

## Board of Directors Item 5.6

**Subject:** Equality delivery systems 2022 (EDS)  
**Date:** Tuesday 7<sup>th</sup> February 2023  
**Presented by:** Karen Nightingall, Chief People Officer

| BAF Reference    | Impact on BAF  |
|------------------|--|
| BAF4, BAF5, BAF6 | To provide assurance on progress against the actions within the People strategy as reflected in the BAF risks. |

### 1. Executive Summary

The Equality Delivery System (EDS) is a system that helps NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010. The EDS was developed by the NHS, for the NHS, taking inspiration from existing work and good practice.

A review of the EDS2 was undertaken to incorporate system changes and take account of the new system architecture. Through collaboration and co-production and taking into account the impact of COVID-19, the EDS has been updated and EDS 2022 is now available for live testing during 2022/23.

The main purpose of the EDS was, and remains, to help local NHS systems and organisations, in discussion with local partners and local populations, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS 2022, NHS organisations can also be helped to deliver on the Public Sector Equality Duty. LHCH has completed EDS2 every year since 2013 years and has demonstrated a wide number of achievements across the protected characteristics. EDS 2022 is aligned to NHS England's Long-Term Plan and its commitment to an inclusive NHS that is fair and accessible to all. This paper is to outline the reviews and the results for EDS 2022 which demonstrate that LHCH rating for EDS 2022 is Achieving.

### 2. Background

The EDS was first launched for the NHS in November 2011. In November 2012, Shared Intelligence published their report 'Evaluation of the equality delivery system for the NHS' which looked at how the EDS had been adopted across NHS organisations. Based on this evaluation and subsequent engagement with the NHS and key stakeholders, a refreshed EDS – known as EDS2 – was made available in November 2013. EDS 2022 assessment criteria and associated documentation was made available in Aug 2022.

The trust has recently undertaken its review of services with a full review of the targeted healthy lung project and Hypertension case finding in staff as its main service reviews.

### 3. EDS 2022: Obligations on NHS Commissioners and Providers

#### 3.1 EDS 2022 reporting template

Implementation of EDS 2022 is a requirement of both NHS commissioners and NHS provider organisations. In light of the inclusion of EDS 2022 in the NHS standard contract, NHS organisations should use the EDS 2022 reporting template to produce and publish a summary of their findings and implementation.

The EDS 2022 reporting template is designed to give an overview of the organisation's most recent EDS implementation. Once completed, the report will be accessible to the public, and published on LHCH website. The EDS provides a focus for organisations to assess the physical impact of discrimination, stress, and inequality, providing an opportunity for organisations to support a healthier and happier workforce, which will in turn increase the quality of care provided for patients and service users.

#### 3.1 The scoring method

**Undeveloped activity** – organisations  
score 0 for each outcome

Those who score **under 8**, adding all outcome scores in all Domains, are rated **Undeveloped**

**Developing activity** – organisations  
score 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 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 3 for each outcome

Those who score **33**, adding all outcome scores in all Domains, are rated **Excelling**

LHCH scored achieving across the domains. This score has been agreed during the assessment with Healthwatch and our PLACE colleagues. The full report template is attached as additional item for reference

### 4. Assessment

#### **Domain 1: Commissioned or provided services**

1A: Service users have required levels of access to the service

1B: Individual service user's health needs are met

1C: When service users use the service, they are free from harm

1D: Service users report positive experiences of the service

#### 4.1 Timeline

|  | Oct<br>2022 | Nov<br>2022 | Dec<br>2022 | Jan<br>2023 | Feb<br>2023 |
|--|-------------|-------------|-------------|-------------|-------------|
| Identify service area for review                                   |             |             |             |             |             |
| Identify provider and commissioner leads for relevant service area |             |             |             |             |             |

|   |  |         |         |  |                                      |
|---|--|---------|---------|--|--------------------------------------|
| Map Stakeholders  |  |         |         |  |                                      |
| Collate intelligence from local, regional and national organisations. |  |         |         |  |                                      |
| Develop engagement plan   |  | Discuss |         |  |                                      |
| Engagement activity   |  |         | Discuss |  |                                      |
| Engagement evaluation   |  |         | Discuss |  |                                      |
| Domain 1 rating with stakeholders                                     |  |         |         |  |                                      |
| Improvement plan developed  |  |         |         |  |                                      |
| Presentation to internal committee                                    |  |         |         |  |                                      |
| Publish EDS 2022 summary report                                       |  |         |         |  | 28 <sup>th</sup><br>February<br>2023 |

Addressing HI and preventing ill-health is one of the top 5 priorities for the NHS as highlighted in the 2022/23 NHS Operational Planning Guidance and a priority area for LHCH with a focus upon HI and CVD prevention which has been identified as an area where the greatest number of lives can be saved over the next 10 years.

Within the Trust response to tackling HI and supporting CVD prevention the strategic partnership team have actively initiated and coordinated several events from a local population perspective.

Both service reviews highlighted some key areas for improvement and this and the subsequent action plan will be managed via the equality and inclusion committee.

## 5. Conclusion and recommendation

The Board are asked to note the contents of the paper and reporting template and agree for publication on the trust website