

NHS Equality Delivery System 2022 (EDS22) Report 2023/24

1. PURPOSE

The purpose of this report is to:

- Summarise the process taken to deliver Equality Delivery System (EDS22)
- Report the ratings for the 3 Domains including actions identified

2. BACKGROUND

The Equality Delivery System (EDS22) is an NHS improvement tool to help organisations review and develop their approach to addressing health inequalities. It is designed to help organisations assess and improve services, provide working environments free of discrimination, while meeting the requirements of the Equality Act 2010. It a requirement for NHS commissioners and providers.

EDS22 is made up of three Domains with a total of eleven outcomes, against which organisations measure their successes and challenges with protected characteristic and vulnerable community groups using evidence and insight.

The outcomes, grouped into 3 Domains, are as follows:

Domain 1: Commissioned or Provider Services	
1A	Patients (service users) have required levels of access to the service.
1B	Individual patients (service user's) health needs are met
1C	1C: When patients (service users) use the service, they are free from harm
1D	Patients (service users) report positive experiences of the service
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 3: Inclusive Leadership	
3A	Board members, system leaders 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, system, and senior leaders ensure levers are in place to manage performance and monitor progress with staff and patients

2.0 RATINGS/SCORING

The EDS22 Ratings Guidance provides a template for each organisation to rate/score its performance and evidence against the outcomes within each Domain. Subject to our overall score per domain, our activity will fall into one of four categories; (1) Undeveloped; (2) Developing; (3) Achieving and (4) Excelling.

3.0 OUTCOMES

3.1 Domain 1

A key principle for Domain 1 is that the assessment of the provider's performance should involve local community groups, service users and patient representatives.

Assessment Events

The ICB and provider organisations, Mid Yorkshire Hospitals Trust, Calderdale & Huddersfield Foundation Trust, Yorkshire Ambulance Trust, West Yorkshire ICB – Kirklees, Wakefield and Calderdale Place hosted 3 Assessment Events across Calderdale, Wakefield and Kirklees.

- 4th December 2023, Maternity Services – White Rose House, Wakefield
- 11th December 2023, Children & Young People's Mental Health – Elsie Whiteley Innovation Centre, Halifax
- 15th December 2023, Other Services – Huddersfield Royal Infirmary

Process of engagement

- **Invitations** – invitations were sent to community groups, patients and organisations across the three areas targeting groups with a particular interest in the key subjects.
- **Pre-event Information** – a week before each event attendees were sent a Presentation Summary and an Evidence Summary for each of the providers presentations.
- **Pre-event Briefing** - a briefing to all attendees with purpose, agenda and information on the scoring process.
- **Scoring** - using the EDS22 scoring criteria, participants scored each presentation using the evidence supplied, presentation content and answers to questions put forward at the event.

Results

Service 1: Perinatal Mental Health – Health Visiting Team		
Overview	Score	Actions
<i>1a) Patients (service users) have required levels of access to the service.</i>	Developing	Review the Learning Disability resources in partnership with Clover Leaf.
<i>1b) Individual patients (service user’s) health needs are met</i>	Developing	Team will have a specific dad’s worker to support with Emotional Wellbeing visits.
<i>1c) When patients (service users) use the service, they are free from harm</i>	Achieving	
<i>1d) Patients (service users) report positive experiences of the service</i>	Developing	Understand patient experience data by comparing it to the demographics of the caseload.
Service 2: Children & Young People’s Mental Health – Physio and OT Teams		
Overview	Score	Actions
<i>1a) Patients (service users) have required levels of access to the service.</i>	Achieving	
<i>1b) Individual patients (service user’s) health needs are met</i>	Achieving	
<i>1c) When patients (service users) use the service, they are free from harm</i>	Developing	To source additional training for the team in Mental Health Support and Trans Awareness Training.
<i>1d) Patients (service users) report positive experiences of the service</i>	Excelling	To provide families with information about local support groups
Service 3: Intermediate Care Beds		
Overview	Score	Actions
<i>1a) Patients (service users) have required levels of access to the service.</i>	Achieving	To make the discharge survey data more inclusive by including questions on sexual orientation and freedom to identify as something other than male/female.
<i>1b) Individual patients (service user’s) health needs are met</i>	Achieving	
<i>1c) When patients (service users) use the service, they are free from harm</i>	Achieving	
<i>1d) Patients (service users) report positive experiences of the service</i>	Achieving	
Overall score: Achieving		

3.2 Domain 2: Workforce health and wellbeing

A Presentation took place on 20 February 2024 to score Domain 2. As per the EDS22 guideline the following representatives were invited: Freedom to Speak up Guardian, Trade Unions, Inclusivity Groups, Colleague Members of Members Council. Representatives from Mid Yorkshire Hospital Trust and Calderdale and Huddersfield Foundation Trust also attended the presentation.

Overview	Score	Actions
<p>2a) <i>When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions.</i></p>	<p>Developing</p>	<ul style="list-style-type: none"> • Extend Benefits and Wellbeing Roadshows across all health centres - introducing health checks and practical exercise sessions • Promote seasonal or targeted health condition campaigns in partnership with Occupational Health • Continue to run “Go See” workshops – including support for colleagues with long term conditions • Refresh our wellbeing offer as part of Caring for our Colleagues and raise awareness with colleagues understand the support available • Continue to promote and embed health passports to support all colleagues with a disability, long term health condition, mental health issue or learning disability/difficulty • Continue to promote and embed Working Carers Passports
<p>2b) <i>When at work, staff are free from abuse, harassment, bullying and physical violence from any source</i></p>	<p>Developing</p>	<ul style="list-style-type: none"> • Embed a Just Learning Culture and implement Respectful Resolutions across 2024. • Develop a pro-active anti-discrimination strategy • Introduce a Keeping Colleagues Safe campaign in partnership with Staff Side, including colleague stories filmed and shared to promote the importance of lone worker devices
<p>2c) <i>Staff have access to independent support and advice when suffering from stress, abuse, bullying, harassment, and physical violence from any source.</i></p>	<p>Achieving</p>	<ul style="list-style-type: none"> • Increase the number of FTSU Associates, ensuring reach into all areas geographically and increased support into the inclusivity network groups • Increase numbers of Professional Nurse Advocates. • Embed Locala’s Violence and Aggression Panel, where colleagues share their stories with the panel, who will take learning, raise awareness, and identify themes.

2d) Staff recommend the organisation as a place to work and receive treatment	Developing	<ul style="list-style-type: none"> • Introduce an enhanced flexible working offer. • Pulse survey - review the opportunity to introduce how we collate and compare the experiences of colleagues from protected characteristic groupings with colleagues who do not share those particular characteristics.
Overall score: Developing		

3.3 Domain 3: Inclusive leadership

A Presentation took place on 20 February 2024 to score Domain 3. As per the EDS22 guidelines the following representatives were invited: Freedom to Speak up Guardian, Trade Unions, Inclusivity Groups, Colleague Members of Members Council. Representatives from Mid Yorkshire Hospital Trust and Calderdale and Huddersfield Foundation Trust were invited to Peer Review the presentation.

Overview	Score	Actions
3a) Board members, system leaders and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities.	Achieving	<ul style="list-style-type: none"> • Launch our THRIVE Strategy - EDI is one of main strategic ambitions around workforce and culture (April 24) • Launch the 3-year EDI Action Plan (April 24). • Explore plans for a working carers network based on feedback from colleagues.
3b) Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed.	Developing	<ul style="list-style-type: none"> • EDI as an agenda item on Governed meetings and committees. • Consider the launch of an Inclusion Panel to review, scrutinise and explore policies, procedures ensuring diversity and inclusion is considered and applied within service and delivery.
3c) Board members, system, and senior leaders ensure levers are in place to manage performance and monitor progress with staff and patients	Developing	<ul style="list-style-type: none"> • Invite colleagues and patients to join meetings to share their experiences with an EDI focus. • Promote a seat at Board meetings for Inclusivity Networks. • Continue to organise and attend community events with a focus on EDI.
Overall score: Developing		

4.0 OVERALL SCORE

We received an overall score of 17 which puts us in the ‘Developing’ category.

<p>Undeveloped activity – organisations score out of 0 for each outcome</p>	<p>Those who score under 8, adding all outcome scores in all domains, are rated Undeveloped</p>
<p>Developing activity – organisations score out of 1 for each outcome</p>	<p>Those who score between 8 and 21, adding all outcome scores in all domains, are rated Developing</p>
<p>Achieving activity – organisations score out of 2 for each outcome</p>	<p>Those who score between 22 and 32, adding all outcome scores in all domains, are rated Achieving</p>
<p>Excelling activity – organisations score out of 3 for each outcome</p>	<p>Those who score 33, adding all outcome scores in all domains, are rated Excelling</p>