NHS England

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

Your details	
Organisation: *Sheffield Health and Social Care NHS Foundation Trust*	
Job title: **Head of Equality and Inclusion**	
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What are your organisation's Equality Objectives? If published, please include the web link: http://shsc.nhs.uk/about-us/equality/our-equality-objectives/	

Title of Case Study:	
Strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff	

Which EDS Goal does your case study relate to? *Please tick all that apply*	Which protected characteristic(s) are covered by your case study? *Please tick all that apply*
☒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:	
This case study focuses specifically on one aspect of how SHSC used the EDS/EDS2 as a framework to support the Trusts Equality Objectives, specifically development of a Trust strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff From 2005 to 2010 the focus of the Trust in terms of Race Equality was action linked	

to the Department of Health Delivering Race Equality in Mental Health Care programme. At the end of the programme the Trust had a number of different areas of focus relevant to Race Equality but it was recognised that in terms of taking this work forward there was a lack of a no cohesive strategy and the focus was predominantly on mental health, despite the Trust providing a range of services .The Trust also aimed to take forward work in the context of the NHS Equality Delivery System.

Evidence was reviewed including information obtained through engagement activities, review of progress made on actions linked to the Delivering Race Equality programme and specific information including the results of a staff survey with a focus on the experience of Black Asian and Minority Ethnic Staff. The Trust then used the EDS2 goals as a framework to developed and agree drivers that were focused broadly on the EDS2 goals but with objectives focused locally but relevant to the broader objectives of EDS2. The reason for this was that the Trust was keen to build on progress already made and there was a good evidence base in relation to local priority areas.

The outcome was a strategy with a structure that's maintains the principles of the goals and objectives of the NHS Equality Delivery System, but is specifically focused on areas the Trust has identified as being crucial to the overall aim of the strategy at a local level i.e. to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff.
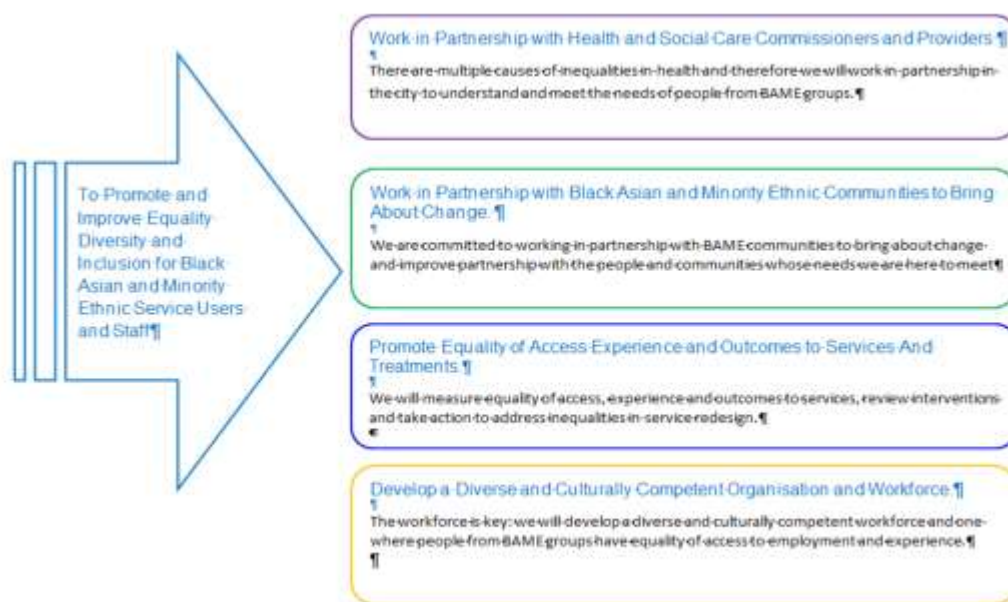
What are you proud of and how has this benefited patients and/or staff?
Include any outcomes for patients, communities or staff.

The implementation structure focused on identifying an Executive/ Director lead for each strategy driver. The reason for this was to have a strong structure to support implementation, to ensure priority for this work in the Trust and to address blockages to progress. An operational group was also put in place to support practical delivery.

In 2013/14 outcomes included:

- A review of how staff use the Trust interpreting and translation policy and procedures leading to improvements in the procedures and plans to provide training for staff.

- Revision of Trust incident reporting systems leading to more detailed reporting and understanding of staff's experience of race discrimination experienced while providing services.
- The Establishment of consistent delivery of a three day Race Equality Cultural Capability (RECC) training programme for senior staff and plans to establish a Forum to support implementation of learning from the course in practice.

How was this achieved?
Include any challenges or barriers to overcome, any partnership working or creative and innovative approaches.

One of the challenges of taking forward the EDS was ensuring that it did not become an evidence gathering process only and that the outcome of engagement was carried forward and translated into outcomes. We found that the ability to use EDS2 flexibly was very valuable and provided a strong and logical framework for supporting our strategy development.

Top tips:
What learning could other organisations take from your example above?