EDS2 Domain 2 Report

NHS
The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

0. Reference Information

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Senior Leader Sponsor:	Caroline Nokes-Lawrence, Associate Chief People & Culture Officer	Paper written on:	Tuesday 16th July 2024
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Paper to support CQC Evidence:	Yes	Purpose of Paper:	Approval

1.   Purpose of Paper

1.1.   Why is this paper going to **People & Culture Committee** and what input is required?

This paper presents the final report and results of the 2023/2024 EDS2 Domain 2 scoring event for the People & Culture Committee to **approve.**

2. Executive Summary

2.1.   Context

The EDS is an improvement tool for patients, staff and leaders of the NHS. It supports NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions - to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement and insight.

Domain 2 should be actively tested through structured engagement with staff, staff networks, Chaplaincy staff and trade unions with reference to evidence and insight. These groups should work together to lead and conduct engagement sessions with staff wherever possible.

2.2.   Summary

- The EDI team have engaged with staff members and their representatives by using Communications through posters, updates at staff meetings.
- The EDI team shared the request for staff to join the scoring panel for Domain 2, to allow a diverse staff perspective, allowing clinical staff and admin staff to be part of the session.
- Engagement started with staff members and their representatives in April 2024. Evidence was shared with confirmed attendees 6 weeks prior to the event to allow time for review and any questions to be raised with the EDI team.
- The Trust achieved a split Domain 2 rating of Achieving Activity and Developing Activity for the reporting time frame, March 2023 – March 2024.
- Free text feedback was received for all 4 sections of the scoring requirements.
- Feedback has been collated into actions to be aligned to the main EDI action plan.

2.3.   Conclusion

The People and Culture Committee is asked to review and **approve** the report for submission to NHSE and public publication through the Trust Website and Percy.

2.4 Update from Committee

The Committee approved the report and wanted to acknowledge that the feedback was from a small group of staff who took part in the grading.   The report has been presented and endorsed by the committee prior to publication