

Bradford and Airedale NHS Equality Group

Background

The Equality Act 2010 protects people with the following characteristics from discrimination:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (this includes ethnic or national origins, colour or nationality)
- religion or belief (including lack of belief)
- sex
- sexual orientation

People with these characteristics are the “Equality Act protected groups”. The Equality Delivery System is a new framework to help make sure the NHS is personal, fair and diverse for all its patients, service users and staff.

Purpose

The purpose of this group is to steer and oversee local NHS work to meet the requirements of the Equality Act and to implement the Equality Delivery System (EDS). Its work will be reported to the boards of the four local NHS trusts and to the boards of the new Clinical Commissioning Groups once they are established.

Ways of working

We hope that group members will:

- Have an understanding of local health inequalities – in access to health services, experience of using health services and / or health outcomes as they affect one or more Equality Act “protected groups”. This does not need to be an academic or theoretical understanding – one based on the experiences of local people will be much more useful.
- Have an understanding of as much of “the big picture” as possible – the group will focus on themes and priorities rather than individual people’s experiences.
- Have a commitment to working in a way that constructively challenges and reduces stereotyping, prejudice and discrimination as they affect people from any protected group or disadvantaged group.
- Build a strong and trusting team where the engagement of local interests with the NHS is sustained, informed and meaningful.
- Take on the role of “critical friend”. The group will review evidence, identify local priorities and assess NHS trusts’ equalities performance.
- Attend all meetings (or send along a well-briefed deputy).
- Present information in accessible language and accessible formats.
- Focus on people and outcomes rather than processes.
- Ensure that we take this opportunity to make real improvements.

First meeting

This will take place from 9.30am to 4.00pm on Monday 19th September