

# Equality Delivery System (EDS) 2022

## 1. Introduction and Background

Management has provided this paper to provide the Board with assurance that the Trust is compliant with the Equality Delivery System (EDS) 2022. The EDS is the foundation of equality improvement within the NHS. It is an accountable improvement tool for NHS organisations in England - in active conversations with patients, public, staff, staff networks and trade unions - to review and develop their services, workforces, and leadership. It is driven by evidence and insight. The EDS comprises eleven outcomes spread across three Domains, which are:

Domain 1 Commissioned or provided services

Domain 2 Workforce health and well-being

Domain 3 Inclusive leadership

The outcomes are evaluated, scored, and rated using available evidence and insight. It is these ratings that provide assurance or point to the need for improvement. The EDS is designed to encourage the collection and use of better evidence and insight across the range of people with protected characteristics described in the Equality Act 2010, and so to help NHS organisations meet the public sector equality duty (PSED) and to set their equality objectives. All NHS providers are required to implement the EDS.

## 2. Considerations

NHS England provides a standard and defined process to follow in order to comply with the requirements of the EDS:

### Engagement

- Includes: colleagues, patients/service users, external partners, Staff Networks, Trade Union Representatives and senior leaders

### Assessment

- Domains 1 and 2, assessed through engagement events
- Domain 3, is peer reviewed by Harrogate and District NHS FT (HDFT)

### Implementation of Improvement Plans

The standard requires the implementation of an action/improvement plan for each of the Domains and a progress summary provided on NHS England's standard reporting template for the following year

- Domains 1, Service Leads/Care Groups
- Domain 2, Head of Occupational Health and Well-being and Head of Employee Relations and Staff Engagement
- Domain 3, Senior Leadership Team, supported by the Head of EDI

### 3. Current Position/Issues

#### Domain 1

The requirement is to choose three services that are provided for patients for assessment in this Domain. Service number 1 should be a service where data indicates that it is doing well. Service number 2, where data indicates a service is not doing so well and service number 3 should be where its performance is unknown.

There are three Domain Outcomes, which are:

- 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

#### Services

#### Data Performance

Sexual Health and HIV Services	Unknown
Endoscopy Services	Isn't doing so well
Ophthalmology Services	Doing well

The Rating across the four Outcomes obtained through an engagement event for each service was:

Sexual Health and HIV Services	Achieving/Excelling
Endoscopy Services	Achieving/Excelling
Ophthalmology Services	Developing-Achieving

#### Domain 2

An engagement session was arranged to complete the assessment of Domain 2, the invite was extended to trade union representatives, for agenda for change and medical staff members, and members of all Trust staff networks. Participants in the session were from the Trade Unions (including a Health and Safety representative), Race Equality Network, Enable Network, management, Allied Health Professional colleagues and NMC registrants. It is envisaged that as engagement within the workforce continues to improve through culture change, in future years, there will be higher attendance numbers.

The results for Domain 2 continue to show significant room for improvement. The Rating ranged between Underdeveloped and Achieving. However work is still ongoing from 2023. A number of these areas are linked to the culture of the organisation, which takes considerable time to change.

#### Domain 3

Following the peer review meeting held on 5 December 2024 the Trust was rated and remained at Achieving Activity for all three Outcomes of Inclusive Leadership. The highest level is Excelling Activity. The recommended actions from HDFT are:

- Consider providing a sample of completed Equality Impact Assessments for policies and projects which are signed off at the appropriate level where required
- Consider how you evidence year on year improvements of WRES, WDES, Gender Pay Gap reporting and compliance to the Accessible Information Standard.

An improvement plan has been devised for 2025 which includes actions which continue to be implemented from the previous plan and the recommendations above

Assessment of all three Domains took place in between November and December 2024.

#### **4. Summary**

- The Domain Scores and Ratings can be found at Appendix 1
- The Organisational Score and Rating is 23 and Achieving
- The Trust has identified areas of improvement through internal and external engagement

#### **5. Next Steps**

- The Senior Leadership Team to communicate the result of the assessment through relevant channels (communication is evidenced and assessed through Domain 3.)
- All improvement plans will be implemented in 2025
- Submission of NHS England's EDS 2022 Template to NHS England, 28 February 2025
- Publication of the template and Board report on the Trust's website, 28 February 2025

**Date:** December 2024