

# **Bradford and Airedale NHS Equality Group**

## **Terms of Reference**

### **1 Background**

NHS Bradford and Airedale, Airedale NHS Foundation Trust, Bradford District Care Trust and Bradford Teaching Hospitals NHS Foundation Trust are working in partnership to develop equality objective priorities, monitor progress towards meeting them and use the Equality Delivery System to measure and improve local NHS equalities performance. The Bradford and Airedale NHS Equality Group will ensure that this work is in partnership with local stakeholders.

### **2. Membership**

The work of the group will be steered by the equality leads at the four local NHS trusts with membership which ensures that all the Equality Act protected groups will be included. Non executive directors from each trust and members of staff networks will be joined by representatives from Age Concern Bradford and Airedale, Black Health Forum, Bradford Action for Refugees, Bradford Metropolitan District Council, Bradford District Women's Forum, Bradford LINK, Bradford Older People's Alliance, Bradford and Airedale Mental Health Advocacy Project, Bradnet, Carers' Resource, Bradford Muslim Women's Council, Council for Mosques, Equity Partnership, Health Partnership Project, Healthier Lives, Just West Yorkshire, Mind in Bradford, Sharing Voices, Strategic Disability Partnership, Thornbury Centre, University of Bradford's Centre for Diversity & Inclusion, VCS Assembly Equalities Forum, VCS Assembly Health & Wellbeing Forum.

The membership may be expanded at a later date to ensure that we have good representation of all Equality Act "protected groups".

### **3. Purpose**

Its purpose is to steer and oversee local NHS work to meet the requirements of the Equality Act and to implement the Equality Delivery System (EDS)

The role of group members is to:

- Work together to present, consider and agree NHS equality priorities to be put forward for the Bradford, Airedale and Craven areas.
- Act as a body of expertise in equality work that offers support and information as appropriate to the NHS partners involved.
- Communicate with other stakeholders about the EDS and equality objectives as appropriate.
- Agree ongoing actions and carry out monitoring processes related to the agreed Equality Objectives and EDS grading over the next 4 years.

#### 4 Frequency of meetings

Date	Meeting & function	Legal deadlines
19.09.2011 Full day	Inaugural meeting of Bradford & Airedale NHS Equality Group. Introduction to evidence of inequalities and to EDS framework	
Nov 2011 Full day for each panel	Four separate panels meet with E& D leads to receive evidence for four EDS goals and agree proposed grades	
Dec 2011 Half day	Meeting of full group to agree information for publication to demonstrate compliance with the public sector equality duty	31 <sup>st</sup> Jan 2012 publish information
Feb 2012 Half day	Meeting of full group to agree proposed equality objectives	6 <sup>th</sup> April 2012 – publish objectives
June 2012	Meeting to review progress towards objectives and improving EDS grades <i>To be confirmed whether this will be full group or panel</i>	
October 2012	Meeting to review progress towards objectives and improving EDS grades <i>To be confirmed whether this will be full group or panel</i>	
Feb 2013	Meeting to review progress towards objectives and improving EDS grades <i>To be confirmed whether this will be full group or panel</i>	April 2013 – publish progress towards objectives

#### 5. Governance and Reporting Structures

NHS Bradford and Airedale now forms part of the NHS Airedale, Bradford and Leeds PCT cluster. It is important that this group meets to agree local priorities for Bradford, Airedale and Craven. It may well make sense for some interventions to reduce health inequalities to take place at cluster level.

The group will report progress to the individual NHS Trust Boards and to the boards of the new Clinical Commissioning Groups once they are established.

It is to be hoped that the group will also report to the Health & Wellbeing Board and /or the Health Overview and Scrutiny Panel

#### 6. These terms of reference will be reviewed in June 2012