

The Robert Jones and Agnes Hunt Orthopaedic Hospital



NHS Foundation Trust

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1.0 Background

The NHS Equality Delivery System² (EDS2) is designed to support NHS commissioners and providers to deliver better outcomes for patients and communities and better working environments for staff and students, which are personal, fair and diverse. The EDS2 is all about making positive differences to healthy living and working lives.

The EDS2 covers all those people with characteristics protected by the Equality Act 2010. There are nine characteristics in total:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership.
- Pregnancy and maternity
- Race including nationality and ethnicity
- Religion or belief
- Sex
- Sexual orientation

2.0 Commitment to and Adoption of the EDS2

The Trust is supportive of the EDS2 and will apply the framework in order to undertake the analysis that is required by the Equality Act 2010 (“the public sector Equality Duty”) in a way that promotes equality, diversity and inclusion and to deliver the NHS Outcomes Framework and the NHS Constitution. It will also assist the Trust in continuing to meet Care Quality Commission’s (CQC) Standards.

The Trust has previously sought to use its Patient Panel, Foundation Trust membership and elected governors as its primary base of engaging with both staff and service users, and seeks to ensure that its membership is developed to reflect the population it serves. It is proposed that this approach is continued.

3.0 How the EDS2 works?

At the heart of the EDS2 are four goals, each divided into 18 outcomes which focus on the issues of most concern to patients, carers, communities, NHS staff, students and Boards, which are

1. Better health outcomes for all
2. Improved patient access and experience
3. Empowered, engaged and well-supported staff
4. Inclusive leadership at all levels

A full outline of the outcomes and assessment grading is provided in Appendix One.

A baseline assessment will be undertaken with Patient Panel members, Foundation Trust Governors and members, staff side organisations and others to agree the grading for each outcome based on performance for 2019/20. This assessment will then be used to assess performance and improvement in 2020/21.

In order to support the improvement work, the Equality Diversity and Inclusion Group has discussed the areas of focus required during 2020/21 with regard to the Trust's WRES data, patient and staff surveys and the proposed objectives outlined in this paper are supported by the group.

4.0 Engaging with Local Interest Groups

As a Foundation Trust, the Trust will see to engage with its foundation trust members through their elected governors to inform and develop the equality agenda, involving other local interest groups where there is insufficient representation within FT membership.

The Trust will use its representative memberships and staff to continuously consult and engage upon the EDS and will continue to develop the evidence it uses as part of the EDS in order to monitor performance.

The Trust is required to publish its EDS2 documentation and therefore both the objectives for 2020/21 and the baseline assessment will be published on the Trust's website.

5.0 Governance and Partnership Working

The Interim Chief Nurse and Director of People have executive responsibility for equality, diversity and inclusion and are responsible for the delivery of the EDS2 framework.

The Trust has established a Equality, Diversity and Inclusion Group which will meet monthly, and is currently compiled of executive directors and senior management but with the terms of reference under review to include wider representation from public and staff.

6.0 Proposed 2020/21 Equality, Diversity and Inclusion Objectives

The objectives for 2020, proposed by the Equality and Diversity Steering group are as follows:

Objective	Measure
Goal 1: Better Health outcomes	
The Trust will seek to continue to address the discharge arrangements for patients with complex needs to be safely discharged in a more timely way.	This will be measured by an improvement in the Trust delayed discharges which is tracked via the Trust's Integrated Performance Report
Goal 2: Improved patient access and experience	
The Trust will implement the requirements of the Accessible Information Standard	The aim is to have full roll out during 2020/21. The Trust will also use patient experience survey results to monitor improved patient access and experience.
Goal 3: A represented and supported workforce	
To work in partnership with staff, staff side organisations and staff governors to ensure all staff and students are free from abuse, harassment, bullying and violence.	This will be measured by seeing improvements in the staff survey results and the WRES Report.
The Trust will establish ED&I Champions to represent the views and experiences of staff with protected characteristics.	The impact of this will be measured through focus groups and feedback provided in the annual staff and patient surveys.
The Trust will introduce reverse mentoring	This will be measured through the establishment and completion of a reverse mentoring programme for each member of the senior leadership group.
Goal 4: Inclusive Leadership	
The Board will demonstrate its commitment to ED&I	The Board will receive a monthly update on the Trust's ED&I agenda to include initiatives and staff / patient stories as appropriate.
To ensure that ED&I is incorporated in to all aspects of the Trust's business	This goal will be measured through review of committee papers, business cases and impact assessments to ensure ED&I is given appropriate consideration.

Appendix 1.

Grading scale for EDS2:

Undeveloped	Developing	Achieving	Excelling
There are no examples of a strong and sustained commitment	Only some of the examples show a strong and sustained commitment	Many of the examples show a strong and sustained commitment	All of the examples show a strong and sustained commitment

EDS2 Goals and Outcomes

Goal 1: 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
Goal 2: 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
Goal 3: 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
Goal 4: Inclusive Leadership	
4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
4.2	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination
4.3	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