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

<table>
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<th>Your details</th>
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<tr>
<td><strong>Organisation:</strong> Derbyshire Healthcare NHS Foundation Trust</td>
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<tr>
<td><strong>Name/Job title:</strong> Liz Corcoran, Workforce and OD Manager</td>
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<tr>
<td><strong>Contact details:</strong> Bramble House 01332 623768.</td>
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**What are your organisation’s Equality Objectives?**
If published, please include the web link:

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

<table>
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<th>Title/Theme of Case Study:</th>
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<td>EDS Goal 3.5 : A representative &amp; supported workforce - Opportunities for Flexible Working 2012/13</td>
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<th>Which EDS Goal does your case study relate to?</th>
<th>Which protected characteristic(s) are covered by your case study?</th>
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<td>Please tick all that apply</td>
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☒ Better health outcomes
☐ Improved patient access and experience
☒ A representative and supported workforce
☐ Inclusive leadership

☒ Age
☒ Disability
☐ Gender reassignment
☐ Marriage and civil partnership
☐ Pregnancy and maternity
☒ Race
☒ Religion or belief
☒ Sex
☒ Sexual orientation
**Background information about EDS activity in your organisation:**

*Include a brief summary of how EDS/EDS2 is implemented in your organisation, including positives and challenges, e.g. joint grading with local interests etc.*

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

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**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.*

The aim is to make staff more aware of these working arrangements and actively encourage the use of these whilst continuing to meet the needs of patients, services and the organisation.

- The opportunity to buy up to 6 days additional leave is available for the current leave year and can be taken between 1st October 2012 and 31st March 2013.
- Voluntary part time working, career break and buying additional day’s leave are available to staff in all divisions within the Trust and all occupational groups.

The initiative was advertised on the Trust Intranet (Connect) with all the relevant information enabling staff to apply.

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**How was this achieved?**

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

In order to balance this with increased benefits for staff we have listened to suggestions made by staff. They informed us that they would like more opportunities for flexible working and some of the suggestions that have been made were voluntary part time working, career break and the opportunity to buy extra days leave. These are in accordance with the Trust existing Work Life Balance, Career Break/ Retainer Scheme and Annual Leave Policies and Procedures which are available on the intranet site.

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**Top tips:**

*What learning could other organisations take from your example above?*