

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

24 January 2017

Equality Delivery System Subgroup Update

Purpose 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 CQCs inspection regime and was included in the 2015/16 CCG Assurance Framework. EDS2 is a core element of the refreshed work plan for the EDC.

EDC theme and objective(s) the paper links to

Theme 4: *Workforce Equality - Improving organisation performance on equality*

Key Goals: *Improving use and impact of EDS2 and Improving the monitoring of experience and outcomes across protected groups*

Key Summary Milestones

NHS England and NHS Employers are currently hosting a series of EDS2 roadshow events across England as part of a wider review of the framework. Six of eight regional events have been completed – with two more planned on 25 and 31 January 2017. The purpose of the roadshow events are a) to raise the profile of EDS2 and b) to critically review its effectiveness – with a view to updating and revising the documentation in early 2017.

Some preliminary work is concurrently being undertaken to assess the quality of EDS2 documentation and plans produced by Trusts through the interactive map currently available on the NHS England website. Alongside this, discussions are also taking place to explore the potential for a more substantive (potentially academic) review of EDS2.

The intention is that all of the information and intelligence gathered through these processes will be considered by the EDS2 sub group and a range of recommendations and proposals for a

revised EDS2 will be presented to the EDC in April 2017.

Alongside this, NHS Employers will be developing a centralised hub of EDS2 resources and materials – including good and best practice – which will act as the main source of support and guidance for the service in respect of the workforce related aspects of EDS2.

A detailed communications plan is being developed to support the above.

Actions taken to date

EDS2 roadshows

- 8 roadshow events are taking place between November 2016 and January 2017. These will be undertaken in partnership with local employers – mainly NHS Employers' Diversity and Inclusion Partners and Alumni – and are open to both employers and Staff Side colleagues and local community representatives.
- These roadshows have been supplemented by a series of three information gathering / sharing workshops (in partnership with the EHRC) on the public sector equality duty which were held across England between September and November 2016.

Review of EDS2

In anticipation of a revision of EDS2 arising from the roadshows above, some preliminary work is being undertaken to assess the quality of EDS2 published material as captured currently on the NHS England interactive map. Discussions are also being held with an academic institution about a possible more substantive review of EDS2.

Centralised EDS2 resources and materials

The aspiration for an interactive dashboard has been postponed for this financial year. NHS Employers will be developing a centralised, web based resource which will bring together support materials and guidance as well as showcasing good and best practice from across the country.

Communications plan

A comprehensive joint communications plan will be developed to support the above activity.

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.

Next steps

The EDS2 sub group is looking to maintain impetus with EDS2 implementation and support across the wider health and social care system as follows:

Maintain leadership and supporting momentum

EDS2 provides momentum across all NHS organisations and all protected characteristics and is well-positioned to help the EDC deliver on its objectives. It is also important to maintain links across the wider system. To this end, Tom Cahill (Chair) has attended a meeting of the NHS Staff Council Equality and Diversity Group in order to discuss how the work of the two groups can be better aligned and complimentary.

In addition, there are ongoing discussions with the teams developing the workforce race and disability equality standards – to ensure that the technical guidance produced by them respectively compliments the EDS2 guidance (and vice versa).

Maintain system alignment

Collaboration with the CQC to position EDS2 within future inspections and their regulation strategy will continue. This will build upon the work already carried out on embedding EDS within inspections. Work to ensure that EDS2 aligns with other policy levers for providers and commissioners will continue – this will include ensuring EDS2 and the WRES work together better (see above).

National priorities

At the May 2016 meeting the EDC agreed that outcome 3.4 of the EDS2 would be designated as a national (workforce focussed) priority – but asked that the group identify a patient focussed priority. Outcome 2.2 of the EDS2 (“People are informed and supported to be as involved as they wish to be in decisions about their care”) was endorsed by the EDC at their meeting on 26 July 2016 for these purposes.

Recommendation and action requested

EDC is asked to note the above and to note the recent resignation from the EDC of the Chair of the sub group – Tom Cahill – and the need for a new Chair to be elected from the EDC membership.

Name of the chair of the sub group: Tom Cahill

Name of the sub group: EDS2 Subgroup of the EDC

Members of the EDS2 subgroup are: Tom Cahill (Chair), Ray Warburton (Lewisham CCG), Jabeer Butt (Race Equality Foundation), Paul Deemer (NHS Employers), Monica Jacot (Cambridge University NHS Trust), Wasia Shahain (NHS South East CSU), Kate Milton (NHS England), Lucy Wilkinson (Care Quality Commission); Stewart Moors (EDC Lived Experience member and member of Inclusion Health sub group)