

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

19 April 2017

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 for the EDC.

EDC theme and objective(s) the paper links to

Theme 4: *Workforce Equality - Improving organisation performance on equality*

Key Goals: *Improving use and impact of EDS2 and Improving the monitoring of experience and outcomes across protected groups.*

Key Summary Milestones

NHS England and NHS Employers have conducted a series of EDS2 roadshow events across England between November 2016 and January 2017. A report on feedback and outcomes from these events is being currently being prepared by the group.

Some work is being undertaken to assess the quality of EDS2 documentation and plans produced by Trusts, utilising the interactive map currently available on the NHS England website.

Preliminary discussions have taking place with academics who have approached the sub group to explore the potential for a review of EDS2.

NHS Employers are developing a centralised hub of EDS2 resources and materials – including examples of good practice –as a source of support and guidance for NHS organisations in

respect of EDS2.

A detailed communications plan is being developed to support the above work.

Actions taken to date

EDS2 roadshows

These have now been completed and the feedback and outcomes are being considered by the group.

EDS 2 Quality Check

Some preliminary work is being undertaken to assess the quality of EDS2 published material as captured currently by organisations on the EDS 2 interactive map. Discussions are also being held with an academic institution who have expressed an interest in a review of EDS2. Any such review would be subject to open tender and competition.

Centralised EDS2 resources and materials

NHS Employers are developing a centralised, web based resource which will bring together support materials and guidance as well as showcasing good practice from across the country.

Communications plan

A comprehensive joint communications plan is being developed to support the above activity.

Key risks

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

- A vehicle which can be utilised to improve NHS equality performance, and to support organisations 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 weakened.
- The resignation of the current Chair (Tom Cahill) from the EDC. This situation will be resolved as part of the wider review of the EDC.

Next steps

Maintain leadership and supporting momentum

The EDS2 sub group will maintain impetus with EDS2 implementation and support across the wider health and social care system.

It is also important to maintain links across the wider system. There are ongoing discussions with the teams developing the workforce race and disability equality standards – to ensure that the technical guidance produced by them respectively compliments the EDS2 guidance (and vice versa).

Maintain system alignment

Collaboration with the CQC to position EDS2 within future inspections and their regulation strategy will continue. This will build upon the work already carried out on embedding EDS2 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 effectively together.

National priorities

At the May 2016 meeting the EDC agreed that outcome 3.4 of the EDS2 would be designated as a national (workforce focussed) priority – but asked that the group identify a patient focussed priority. Outcome 2.2 of the EDS2 (“People are informed and supported to be as involved as they wish to be in decisions about their care”) was endorsed by the EDC at their meeting on 26 July 2016 for these purposes.

Progress against agreed objectives and milestones, linked to the Performance Report RAG rating, will be included in future subgroup reports.

Recommendation and action requested

EDC is asked to note the above.

Name of the chair of the sub group: Tom Cahill (resignation pending)

Name of the sub group: EDS2 Subgroup of the EDC

Members of the EDS2 subgroup are: Tom Cahill (Chair), Ray Warburton (Lewisham CCG), Jabeer Butt (Race Equality Foundation), Paul Deemer (NHS Employers), Monica Jacot (Cambridge University NHS Trust), Wasia Shahain (NHS South East CSU), Kate Milton (NHS England), Lucy Wilkinson (Care Quality Commission);