence of equality compliance and feeds into the creation, development and implementation of equality initiatives. The group then reports on this progress to ESG and monitors actions determined at ESG.

- Each committee has a work plan developed to deliver the outcomes required by the trust equality objectives that informs the agenda for each quarterly meeting
- Equality projects are developed to evolve the structures required to embed the trust's equality and diversity agenda and deliver additional equality delivery system evidence.

2013/14 equality projects

1. Further development of Trust Equality reporting Structures

Please see link for Equality compliance

2. Camden Short-life Sensory Forum

This short life group is working with the healthcare providers supporting Camden residents with sensory access needs including hearing, and sight support needs. Each organisation will have an action plan to improve access and will be monitored by Camden CCG. This project is currently due to run until August 2014

3. Learning Disabilities

NALD – National Audit of Learning Disabilities – a pilot audit run by the CCQI, the quality team of the Royal College of Psychiatrists. The trust completed this audit and received positive feedback and helpful suggestions for improvement.

HQIP and Changing Our Lives

The trust applied to be part of and was accepted as one of four national pilot sites working with 'Changing Our Lives' to develop a national audit tool which involves working with people with learning disabilities in our local community, being audited by them and developing a trust action plan to plan and deliver remedial action. The Royal Free London represents London and Acute Trusts. This project continues into 2014/15

4. Visually Impaired in Camden – Bed Sign Project

This project focused on creating small bed sign for patient with a sight loss, accompanied by a consent and information sheet for the patient file. Designed to improve communication with all staff on the ward and ensure the patient feels safe. A pilot was carried out January to March and evaluated in April leading to roll out across the trust as a 2014/15 project

Projects planned for 2014/15

1. Bed Sign Project

A continuation of the 2013/14 project, promoting Deaf/deaf and visual awareness through the use of bed signs and information sheets in patient files.

2. The Accessible Ward or Clinic Project

Initially working with pilot areas of the Trust delivering short equality awareness sessions local to the workplace. Designed to identify staff members who would benefit from attending full awareness sessions to improve patient experience.

3. Awareness Training Project

To develop a robust programme of equality awareness training for staff to support the Accessible Clinic Project.

4. Equality Delivery System (EDS) – evidence collection project

To develop an effective system to collect and collate increasing amounts of EDS evidence that will result in a simple review process for our community partners for grading in February 2015.

5. The Patient Appointment Pathway Project

A survey to track the provision of information regarding patient access and communication requirements from GP referral to arrival for first appointment.

Additional projects will be developed as identified by the committee work plans.