Please note: In addition to the examples listed under ‘Key Achievements to date’, there are other major programmes of work that are ongoing to support equality and diversity in such areas as older people, young people, carers, long-term conditions and mental health.

<table>
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<tr>
<th>Interim Equality Objectives</th>
<th>Deliverables</th>
<th>Key Achievements to date</th>
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| 1. To improve the capture and analysis of population, workforce and patient information broken down by protected characteristic as required by the Equality Act | • JSNA to capture relevant information relating to equality groups (i.e. demographic, burden of disease, outcomes data)  
• Consistent requirement included in all contracts for providers to collect service user and workforce data by protected characteristic where appropriate and for this data to be analysed to inform commissioning  
• Within limitations of ESR data fields, ensure all PCT Workforce equalities data is up to date before transition to new organisations | • We are working with our providers to ensure that this information is collected, analysed and used to improve services |
| 2. To improve access to specific information and communication requirements; to ensure patients are kept fully informed and asked about their communication needs, so that reasonable needs can be met | • Increase awareness and appropriate use of interpreting services (Bilingual & Deaf interpreting)  
• Ensure responsibility for interpreting commissioning is maintained during and after the transition process  
• Guidelines developed to ensure any specific communication needs are flagged up in the referral processes from primary to secondary care  
• Key targeted health information made available in Easy Read format and via the BME Health Advocacy service in other languages  
• 111 service: Measures to be put in place to ensure 111 service is accessible to Deaf people and speakers of other languages and that the service can meet the needs of people with learning disabilities  
• Choose Well initiatives to target new migrants with data collected to monitor uptake of different services | Deaf access to 111 service  
• We are working with Deaf Direct and the Oxford Deaf and Hard of Hearing centre on an exciting pilot to facilitate access to the NHS 111 service (and other health services accessed by phone) for Deaf people. The pilot is due to be launched in December 2012.  
• Information translated and interpreter provided for a number of Asian diabetes sessions  
• Information on access to health services produced and disseminated to the East Timorese community |
### Learning Disabilities
- We won a national award for our Equality Delivery System involvement work with people with learning disabilities
- We are working with other NHS Trusts to plan an event in January with *My Life My Choice* to feedback on our current work and to explore what should be our priorities going forward

#### BME staff network
- The Oxfordshire NHS BME staff network was launched in May 2012

#### HALT & PRIDE survey
- PCT/OCCG as a member of HALT helped run a stall at the annual Oxfordshire PRIDE event and will use the findings of the annual HALT survey to inform our work with LGB & T communities

### 3. To improve access to services by involving and listening to patients from all protected characteristics; targeting those people whose voices may not usually be heard by NHS organisations
- **CCG Engagement strategy** to address how it will engage with protected groups targeting those who are not reached through mainstream engagement processes (e.g. gypsies & travellers, new migrants, people with learning disabilities)
- Structures developed (e.g. E&D Reference group) to monitor and inform delivery of objectives using EDS
- Oxfordshire NHS BME staff network launched and structures developed for their specialist knowledge to feed in to EDS process

#### Equality Analysis
- Equality Analysis template to be agreed
- Guidance and training made available
- Governance system in place (e.g. for Board papers etc)
- All service redesigns / new services / disinvestment proposals informed by Equality Analysis

#### Equality Objectives
- Equality Objectives for 2013-16 agreed using the EDS and included in mainstream planning processes

### 4. To ensure considerations of Equality, Diversity and Human Rights are included in mainstream processes through the use of Equality Analysis
- **OCCG Equality & Diversity Plan** developed to include use of the Equality Delivery System (EDS)
- **E&D Training** commissioned and delivered to OCCG Board & senior managers (including targeted Equality Analyses training)
- **E&D Governance structures** to be in place with identified leads in each area to drive through the equality agenda

#### OCCG have agreed to use the Equality Analysis process
- An early Equality Analysis of the 111 service led to targeted work to ensure access for specific vulnerable groups

### 5. To ensure OCCG are supported to take the Equality, Diversity and Human Rights agenda forward using the Equality Delivery System
- **OCCG Equality & Diversity Plan** developed to include use of the Equality Delivery System (EDS)
- **E&D Training** commissioned and delivered to OCCG Board & senior managers (including targeted Equality Analyses training)
- **E&D Governance structures** to be in place with identified leads in each area to drive through the equality agenda
- **Equality Objectives** for 2013-16 agreed using the EDS and included in mainstream planning processes

#### OCCG have signed up to using the EDS system
- OCCG board have received Equality & Diversity training
- There is a Board lead for Equality and Diversity and plans for equality and access teams in each OCCG locality within Oxfordshire