

## Equality and Diversity Council Meeting Paper

28<sup>th</sup> July 2015

### 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. 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. Ensuring that NHS organisations implement *EDS2* in a consistent way was a challenge set by the EDC, and was therefore the key focus of the *EDS2* Subgroup's immediate work priorities.

During the last 8 months, the *EDS2* Subgroup has worked on the following strategic and practical actions:

1. Supporting the NHS in implementing *EDS2* in a more consistent manner – including consistent reporting of *EDS2* grades;
2. Effective engagement of the community and voluntary sector;
3. Re-energising and supporting local NHS organisations to implement *EDS2*.

#### Action taken to date

##### 1. Consistent implementation of *EDS2*

*EDS2 Summary Report Template* – has been produced, piloted and rolled-out to the NHS. It will enable each NHS organisation to report, in a consistent way, on *EDS2* governance arrangements, grades, how grades were achieved, and on the sharing of best practice.

##### 2. Effective engagement of the community and voluntary sector (CVS)

*Resource on the community and voluntary sectors' role in EDS2 implementation* – Sustained and meaningful engagement of the CVS is essential to improving organisations' equality performance. A collaborative bid from the Race Equality Foundation, LGBT Foundation, Men's Health Forum, and Disability Rights UK was successful to produce a resource to support this.

##### 3. Raising profile and supporting implementation

*EDS2 animation* – A 3-minute animation video has been produced to help communicate the key messages, to the NHS and beyond, on the equality agenda and *EDS2* implementation:  
<https://www.youtube.com/watch?v=u7kj6y2ISE&app=desktop>

*EDS2 Easy Read documents* – Easy Read documents for the *EDS2* Goals and Outcomes, the *EDS2* grading process and the '9 Steps of *EDS2* Implementation' have been produced and made available to the NHS.

*Equality Act 2010/EDS2 workshops* – NHS England, jointly with the Equality & Human Rights Commission, delivered eight workshops on the Equality Act and *EDS2*, during spring 2015.

## Next steps

Following its inclusion in the NHS standard contract in April 2015, it is essential to maintain momentum with *EDS2* implementation support. At the same time, it is important that outcomes and good practice examples emerging from *EDS2* use are shared and utilized. With these points in mind, the following next steps are strongly recommended:

### 1. Underpinning momentum and a source of evidence for other work areas

The EDC should take advantage of the EDS as it provides momentum across all NHS organisations and all protected characteristics, and lays a strong foundation and fertile ground for the rest of the EDC's work plan. Evidence arising from EDS use can inform the EDC of progress and opportunities on equality performance for patients, communities and the workforce across the NHS. Its outcomes can inform, and be a useful reference point, for other equality work, including the other work areas for the EDC.

### 2. System leadership support

NHS leadership (including NHS England, NHS Providers, CQC) to:

- i. Encourage local NHS Boards to push on consistent *EDS2* implementation (via communication and support for training), and
- ii. Continue with ongoing work to align *EDS2* with national policy levers.

### 3. Encouraging and sharing good practice

Ensure that outcomes for local patients, communities and the workforce - across all protected characteristics - as a result of using *EDS2*, are shared at national level. This can be achieved through a number of ways, including:

- i. Development of an interactive *EDS2* Dashboard (building on the work started by NHS England) that will feature *EDS2* Summary Report returns from NHS organisations;
- ii. Training and support to local NHS organisations on robust *EDS2* implementation;
- iii. Sustained engagement with the CVS, equality and diversity networks, HRD and other networks – to help facilitate social movement

## Key risks

Potential risks of not continuing with the momentum in *EDS2* activity following its inclusion in the NHS standard contract include:

- A proven vehicle for helping to improve NHS equality performance, and to meet the public sector Equality Duty, may be under-used or 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 approaches and interpretations of implementing *EDS2*.

## Recommendation and action requested

- For the EDC to note the above cited progress to date.
- For the EDC to agree the next steps as outlined above – to maintain the momentum and support for *EDS2* implementation following its inclusion in the NHS standard contract.

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On behalf of the *EDS2* Subgroup of the EDC  
July 2015