

Sharing the Learning – Implementing the Equality Delivery System for the NHS – EDS/EDS2

NHS England and the Equality and Diversity Council are keen to learn about the outcomes that have been achieved for patients and staff as a result of your organisation's implementation of the Equality Delivery System for the NHS – EDS/EDS2.

We would like to showcase good EDS/EDS2 practice and outcomes on the Equality and Health Inequalities web pages hosted on NHS England's website.

Your details
Organisation: Derbyshire Healthcare NHS Foundation Trust
Name/Job title: Jackie Fleeman, Lead Strategic Health Facilitator for Adults with Learning Disabilities
Contact details: 07827230881
What are your organisation's Equality Objectives? If published, please include the web link: http://www.derbyshirehealthcareft.nhs.uk/about-us/equality-diversity/eds/

Title/Theme of Case Study:	
EDS Goal 1.5 : Better health outcomes for all - Cancer Screening in Learning Disabilities	
Which EDS Goal does your case study relate to? <i>Please tick all that apply</i>	Which protected characteristic(s) are covered by your case study? <i>Please tick all that apply</i>
<input checked="" type="checkbox"/> Better health outcomes <input type="checkbox"/> Improved patient access and experience <input type="checkbox"/> A representative and supported workforce <input type="checkbox"/> Inclusive leadership	<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation
Background information about EDS activity in your organisation: <i>Include a brief summary of how EDS/EDS2 is implemented in your organisation,</i>	

including positives and challenges, e.g. joint grading with local interests etc.

<http://www.derbyshirehealthcareft.nhs.uk/about-us/equality-diversity/eds/>

What are you proud of and how has this benefited patients and/or staff?

Include outcomes for patients, communities or staff as a result of using EDS/EDS2.

A series of interventions have been designed to help reduce these inequalities and improve access to screening of learning disability patients. These include:

- Improved patient pathways to enable practices to understand the additional needs of learning disability patients
- Development and introduction of a screening toolkit providing resources such as easy read literature
- Efforts to increase use of existing annual health checks and capacity and best interest assessments to help enable discussion of screening
- Staff training and a series of communications about the need for additional time and reasonable adjustments for learning disability patients
- Informing and empowering patients and carers to seek additional help for screening and participate in active discussions about screening.

Our actions have been implemented and further stake holder work is planned. In order to complete the full HNA cycle a further audit is planned for Spring 2014.

How was this achieved?

Include any challenges or barriers to overcome, any partnership working or creative and innovative approaches.

A variety of health needs have been identified relating to cancer screening. For example people with a learning disability are at higher risk of developing gastro intestinal cancers and may be at higher risk of bowel cancer. There is also likely to be increased risk of other cancers as the over-all life expectancy of learning disability patients increases. We also found that additional needs, poor communication and lower health literacy may prevent learning disability patients from accessing services for prevention and treatment of cancers. This may lead to higher mortality from cancer once learning disability patient have been diagnosed.

We have also investigated current learning disability screening services through audit and found substantial inequalities in screening coverage compared to the general population. For example the gap between the general and learning disability populations for breast screening coverage was 26% and for Cervical screening coverage was 32%, the gap for bowel screening is likely to be around 35%.

Top tips:

What learning could other organisations take from your example above?

The following recommendations are made to NHS Hardwick CCG:

- Continue support for improving access to screening for learning disability patients
- Support work to re-audit practices in 2014 to understand if progress has been made in improving screening coverage
- Commit to improving documentation of capacity assessments and best interest assessments in patient notes and ensure these assessments are reviewed with patients over time.
- Develop an action plan to share good practice and lessons learned from this work with other CCGs

The following general recommendations are also made:

- Further stakeholder feedback should be sought to inform the felt and ex-

pressed needs of service users and their representatives

- Current gaps in the knowledge base of learning disability and cancer, such as the underlying risk of different cancers in learning disability populations should be investigated and future work should be undertaken to monitor cancer incidence in this group and life expectancy increases