

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

May 10th 2016

Equality Delivery System Subgroup Update

Purpose and context

The main purpose of EDS2 is to help NHS organisations, in discussion with local partners, including local people and NHS staff, to review and improve their performance for people with characteristics protected by the Equality Act 2010.

EDS2 enables continuous equality improvements for local NHS organisations, across all protected characteristics. By using EDS2, NHS organisations are also helped to deliver on the public sector Equality Duty.

The EDC and NHS England agreed to include EDS2 within the NHS standard contract from April 2015. It also features within the CQCs inspection regime and was included in the 2015/16 CCG Assurance Framework. EDS2 is a core element of the refreshed work plan (2015/16-2016/17) for the EDC.

EDC Theme and objective (s) the paper links to

Theme 4: Workforce Equality - Improving organisation performance on equality through;
Key Goals: Improving use and impact of EDS2 & Improving the monitoring of experience and outcomes across protected groups

Key Summary Milestones

The EDS2 report template was produced, a 3-minute EDS2 video was produced by NHS England to communicate key EDS2 messages & workshops were held across England in 2015/16

EDS2: Engagement with the local CVS publication developed and launched

EDS2 Dashboard – Planning in place

The EDS2 Subgroup has finalised its work plan

Actions taken to date

Supporting the NHS in implementing EDS2 in a more consistent manner

- The EDS2 report template was produced and rolled out to the NHS
- Regular EDS2 updates have been provided to local NHS organisations
- A 3-minute EDS2 video was produced by NHS England to communicate key EDS2 messages
- A series of information gathering / sharing workshops (in partnership with the EHRC) were held across England in 2015/16

EDS2: Engagement with the local CVS publication

Commissioned by NHS England, guidance on effective engagement of the Community and Voluntary Sector (CVS) with NHS organisations when implementing, and benefitting from, EDS2, has been produced by the Race Equality Foundation, working with the LGBT Foundation and Disability Rights UK.

EDS2 Dashboard

The development of an interactive national dashboard for EDS2 is planned. Led by NHS Employers, this resource will bring together EDS2 reports from local NHS organisations across the country and help share good practice.

Creating the EDS2 work plan

The EDS2 Subgroup has finalised its work plan, based upon the EDS2 elements within the revised two-year EDC work programme. Alongside this, the subgroup membership is being further strengthened to reflect objectives and deliverables within the work plan.

Current position

N/A

Key risks

Potential risks of not maintaining leadership support and momentum on EDS2 activity include:

A proven vehicle for helping to improve NHS equality performance, and to meet the public sector Equality Duty, may be implemented in an inconsistent manner.

A focus on patients, communities and the workforce across all equality groups could be lost.

NHS organisations will be left to develop their own interpretations of implementing EDS2.

Next steps

The EDS2 sub group is looking to maintain impetus with EDS2 implementation and support as follows:

Maintain leadership and supporting momentum

EDS2 provides momentum across all NHS organisations and all protected characteristics and is well-positioned to help the EDC deliver on its objectives. It is also important to maintain links across the wider system. To this end, Tom Cahill (Chair) will be attending a future meeting of the NHS Staff Council Equality and Diversity Group in order to discuss how the work of the two groups can be better aligned and complimentary.

In addition, a series of further information gathering / sharing / training workshops are being planned for 2016/17 – which will include a focus on the national EDS2 priority for 2016/17 (see recommendations below).

Launch *EDS2: Engagement with the Local CVS* publication

The CVS engagement publication was soft launched in February 2016. A formal launch took place on 29 April 2016 at the Race Equality Foundation offices in London – with Simon Stevens delivering the keynote address. A communications plan will be developed by the sub group to promote and publicise the guide.

EDS2 Dashboard development

Work to scope the development of the interactive EDS2 Dashboard is in train. This will be a platform for hosting EDS2 reports from local NHS organisations and act as a means of sharing good equality practice.

Maintain system alignment

Collaboration with CQC to position EDS2 within their next phase of inspections and their regulation strategy will commence. This will build upon the work already carried out on embedding EDS within inspections. Work to ensure that EDS2 aligns with other policy levers for providers and commissioners will continue – this will include ensuring EDS2 and the WRES work together better

Recommendation and action requested

For the EDC to note the above cited progress to date

For the EDC to agree that EDS2 outcome 3.4 ("When at work, staff are free from any abuse, harassment and bullying or violence from any source") should be the national priority for 2016/17

Name of the sub group: EDS2 Subgroup of the EDC

May 10th 2016

Members of the EDS2 subgroup are: Tom Cahill (Chair), Ray Warburton (Lewisham CCG), Jabeer Butt (Race Equality Foundation), Paul Deemer (NHS Employers), Sofia Jabeen (West Midlands Ambulance Trust), Monica Jacot (Cambridge University NHS Trust), Wasia Shahain (NHS South East CSU), Kate Milton (NHS England)