

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

Your details
<b>Organisation:</b> Derby Hospitals NHS Foundation Trust
<b>Job title:</b> Acute liaison nurse for adults with learning disabilities
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<p>What are your organisation's Equality Objectives?</p> <p>To ensure all front line staff have access to resources, information and trained staff with enhanced Equality Champion training;</p> <p>Equality and diversity is embedded into all our customer care training;</p> <p>'Welcome to the Ward' information and key leaflets to be available in accessible formats;</p> <p>To promote governorship opportunities to diverse communities to improve applications to become a Governor;</p> <p>A Black and Minority Ethnic Talent Plan programme is delivered to develop future BME managers in the Trust;</p> <p>A reasonable adjustment awareness programme will be implemented targeting middle managers.</p>

<b>Title of Case Study:</b>	
Filming the Patient Journey at Derby Royal Hospital - Learning Disabilities	
<b>Which EDS Goal does your case study relate to?</b> <i>Please tick all that apply</i>	<b>Which protected characteristic(s) are covered by your case study?</b> <i>Please tick all that apply</i>
<input checked="" type="checkbox"/> Better health outcomes <input checked="" type="checkbox"/> Improved patient access and experience <input type="checkbox"/> A representative and supported workforce	<input type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership

<input type="checkbox"/> Inclusive leadership	<input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or belief <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation
<p><b>Background information about EDS activity in your organisation:</b>  <i>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.</i></p>	
<p>To further develop our equality and inclusion work Derby Hospitals agreed, in 2011, to implement the NHS Equality Delivery System (EDS) and integrate its existing equality scheme priorities into the EDS outcomes.</p> <p>Implementation of the EDS is undertaken and monitored by the Derby Hospitals Equality and Inclusion Steering Group. The steering group is made up of the Director for Workforce Management, senior managers, staff side representation, the equality and diversity advisor and selected representatives.</p> <p>Each of the EDS 4 Goals has a nominated senior manager responsible for reporting progress. The steering group reports progress against the EDS to the Derby Hospitals Trust Management Team.</p> <p>It is important for Derby Hospitals to work in partnership with other NHS, public authority and voluntary sector organisations in carrying out the EDS and meeting its equality and inclusion aims. The EDS process has helped provide meaningful engagement with our patients, communities and staff.</p> <p>Derby Hospitals' main equality and inclusion partnerships are with:</p> <p><b>Derbyshire Inclusion Leads Network (DILN):</b> This is an inter NHS partnership between the equality leads in Derbyshire NHS Trusts. DILN works on ensuring that the NHS is working closely on projects, consultations and production of equality related resources and information. DILN shares information on equality progress and creates the opportunity for Trusts to locally benchmark against each other. DILN also reports jointly on equality and inclusion progress to the Derby and Derbyshire Health and Wellbeing Boards and the Regional Strategic Health Authority.</p> <p><b>Derby Equality and Diversity Network (DEDN):</b> This is a network bringing together the main local public authority partners and key equality organisations in the voluntary sector. DEDN provides an opportunity to share best practice, benchmark equality progress and work collaboratively on producing resources such as the annual Multifaith Calendar.</p> <p><b>Derbyshire Community Health and Equality Panel (DCHEP):</b> Established in 2011 DCHEP is a partnership between the voluntary sector and the NHS Trusts in Derbyshire. DCHEP is voluntary sector led and offers support and challenge in agreeing the final EDS grading and the key equality objectives.</p> <p><b>Regional Inclusion Governance Board:</b> The Governance Board oversees the implementation of the NHS EDS in the Midlands. Derby Hospitals reports progress</p>	

against EDS implementation and escalates EDS examples of good practice.
<b>What are you proud of and how has this benefited patients and/or staff?</b> <i>Include any outcomes for patients, communities or staff.</i>
<p>Filming the patient journey is designed to help patients with Learning Disabilities to understand the patient journey and to help identify reasonable adjustments. In addition the team has been involved in collating the experience of patients with Learning Disabilities in Derbyshire/ Derby City in order to inform the NHS Self-Assessment 2013. This involved visits to various groups to collect information about patient experience.</p> <p>The Derby Hospitals workforce is much more aware of communicating with patients who have Learning Difficulties. The films are now on the hospital website. They have been well-received by people with Learning Difficulties, parents, carers and community workers. The films have also been designed for different languages. We will be able to use the films for staff training – to give an insight into how best to support a person with Learning Difficulties.</p>
<b>How was this achieved?</b> <i>Include any challenges or barriers to overcome, any partnership working or creative and innovative approaches.</i>
Over the summer of 2013 two people with Learning Disabilities supported by our Learning Disabilities Acute Liaison Nurse were filmed. During a 3-day filming session patient Adam was filmed having an X-Ray and a CT Scan, whilst Wendy visited A&E.
<b>Top tips:</b> <i>What learning could other organisations take from your example above?</i>
Use innovative ways to involve patients and communities in service planning and re-design – to help ensure services are accessible and user-friendly for all.