



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

Your details
Organisation: Derbyshire Healthcare NHS Foundation Trust
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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/

Title/Theme of Case Study:	
EDS Goal 3.5 : A representative & supported workforce - Opportunities for Flexible Working 2012/13	
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 checked="" 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 checked="" type="checkbox"/> 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/>

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.

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.

Top tips:

What learning could other organisations take from your example above?

Gateway number: 02206

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