

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

Your details
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What are your organisation's Equality Objectives? If published, please include the web link: <a href="http://www.nwsurreyccg.nhs.uk/what-we-do/publication/Pages/EqualityDeliverySystem-Grading.aspx">http://www.nwsurreyccg.nhs.uk/what-we-do/publication/Pages/EqualityDeliverySystem-Grading.aspx</a>

Title/Theme of Case Study:	
Using EDS2 to set up Equality Objectives	
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 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"/> 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 type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Carers <input checked="" 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, including <b>positives and challenges</b>, e.g. joint grading with local interests etc.</i>	
We have used EDS 2 to undertake a baseline assessment of our equality work. The work was led by an independent Equality Consultant and involved a wide group of key staff who contributed to the evidence gathering exercise. The results demonstrate that there is a lot of good practice in place. Improving the health and meeting the	

needs of a number of the protected characteristic groups, has already been identified as priorities. Similarly there is excellent work in ensuring that quality is core to the commissioning process and that there is robust engagement with both the community and stakeholders and staff. Many of the protected characteristic groups are already engaging with and working with us. From a workforce and leadership perspective good practice is in place regarding recruitment and pay and workforce data is regularly reviewed by the Governing Body. Equality and diversity training is mandatory for all staff.

The information we have collected as part of the EDS audit and the identification of further work needed has been used to shape our Equality Objectives and action plans have been developed for each objective.

**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.*

One of the objectives that we have set ourselves is;

To ensure that equality is core to the commissioning process and services will be commissioned, procured, designed and delivered to meet the health needs of local communities.

We wanted to ensure that our staff are aware of the equality issues and the needs of the protected characteristic groups through Equality Analysis training and awareness raising sessions on the needs of the protected characteristic groups in our area.

**How was this achieved?**

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

Equality Analysis training sessions have been arranged for staff with a responsibility for policy development, change programmes and commissioning. We have updated our Equality Analysis guidance and toolkit and have completed equality analysis on our main strategies and plans.

A series of lunchtime workshops with members of our community have been set up. We wanted to find out more about our local communities and to understand the barriers and challenges they face when accessing health care. Staff have attended workshops on Carers, Gypsies and Travellers with a further session on LGBT planned for next month.

We invited our public health colleagues to these workshops and have used the sessions to raise staff awareness of the health needs of these groups, strengthen our communication and engagement links with these communities and to improve our local data and information.

We are also building an electronic data base for staff to access information on all protected characteristic groups with links to the Surrey JSNA and local and national organisations and information.

**Top tips:**

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

Providing a focus for staff to 'go deeper' in understanding the experience of our population and specifically groups with protected characteristics, in accessing services.

To equip staff so that they can apply appropriate rigour when undertaking equality analysis when proposing policy development , change programmes or commissioning new or adapted services