

Equality Delivery System (EDS) update March 2014

Headline objective	Annual update
<p>1. To improve the collection and analysis of information from key protected groups within reports at a corporate level by 2015</p>	<ul style="list-style-type: none"> • New inclusions in the annual equality report are related to the demographics of our Foundation Trust membership, and Interpreting Services • We will continue to progress on our initiative to link the DATIX database and the nascent Trust data warehouse to provide demographic analysis of key protected groups.
<p>2. To ensure patients aged 70 years and above and their carers receive good quality of care and report positive experiences of care provided by St. Georges NHS Trust by 2015</p>	<ul style="list-style-type: none"> • We have adopted the use of the National programme for Friends and Family (F&F) feedback on all our wards. Key patient demographics are collected through this process. • The two older person wards in the Trust have been integrated with the Community Services Division to support the delivery of improved care and outcomes. An assistant director within the Community Divisions leading this programme.
<p>3. To continuously improve the working lives of staff with a particular focus on improving the workplace culture by 2015</p>	<ul style="list-style-type: none"> • The full results from the 2013 Annual staff survey will be released in March 2014. • A report on the 2012 staff survey findings was presented to the Wandsworth Overview and Scrutiny Committee on in September 2013 <p>The programme of priority actions developed for 2013 onwards include</p> <ul style="list-style-type: none"> • Clear statements and communication from the Chief Executive that bullying is not acceptable within St George's. • A focused approach of support for specific areas where evidence indicates that there are problems • Support through training and focused sessions to line managers • A re-launch of the Trust's values linked to the Listening into Action programme. • The Listening into Action programme was launched in 2013, and the lessons from the initial

	<p>service areas involved in the programme are being shared to develop the programme through the Trust.</p> <p>Two areas of the Trust have received support in transforming the workplace culture. These are Theatres and Maternity services.</p>
<p>4. To actively embed inclusive leadership within the Trust through the adoption of the NHS Equality and Diversity Competency Framework (Revised January 2014) Inclusive leadership</p>	<p>Revised outcome measure: Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed.</p> <p>We will conduct an assessment of these papers in 2014 and identify areas on how this outcome measure can be progressed.</p>