

Workforce and Development Committee	Agenda Item	Enc
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Document Title:	EQUALITY DELIVERY SYSTEM2
Sponsoring Executive Director:	BOARD SECRETARY
Author(s):	B.KAUR, HEAD OF EQUALITY AND INCLUSION
Date of Meeting:	21 ST NOVEMBER 2018.

Purpose of the Report		
Approval <input type="checkbox"/>	Assurance <input checked="" type="checkbox"/>	Information <input checked="" type="checkbox"/>

Executive Summary

This update provides assurance to the committee on the progress of delivering on the EDS2 as stated within the Equality and Inclusion Strategy 2018:

The EDS2 will provide the Trust with assurance on the progression of the Equality Objectives. The Trust will undertake an internal assessment by end December 2018 and then formal consultation aimed for March – May 2019. It is to be noted that staff, governors, members and service users will have an opportunity to become lay assessor members of the EDS2 to support the facilitation and grading over March – May 2019. This will enable the Trust at the end of year 1 (June 2019) to have a graded EDS2 and reviewed equality objectives and action plans thereon.

The Equality Objectives that will be assessed will be

1. The Trust will commit to and deliver effectively on the Deaf Charter Pledges by working in partnership with local community groups.
2. The Trust will achieve and evidence Trust wide compliance to the Accessible Information Standard (AIS). An AIS compliance group will develop implement and review a compliance plan which will support this objective.

These objectives will be assessed against the EDS2 Goal 2: **Improved patient access and experience (see attached EDS2 Goals)**

It is to be noted that NHS England are currently reviewing the EDS2 Goals and evidence criteria and a revised EDS3 will be developed over 2019.

Current Status:

The EDS2 has been discussed at Community Engagement Group over the last 2 meetings July and October 2018. A call out for members and Governors to undertake EDS2 assessor training is in progress and training is planned now for January- March 2019. The EDS2 assessors will then support the facilitation of formal community consultation over March- May 2019.

The CSU EDI leads are supportive of the plans to implement EDS2 to measure Trust progress against one goal. This decision is based on the current status of change within the Trust in relation to the setting up of Care Groups and the structures that sit within these. It is proposed that following the formal EDS2 grading in June 2019 the Trust will then be in a position to look at the EDS2 at Care Group Level and scope how best to implement a more localised level of measuring progress against all the Equality Objectives.

Plans on working together on the consultation and utilising the involvement for impact approach are currently being scoped with the Head of Patient Involvement and Experience.

Governance:

The work on the EDS2 will feed into this committee as per business cycle. This will be required for review as the revised EDS3 version is launched possibly late 2019. Feedback on EDS2 over the next year will also be shared with the Community Engagement Group.

Recommendations

The Committee is requested to acknowledge the plans for the EDS2 and report assurance to Trust Board on the approach and timelines.

Monitoring/Compliance

Which strategic priorities does this paper address	EQUALITY AND DIVERSITY
Regulatory compliance (tick all that apply)	CQC: Safe <input checked="" type="checkbox"/> Caring <input checked="" type="checkbox"/> Responsive <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Well Led <input checked="" type="checkbox"/> NHS Improvement Licence <input type="checkbox"/> Other <input checked="" type="checkbox"/> (add details below)
Other	NHS CONTRACT APPENDIX 3B SCHEDULE
Committees / meetings where this paper has been considered	

Inter-dependencies (tick all that apply and add details where relevant)

Legal	<input checked="" type="checkbox"/>	The EDS2 is a performance tool that will be used to mark progress for the Trust across the equality agenda and legal compliance. The EDS2 , its activities and findings will
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		inform the CQC evidence portfolio and NHS Standard Contract.
Clinical	<input checked="" type="checkbox"/>	Support the delivery of the Trust's objectives in particular high quality patient centred and safe practices. It will inform the Trust's engagement and consultation policies for internal and external stakeholders.
Risk Register	<input checked="" type="checkbox"/>	The EDS2 is a performance tool that will be used to mark progress for the Trust across the equality agenda and legal compliance. The EDS2, its activities and findings will inform the CQC evidence portfolio and NHS Standard Contract.
Financial	<input checked="" type="checkbox"/>	Non Compliance may lead to withdrawal of commissioned services and financial penalty.
HR	<input checked="" type="checkbox"/>	Supports the delivery of the Trust's objectives resulting in an empowered and well supported workforce with a focus on supporting staff from the protected equality groups. Support and inform the Workforce Race Equality Standard which became a statutory obligation from April 2015. It will support the associated action plans for the WRES.
Staff Side involvement actions undertaken/planned	<input type="checkbox"/>	Staff side are included within the committees this report is presented at.
Social Care	<input type="checkbox"/>	Support the delivery of the Trust's objectives resulting in an empowered and well supported workforce with a focus on supporting staff from the protected equality groups. Support and inform the Workforce Race Equality Standard which became a statutory obligation from April 2015.
Involvement and Experience	<input type="checkbox"/>	Support the delivery of the Trust's objectives in particular high quality, patient centred and safe practices. The EDS2 Goal 2 and the engagement plan will support the achievement of the Trust's Quality Priorities. The National EDS2 Tool has been consulted on across the protected groups. Evidence is correlated and shared within the Trust's Quality Compliance System

		(database for CQC).
Equality Impact	<input checked="" type="checkbox"/>	The National EDS2 has an equality analysis undertaken. The EDS2 final graded document supports compliance to the Equality Duty.
Information exempt from Disclosure	<input type="checkbox"/>	
Requirement for further review	<input checked="" type="checkbox"/>	On a six monthly basis the Committee will receive updates on the progress of grading EDS2.

The Goals and Outcomes of *EDS2*

Goal	Number	Description of Outcome
Better health outcomes	1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities
	1.2	Individual people's health needs are assessed and met in appropriate and effective ways
	1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed
	1.4	When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse
	1.5	Screening, vaccination and other health promotion services reach and benefit all local communities
Improved patient access and experience	2.1	People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds
	2.2	People are informed and supported to be as involved as they wish to be in decisions about their care
	2.3	People report positive experiences of the NHS
	2.4	People's complaints about services are handled respectfully and efficiently
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
	3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations
	3.3	Training and development opportunities are taken up and positively evaluated by all staff

	3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives
	3.6	Staff report positive experiences of their membership of the workforce
Inclusive leadership	4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
	4.2	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed
	4.3	Middle Managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination