

Equality and Diversity Council Meeting Paper

18 April 2018

EDS2 refresh: Progress

Background and purpose

One of the three areas of the EDC workplan focuses upon continuous improvement on equality and the refresh of EDS2. Building on previous EDS2 evaluation reports tabled at EDC, progress on this workstream started in October 2017. This paper provides an update on progress to date.

Progress summary

A number of reports, including the independent evaluation of the EDS (November 2012) and NHS Employers' EDS2 engagement report (March 2016), have been reviewed to help inform the revision of EDS2. In addition, the recent NHS England board paper on health inequalities (March 2018: <https://www.england.nhs.uk/wp-content/uploads/2018/03/09-pb-29-03-2018-scene-setter-on-current-trends-health-inequalities.pdf>) has also been looked at to help ensure that the framework is fit for purpose and is aligned to crucial strategic and operational levers, including:

- a. key policy priorities for the NHS – including those in the NHS FYFV
- b. requirements of the public sector Equality Duty
- c. the need to reduce health inequalities in identified areas
- d. alignment with current and emerging healthcare architecture.

The refreshed framework will help organisations to focus on those issues that matter most to local patients, communities and the workforce.

As the lead for this workstream, the chair will commence engagement with senior NHS leaders from across the country, ensuring a spread from regions, type of trusts, CCGs and the national healthcare ALBs. This will take place until autumn 2018. Concurrent with this process will be the work on refreshing the current framework.

An initial draft design of the refreshed EDS2 framework will be tabled at the October 2018 meeting of the EDC. This will be followed by engagement and testing of the framework with key stakeholders from across the system, heading towards roll-out in winter 2018.

Key points to consider (note: these are essential for the delivery of this work)

- a. Need to ensure ongoing and consistent alignment with the three EDC workstreams – an initial meeting between the EDC workstreams has taken place.
- b. Resource support (people) is needed to undertake this work; progress has been hampered by the level of support available to date. NHS England is committing resource to this work; other EDC member organisations are also asked to offer support.

Recommendation and action requested

The EDC is asked to note progress and key points for consideration.

Melanie Walker,
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