

Equality and Diversity Council Meeting Paper 20th October 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.

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 the CCG Assurance Framework and within CQCs inspection regime. EDS2 is a core element of the refreshed workplan (2015/16-2016/17) for the EDC.

Action taken to date

During the recent period, 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.
 - The EDS2 Report Template was produced and rolled out for use by local NHS organisations. Its use by CCGs and NHS providers is cited within the 2015/16 CCG Assurance Framework Operating Manual.
2. Re-energising and supporting local NHS organisations to implement EDS2.
 - 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 and has been viewed over 2,000 times on YouTube. It is being used by EDS2 leads within local NHS organisations to explain EDS2 to their Boards and stakeholders.
3. Effective engagement of the community and voluntary sector (CVS)
 - The Race Equality Foundation, LGBT Foundation, Men's Health Forum, and Disability Rights UK are co-producing a resource on the community and voluntary sectors' role in EDS2 implementation. This will be made available during November 2015.

An engaging session on EDS2 use and sustained and meaningful engagement of the community and voluntary sector was held at the NHS England Health and Care Innovation Expo in September 2015. The session was led by the Race Equality Foundation and NHS England in partnership with the North West Ambulance Service NHS Trust.

Next steps

Following its inclusion in the NHS standard contract in April 2015, it is essential to maintain impetus with EDS2 implementation and support. With these points in mind, the focus of action for the immediate period will be upon the following:

➤ **Supporting momentum and synergy**

EDS2 provides momentum across all NHS organisations and all protected characteristics. It is well-positioned to help the EDC deliver on its new workplan. Its outcomes can inform, and be a useful reference point, for EDC work priorities including reducing inequalities in access, experience and outcomes for patients, improving workforce equality across the equality groups, and supporting inclusive leadership at all levels.

➤ **Creating the EDS2 workplan**

Keeping in mind the EDS2 deliverables cited in the EDC workplan, as well as the cross-cutting nature of the EDS2 as mentioned above, the EDS2 Subgroup is in the process of finalising its workplan. Work has already commenced to scope the development of an interactive EDS2 Dashboard (building on the work started by NHS England), development of EDS2 training and support to local NHS organisations. Whilst work to achieve a 95% coverage of all NHS organisations using EDS2 by 31 March 2016 is on course and continues.

➤ **Communications**

The Subgroup will liaise with the EDC communications group to ensure that the key messages relating to EDS2 use and outcomes for patients, communities and staff are captured and communicated in timely and appropriate ways.

➤ **CVS engagement and EDS2**

Work will be undertaken to make available the resource currently being produced on the community and voluntary sectors' role in EDS2 implementation. The support of senior leadership across the national healthcare bodies will be essential, both as part of this process and generally, for the support and backing of EDS2.

Key risks

Potential risks of not continuing with the momentum in 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 support and momentum to the EDS2, following its inclusion in the NHS standard contract.

Tom Cahill

On behalf of the EDS2 Subgroup of the EDC

October 2015

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