

Equality and Diversity Council Meeting Paper 20th January 2016

EDS2 Subgroup Update

Background and context

The main purpose of EDS2 is to help NHS organisations, in discussion with local partners, including local people and NHS staff, to review and improve their performance for people with characteristics protected by the Equality Act 2010.

EDS2 enables continuous equality improvements for local NHS organisations, across all protected characteristics. By using *EDS2*, NHS organisations are also helped to deliver on the public sector Equality Duty.

The EDC and NHS England agreed to include EDS2 within the NHS standard contract from April 2015. It also features within CQCs inspection regime and was included in the 2015/16 CCG Assurance Framework. EDS2 is a core element of the refreshed workplan (2015/16-2016/17) for the EDC.

Action taken to date

- **Supporting the NHS in implementing EDS2 in a more consistent manner**
 - The EDS2 Report Template was produced and rolled out to the NHS
 - Regular EDS2 updates have been provided to local NHS organisations.
 - A 3-minute EDS2 video was produced by NHS England to communicate key EDS2 messages
- **EDS2: Engagement with the Local CVS publication**

Commissioned by NHS England, guidance on effective engagement of the Community and Voluntary Sector (CVS) with NHS organisations when implementing, and benefitting from, EDS2, has been produced by the Race Equality Foundation, working with the LGBT Foundation and Disability Rights UK.
- **EDS2 Dashboard**

The development of an interactive national dashboard for EDS2 is underway. Led by NHS Employers, this resource will bring together EDS2 reports from local NHS organisations across the country and help share good practice.
- **Creating the EDS2 workplan**

The EDS2 Subgroup has finalised its workplan, based upon the EDS2 elements within the revised two-year EDC work programme. Alongside this, the subgroup membership is being further strengthened to reflect objectives and deliverables within the workplan.

Next steps

Following its inclusion in the NHS standard contract in April 2015, it is essential to maintain impetus with EDS2 implementation and support.

➤ **Maintain leadership and supporting momentum**

EDS2 provides momentum across all NHS organisations and all protected characteristics and is well-positioned to help EDC deliver on its workplan. Maintaining strong leadership support for EDS2 within NHS England and in local NHS organisations will be essential to keep momentum of the good equality work being carried out by local NHS organisations across the country.

➤ **Launch *EDS2: Engagement with the Local CVS* publication**

The CVS engagement publication will be made available to the wider NHS and beyond. The support of the EDC will be essential in ensuring that this resource is profiled and launched with the backing of system leadership.

➤ **EDS2 Dashboard development**

Work to scope the development of the interactive EDS2 Dashboard is underway. This will be a platform for hosting EDS2 reports from local NHS organisations, a repository and means to share good equality practice.

➤ **Maintain system alignment**

Collaboration with CQC to position EDS2 within their next phase of inspections and their strategy for regulation will commence. This will build upon the work already carried out on embedding EDS within inspections. Work to ensure EDS2 aligns with other policy levers for providers and commissioners will continue – this will include ensuring EDS2 and the WRES work together, in the complimentary way in which both are being implemented by NHS organisations across the country.

Key risks

Potential risks of not maintaining leadership support and momentum on EDS2 activity include:

- A proven vehicle for helping to improve NHS equality performance, and to meet the public sector Equality Duty, may be implemented in an inconsistent manner.
- A focus on patients, communities and the workforce across all equality groups could be lost.
- NHS organisations will be left to develop their own interpretations of implementing EDS2.

Recommendation and action requested

- For the EDC to note the above cited progress to date.
- For the EDC to continue to provide leadership support to EDS2, following its inclusion in the NHS standard contract.
- For the EDC to support the launch of the *EDS2: Engagement with the Local CVS* publication.

Tom Cahill

On behalf of the *EDS2* Subgroup of the EDC

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[Members of the EDS2 subgroup are: Tom Cahill (Chair), Ray Warburton (Lewisham CCG), Jabeer Butt (Race Equality Foundation), Paul Deemer (NHS Employers), Sofia Jabeen (West Midlands Ambulance Trust), Monica Jacot (Cambridge University NHS Trust), Habib Naqvi (NHS England), Wasia Shahein (NHS South East CSU), Kate Milton (NHS England).]