

<b>Report to the People Committee</b>				
<b>Report title:</b> Equality Delivery System (EDS 2022)		<b>Meeting date:</b> 24.04.23		
<b>Report appendix</b>				
<b>Report sponsor</b>	Chief People Officer			
<b>Report author</b>	Equality Diversity and Inclusion Lead			
<b>Report provenance</b>	Stakeholders of each Domain.			
<b>Purpose of the report and key issues for consideration/decision</b>	<ul style="list-style-type: none"> <li>To present to the Committee an overview and results of the Equality Delivery System 2022.</li> <li>To seek feedback from the People Committee, in order for the approach and plan to be approved by the Trust Board in May 2023.</li> </ul>			
<b>Action required (choose 1 only)</b>	<b>For information</b> <input type="checkbox"/>	<b>To receive and note</b> <input checked="" type="checkbox"/>	<b>To approve</b> <input type="checkbox"/>	
<b>Recommendation</b>	Actions identified as a result of the overall EDS 2022 assessment will include the delivery of CORE20PLUS5 approach. Through engaging with the relevant service leads, stakeholders exploration will be undertaken as to how these can be incorporated within the People Promise and Patient experience action plans moving forward to become business as usual.			
<b>Summary of key elements</b>				
<b>Strategic goals supported by this report</b>	<b>Excellent population health and wellbeing</b>	x	<b>Excellent experience receiving and providing care</b>	x
	<b>Excellent value and sustainability</b>	x		
<b>Is this on the Trust's Board Assurance Framework and/or Risk Register</b>	<b>Board Assurance Framework</b>		<b>Risk score</b>	
	<b>Risk Register</b>		<b>Risk score</b>	
<b>External standards affected by this report and associated risks</b>	<b>Care Quality Commission</b>	x	<b>Terms of Authorisation</b>	
	<b>NHS England</b>	x	<b>Legislation</b>	
	<b>National policy/guidance</b>			

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## Introduction

All NHS providers are required to implement the Equality Delivery System EDS, as it has been part of the NHS Standard Contract since April 2015 (SC13.5 Equity of Access, Equality and Non-Discrimination). In addition, NHS Commissioning systems are required to demonstrate ‘robust implementation’ of the EDS as set out in the Oversight Framework. For a number of years EDS2 was paused in anticipation of a refreshed, user friendly version being released. EDS 2022 was released in Quarter 4 2022/23.

EDS 2022 is aligned to the NHS People Promise and NHS England’s [Long Term Plan](#) and the its commitment to an inclusive NHS that is fair and accessible to all.

EDS results and the creation of actions plans are recognised as a contributory improvement enabler to achieving the delivery of the CORE20PLUS5 approach, the five Health Inequalities priorities detailed below and help NHS organisations meet the public sector equality duty (PSED).

- Priority 1: Restore NHS services inclusively
- Priority 2: Mitigate against digital exclusion
- Priority 3: Ensure datasets are complete and timely
- Priority 4: Accelerate preventative programmes that proactively engage those at greatest risk of poor health outcomes
- Priority 5: Strengthen leadership and accountability

The EDS comprises eleven outcomes spread across three Domains, which are:

- 1) Commissioned or provided services
- 2) Workforce health and well-being
- 3) Inclusive leadership.

The outcomes are evaluated, scored, and rated using available evidence and insight. It is these ratings that provide assurance or identify areas for improvement.

The EDS is designed to encourage the collection and use of better evidence and insight across the range of people with [protected characteristics](#) described in the Equality Act 2010 and considers people within social inclusion groups.

To take account of the significant impact of COVID-19 on Black, Asian, and Minority Ethnic community groups, and those with underlying and long-term conditions such as diabetes, the EDS now also supports the outcomes of Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) by encouraging organisations to understand the connection between those outcomes and the health and wellbeing of staff members. It provides a focus for organisations to assess the

physical impact of discrimination, stress, and inequality, providing an opportunity for organisations to support a healthier and happier workforce, which will in turn increase the quality of care provided for patients and service users.

### Domain 1 - Commissioned or provided services:

Trusts were required to select 2 services for review, with TSDFT selecting Maternity services as its CORE20PLUS5 service. During the pilot no secondary service was selected due to time and resource constraints proving it difficult to gain the buy-in required. This selection process was undertaken in partnership with the system director of Nursing and Quality who nominated a Nursing lead to support the EDS evidence process and as per the NHS England guidance a set of key stake holders were identified to form the rating engagement group.

Evidence against each of the four outcomes was collected, catalogued and where possible summarised to present to the rating engagement group. Evidence was socialised directly with the Maternity Voice Partnership and a Q & A session was held for participants within the rating engagement group to confirm and challenge the evidence provided. A rating session was held 15th April 2023 where participants were provided with the opportunity to vote on their ratings anonymously.

The outcome ratings were are as follows:

Outcome	Rating Suggested
<b>Domain 1: Commissioned or Provided Services – Core 20 Plus 5: Maternity Services</b>	
1A: Patients (Service Users) have required levels of access to the service	Developing activity
1B: Individual patients (service users) health needs are met	Developing activity
1C: When patients (service users) use the service, they are free from harm	Developing activity
1D: Patients (service users) report positive experiences of the service	Achieving Activity

### Domains 2 & 3 - Workforce Health & Wellbeing & Inclusive Leadership

Evidence was gained and shared with the stakeholders that included equality and diversity and health and wellbeing staff network members and staff side representatives for both domains 2 and 3.

A summary of the ratings from Domains 2 & 3 are as follows:

Outcome	Rating Suggested
<b>Domain 2: Workforce Health &amp; Wellbeing</b>	
2A: When at work staff are provided with support to manage obesity, diabetes, asthma, COPD & mental health conditions	Developing activity
2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source	Achieving Activity
2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying, harassment and physical violence from any source	Developing activity

2D: Staff recommend the organisation as a place to work and receive treatment	<b>Underdeveloped activity</b>
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Outcome	Rating Suggested
<b>Domain 3: Inclusive Leadership</b>	
3A: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities	<b>Developing activity</b>
3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed	<b>Developing activity</b>
3C: Board members, system & senior leaders (Band 9 & Very Senior Managers) ensure levers are in place to manage performance & monitor progress with staff & patients	<b>Developing activity</b>

### Overall Trust Results:

Each outcome is scored based on the following:

<b>Underdeveloped activity</b>	Organisations score 0 for each outcome
<b>Developing activity</b>	Organisations score 1 for each outcome
<b>Achieving Activity</b>	Organisations score 2 for each outcome
<b>Excelling activity</b>	Organisations score 3 for each outcome

In line with national EDS 2022 scoring guidance, outcome scores are then added together to gain a domain rating, which are then added together to provide an overall Trust score.

<8	<b>Underdeveloped</b>
8-21	<b>Developing</b>
22-32	<b>Achieving</b>
33	<b>Excelling</b>

Trust results are as follows:

Domain 1 – score 5 points  
 Domain 2 – score 4 points  
 Domain 3 – score 3 points

**Total Trust score = 12 points and overall Trust outcome is “Developing”**

**Domain 1** has demonstrated the importance of partnership working and its strong links with Maternity Voice Partnership who have been fully involved in the EDS 2022 process including providing and supporting the evidence. The team embraced the process. They recognised the value of inclusion and increasing the scope of protected characteristics of families that feedback is obtained from and the importance of continuing to collate and act on feedback from service users.

The outcome rating for Domain 1 is a strong position of Achieving Activity for maternity services (vulnerable mums) however they acknowledge that there is further improvement work to be undertaken especially in collating data sets and reaching out to patients and stake holders in order to produce relevant evidence based action plans.

**Domain 2** – has shown the majority of outcomes as developing, with feedback of outcome for 2c as achieving due to the recognition of a wide range of support services being available for staff.

Outcome 2d is of biggest concern showing only 59% of our staff would recommend the Trust as a place for care/treatment. This is a significant reduction of 5.4% from 2021. Similarly, at 54%, we have seen a 4.5% reduction in recommendation as staff recommending the organisation as a place to work.

Feedback received however acknowledges the work being undertaken in this area with the recruitment and retention working groups, the Trusts approach to flexible working and review of the exit survey, thereby we hope to see an improvement in these areas.

**Domain 3** – Feedback received for this domain varied depending on exposure to Board and senior management levels. Feedback gained highlighted that strides had been made by Board members and very senior managers, however this was not always seen or felt by all staff. Feedback highlighted that commitment and understanding of equality and health inequalities was not routinely demonstrated Board level through performance reports. This is an area for requiring improvement and Board commitment to ensure we meet our public sector equality duty.

There was acknowledgement of the Board demonstrating their Leadership and commitment to the Race agenda by commissioning a report to better understand the culture of the organisation in relation to race.

## **Conclusion**

The Trust has scored an overall rating of “developing” across all domains with an overall score of **12 points**.

Feedback on the new EDS system has been largely positive and will support TSDFT with identifying areas for improvement and celebration. It is recognised that EDS 2022 is a new process and as such learning will take place on the process in advance of the 2023 assessment.

## **Next Steps**

Actions identified as a result of the overall EDS 2022 assessment will include the delivery of CORE20PLUS5 approach. Through engaging with the relevant service leads, stakeholders exploration will be undertaken as to how these can be incorporated within the People Promise and Patient experience action plans moving forward to become business as usual.

National reporting templates have been completed and will be uploaded to the Trust website after the report has been to Board in May 2023. Templates include a summary

of the evidence received however detailed information and evidence gathered is available on request.