Enable inequalities in health and wellbeing to be reduced through planning and targeting services and programmes

Overview

This standard covers enabling inequalities in health and wellbeing to be reduced through planning and targeting services and programmes.

Users of this standard will need to ensure that practice reflects up to date information and policies.
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**Performance criteria**

**You must be able to:**

- **P1** accurately identify inequalities in health and wellbeing and potential approaches to reducing these inequalities
- **P2** identify and take opportunities to alert stakeholders to inequalities in health and wellbeing
- **P3** identify and take opportunities to work across boundaries to reduce inequalities in health and wellbeing
- **P4** identify and critically appraise:
  - P4.1 evidence of effectiveness of different services and programmes
  - P4.2 emerging trends and developments
  - P4.3 significant opportunities and constraints and their inter-relationships
  - P4.4 resource availability
- **P5** identify and agree with stakeholders priorities for reducing inequalities in health and wellbeing
- **P6** identify and agree with stakeholders how best to allocate human, financial and capital resources, given evidence of effectiveness and identified priorities for reducing inequalities in health and wellbeing
- **P7** effectively overcome barriers to change in people and organisations
- **P8** communicate priorities and actions to reduce inequalities in health and wellbeing to stakeholders in an appropriate and timely way
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Knowledge and understanding

You need to know and understand:

K1  the potential conflicts between, improving health and wellbeing and reducing inequalities
K2  how to appraise whether people’s arguments against reducing inequalities are related to maintaining the status quo rather than improving effectiveness
K3  how to apply change management principles in the reduction of inequalities
K4  how to apply links between social factors and health and wellbeing needs to the reduction of inequalities
K5  how to apply links between economic factors and health and wellbeing needs to the reduction of inequalities
K6  the importance of different risk factors in a population, including ethnic and genetic factors and apply these to the reduction of inequalities
K7  the effect of the environment on health and wellbeing (e.g. housing, air and water quality) and the different ways in which it can be changed to reduce inequalities
K8  how to appraise routinely available data on health and wellbeing and related needs and apply these to the examination of health and wellbeing problems and the reduction of inequalities
K9  how to appraise service utilisation data and apply it to the examination of health and wellbeing problems and the reduction of inequalities
K10 how to analyse time trends in health and wellbeing needs and inequalities on a geographical basis to address local issues
K11 how to apply negotiation and influencing skills in working with others to reduce inequalities
K12 how to evaluate the relative priorities of different stakeholders and judge the extent to which they can be applied to reducing inequalities
SFPHS12
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Additional Information

External Links
This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: Core 4 Service improvement
Level: 4
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