

# 10 STEPS

Hospitals can take to tackle ethnic inequalities in elective waiting lists



1

## ACKNOWLEDGEMENT

Get Board level appreciation of the challenge and the need for action

2

## INSIGHT

Understand your local population – what is the ethnicity profile of your communities?

## ENGAGEMENT

Involve patients, the public and community groups to understand the health needs, barriers and enablers to accessing care

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## APPRAISAL

Use insights to develop and publish meaningful Equality Impact Assessments for elective recovery plans – taking account of wider issues which may impact on access



## FOCUS

Disaggregate waiting lists, activity and performance data by ethnicity and deprivation

5

## ALIGNMENT

Embed disaggregated data and insight into strategies and plans for action

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7

## ACTION

Take targeted action to close ethnicity gaps in waiting lists, and to decrease overall waiting lists

## LEARNING

Evaluate elective recovery plans and targeted actions – making necessary changes

8

9

## PARTNERSHIPS

Form meaningful partnerships with other healthcare organisations and systems to enable adoption and sharing of best practice

10

## OVERSIGHT

Undertake routine review of progress at Board level