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| NHS Equality Delivery System 2022 |
| EDS Reporting Template |
|  |
| Version 1, 15 August 2022 |

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| Classification: Official |
| Publication approval reference: PAR1262 |

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## Equality Delivery System for the NHS

***The EDS Reporting Template***

Implementation of the Equality Delivery System (EDS) is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS in accordance EDS guidance documents. The documents can be found at: [www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/](http://www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/)

The EDS is an improvement tool for patients, staff and leadersof the NHS.It supports NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions - to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement and insight.

The EDS Reportis a template which is designed to give an overview of the organisation’s most recent EDS implementation and grade. Once completed, the report should be submitted via england.eandhi@nhs.net and published on the organisation’s website.

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| **Name of Organisation**  |  | **Organisation Board Sponsor/Lead** |
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| **Name of Integrated Care System** |  |
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## NHS Equality Delivery System (EDS)

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| **EDS Lead**  |  | **At what level has this been completed?** |
|  |  |  |  | **\*List organisations** |
| **EDS engagement date(s)** |  | **Individual organisation**  |  |
|  |  |  | **Partnership\* (two or more organisations)** |  |
|  |  |  | **Integrated Care System-wide\*** |  |

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| --- | --- | --- | --- |
| **Date completed** |  | **Month and year published**  |  |
|  |  |  |  |
| **Date authorised**  |  | **Revision date** |  |
|  |  |  |  |

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| --- |
| **Completed actions from previous year** |
| **Action/activity** | **Related equality objectives** |
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##  EDS Rating and Score Card

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| Please refer to the Rating and Score Card supporting guidance document before you start to score. The Rating and Score Card supporting guidance document has a full explanation of the new rating procedure, and can assist you and those you are engaging with to ensure rating is done correctlyScore each outcome. Add the scores of all outcomes together. This will provide you with your overall score, or your EDS Organisation Rating. Ratings in accordance to scores are below |
|  |
| **Undeveloped activity** – **organisations score out of 0** for each outcome | Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped**  |
| **Developing activity** – **organisations score out of 1** for each outcome | Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing** |
| **Achieving activity** – **organisations score out of 2** for each outcome | Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving** |
| **Excelling activity** – **organisations score out of 3** for each outcome | Those who score **33,** adding all outcome scores in all domains, are rated **Excelling** |

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 1: Commissioned or provided services*** | 1A: Patients (service users) have required levels of access to the service |  |  |  |
| 1B: Individual patients (service users) health needs are met |  |  |  |
| 1C: When patients (service users) use the service, they are free from harm |  |  |  |
| 1D: Patients (service users) report positive experiences of the service |  |  |  |
| **Domain 1: Commissioned or provided services overall rating** |  |  |

## Domain 1: Commissioned or provided services

## Domain 2: Workforce health and well-being

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 2:*** ***Workforce health and well-being*** | 2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions |  |  |  |
| 2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source  |  |  |  |
| 2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source |  |  |  |
| 2D: Staff recommend the organisation as a place to work and receive treatment |  |  |  |
| **Domain 2: Workforce health and well-being overall rating** |  |  |

## Domain 3: Inclusive leadership

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 3:*** ***Inclusive leadership*** | 3A: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities |  |  |  |
| 3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed |  |  |  |
| 3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients |  |  |  |
| **Domain 3: Inclusive leadership overall rating** |  |  |

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| **Third-party involvement in Domain 3 rating and review** |
| **Trade Union Rep(s):** | **Independent Evaluator(s)/Peer Reviewer(s):** |

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| EDS Organisation Rating (overall rating): |
| Organisation name(s):  |
| Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped** Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing**Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving**Those who score **33,** adding all outcome scores in all domains, are rated **Excelling** |

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| **EDS Action Plan** |
| **EDS Lead** | **Year(s) active** |
|  |  |
| **EDS Sponsor** | **Authorisation date** |
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| **Domain**  | **Outcome**  | **Objective** | **Action** | **Completion date** |
| **Domain 1: Commissioned or provided services** | 1A: Patients (service users) have required levels of access to the service |  |  |  |
| 1B: Individual patients (service users) health needs are met |  |  |  |
| 1C: When patients (service users) use the service, they are free from harm |  |  |  |
| 1D: Patients (service users) report positive experiences of the service |  |  |  |

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| **Domain**  | **Outcome**  | **Objective** | **Action** | **Completion date** |
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| 2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source  |  |  |  |
| 2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source |  |  |  |
| 2D: Staff recommend the organisation as a place to work and receive treatment |  |  |  |

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