

# Equality and Diversity Council Meeting Paper

6<sup>th</sup> May 2014

## EDS2 Subgroup

### Purpose and context

The Equality Delivery System (EDS) for the NHS was originally made available to the NHS in June 2011. The main purpose of the EDS was, and remains, to help local NHS organisations to improve their equality performance and be helped to deliver on the public sector Equality Duty.

The EDS was taken up by the majority of NHS organisations, and initial implementation was monitored at SHA level. Support was provided from a range of organisations and bodies including the NHS, Department of Health, Care Quality Commission (CQC), Monitor and the FT Network. In its guidance to inspectors, the CQC asked them to look for use of the original EDS by NHS providers. The EDS was also included within the accreditation process for clinical commissioning groups (CCGs).

Based upon the findings of an independent evaluation of the EDS in 2012, and subsequent consultation with a spread of NHS and key stakeholder organisations, a refreshed EDS – known as *EDS2* – was made available in November 2013. Amongst other things, *EDS2* encourages local adaptation, has a simplified grading system and emphasises reviewing and learning from both good and not-so-good performance. *EDS2* is just a tool; only those with a positive attitude to equality will use and benefit from it.

### Action taken to date

Following the NHS reforms, the EDC was refreshed and re-established in November 2013, and has taken on the joint governance arrangements for *EDS2* with NHS England.

The EDC has prioritised further uptake of *EDS2*, such that a minimum of 95 per cent of all NHS organisations should be implementing *EDS2* by 2015/16. This aspiration also forms one of the 9 objectives for tackling health inequalities and promoting equality that NHS England set itself.

The *EDS2* subgroup – composed of EDC members and NHS colleagues – has met twice and has agreed the strategic and practical actions that will help support the further uptake and implementation of the system.

### Current position

To support *EDS2* implementation and assure its robust application, the following work is underway/planned:

#### **1. Mapping *EDS2* implementation and sharing good practice**

A national EDS Dashboard will help assure the 95% level of EDS implementation on a continuous basis. The Dashboard will focus upon two elements: (i) who is implementing the EDS, and (ii) which EDS outcomes are individual NHS organisations focusing upon. The Dashboard will be part of a national Equality and Health Inequalities resource Hub.

## **2. Education and Development**

Education and development on EDS implementation for local NHS staff is needed, particularly with the formation of new NHS organisations post transition. Various methods of education and development are in consideration, including webinars, workshops and e-learning packages for the NHS workforce.

## **3. Communications**

A push on EDS communications is needed via the EDC; lines on communications for the EDS should be built into the overarching communications plan for the EDC.

### **Key risks**

- The implementation of EDS2 amongst NHS organisations across the country decreases and remains below the 95 per cent aspiration by 2015/16.
- NHS organisations are not supported to improve their equality performance and to meet the public sector Equality Duty, using the EDS.

### **Next steps**

- To begin dialogue with key organisations with regard to the development of the national Equality/Health Inequalities Hub and the EDS Dashboard, and produce a paper scoping this development. With the Hub/Dashboard going 'live' by autumn 2014.
- To seek the expert advice and potential input from Health Education England with regard to the development of Equality/EDS2 e-learning package(s) for the NHS workforce.
- To ensure that the EDC Communications Plan contains lines on EDS2.

### **Recommendation and action requested**

For the EDC to note and agree the above cited next steps.

**Tom Cahill**

**On behalf of the EDS2 Subgroup of the EDC**

**23 April 2014**