

# Equality and Diversity Council Meeting Paper

29<sup>th</sup> July 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The Equality Delivery System (EDS) for the NHS was originally made available to the NHS in June 2011.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.

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.

The Equality and Diversity Council (EDC) and NHS England have set an aspiration of 95 per cent implementation of the EDS across the NHS by March 2016. The work of the *EDS2* Subgroup is focused upon meeting this aspiration and monitoring EDS uptake from across the system.

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

#### 1. Monitoring implementation and sharing good practice

A scoping exercise has been undertaken via the Local Area Teams, to gauge the current level of EDS uptake across the NHS. A verbal update will be provided during the 29 July EDC meeting.

#### 2. System alignment

Lines on the uptake of *EDS2* have been embedded within:

- NHS Trust Development Authority's Planning Guidance for NHS Trust Boards 2014/15 to 2018/19 – highlighting the EDS as a tool to improve equality performance and to help meet the public sector Equality Duty;
- CCG Assurance Framework 2014/15 – highlighting the EDS as a tool to improve equality performance and to help meet the public sector Equality Duty;
- Friends and Family Test Guidance 2014/15 – citing responses to the FFT, analysed by protected characteristics, as a source of evidence when implementing the EDS.

#### 3. Marketing and training initiatives

Two national EDS Social Partnership workshops were held in May 2014. The events were designed to increase the understanding of the EDS within the context of the Equality Act 2010 and Health and Social Care Act 2012 and share good EDS implementation practice.

## Current position

In order to support EDS implementation and assure its robust application, the following work is underway:

### 1. Monitoring implementation and sharing good practice

Going forward, a national EDS Dashboard is planned for development and will help assure the level of EDS implementation on a continuous basis. The Dashboard will also help to facilitate the sharing of both good EDS implementation practice and outcomes for patients, communities and staff. It will also seek and share information on whether EDS-related action is mainly remedial or developmental. The Dashboard will be developed by NHS England, working in partnership with the NHS and key stakeholder organisations. Expected launch date is autumn 2014.

### 2. System alignment

Work between NHS England and the Care Quality Commission (CQC) to make available EDS performance of NHS organisations within the pre-inspection data packs for CQC inspectors. Work is also underway to embed lines on the EDS as a key source of evidence within CQC inspection handbooks for acute hospitals, mental health trusts, and community trusts. Completion expected by autumn 2014.

Highlighting the importance of *EDS2*, and its 6 workforce facing outcomes, within the EDC's response to the 'Snowy White Peaks of the NHS' report is recommended.

### 3. Marketing and training initiatives

EDS implementation training and education for local NHS staff is planned for 2014/15. Eight core EDS training sessions are scheduled to be delivered, two per regional areas, by NHS England's equality and health inequalities regional leads. Training will include how use of the EDS can inform Equality Impact Assessments. Various methods of education and development are in consideration. Training to commence from September 2014 onwards.

## Key risks

- The implementation of *EDS2* amongst NHS organisations across the country decreases and remains below the 95 per cent aspiration for 2015/16.
- A proven vehicle for helping to improve NHS equality performance will be under-used.

## Next steps

- To continue dialogue with key organisations with regard to the development of the EDS Dashboard.
- NHS England and CQC to further embed the EDS within the CQC inspection regime.
- NHS England and Health Education England to develop 'Equality' and '*EDS2*' e-learning packages for the NHS workforce.
- The EDC to be prepared to make *EDS2* critical in its response to the "Snowy White Peaks in the NHS" report.

## Recommendation and action requested

For the EDC to note the above cited progress to date.

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

**July 2014**