

Staffordshire and Stoke on Trent CCG's Equality Delivery System (EDS) for 2020

Working in Partnership with NHS Trusts

The six Staffordshire and Stoke on Trent CCGs are taking part in the testing of the reviewed EDS toolkit which was due to be launched in Autumn 2019. Due to the recent pandemic there remains a delay in formal launch of the revised EDS and an opportunity for some Trusts and the CCGs to test the paperwork as they approach the next cycle of the EDS2. The CCGs had completed their EDS2 grading last year as required.

The MLCSU lead for Equality & Inclusion is supporting this NHSE/I programme for the CCGs to test the paperwork and process across the Staffordshire and Stoke on Trent.

The North Midlands EDI Network is a collaboration of Equality Diversity Inclusion (EDI) Leads from Staffordshire and Stoke on Trent NHS Trusts and CCGs who will collectively feedback to NHSE/I to share and improve where required the paperwork and process. The test EDS cycle will commence in September 2020 and complete its grading by September end 2021.

The North Midlands EDI Network have met and considered service/policy and function options to be included in the pilot test. Further meetings with the EDI Network and Regional NHS E/I EDI representative are scheduled for October 2020

Our Approach to the revised EDS Paperwork and Process

The approach to EDS is to look at service level assessments for Domain 1- it is advised to look at 3 services over the 12-month cycle. For Domains 2 & 3 it is advised to link/review with current improvement plans and feedback from what is already in place regarding staff and any wider audits/surveys.

The Test EDS comprises of eleven outcomes spread across three domains, in comparison to the 18 outcomes over 4 goals of the current EDS framework. The three domains are:

1. Commissioned or provided services
2. Workforce health and well-being
3. Inclusive leadership.

Each domain requires evidence and insight on progress to key legislative and wider NHS directives such as:

Domain 1: Commissioned or Provided services links with the Accessible Information Standard (AIS) and access to services and information. Service User and Carer involvement and engagement. Service user experience. CQC assessments and feedback.

Domain 2: Workforce health and well-being links with NHS Staff Survey, People Plan (Health and well-being includes safety and belonging), Workforce Race and Disability Equality Standards and associated action improvement plans. Local feedback and surveys such as staff feedback: in our gift; staff equality networks, Staff side feedback etc.

Domain 3: Inclusive Leadership links with Workforce Race and Disability Equality Standards, CQC reports and assessments, Board development curriculum. Equal pay and Gender Pay audits.

The outcomes are evaluated, scored and rated using available evidence and insight.

It is the 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 to help NHS organisations meet the public sector equality duty (PSED) and set equality objectives.

The EDS is in line with the NHS Long Term Plan and most recently the NHS People Plan which encourages partnership working across Staffordshire and Stoke on Trent. The EDS will be reviewed by key stakeholders and staff side representatives are key to this for Domains 2 & 3. For Domain 1 Service user and community engagement is pivotal.

The Test EDS is based on a clear score for each domain and each score confirms the rating. This is a streamlined process from the current EDS2.

After patients, the public the local community and voluntary sector, staff, staff networks, trade unions and organisations agree the ratings of the EDS outcomes, the ratings should be sent to each respective Board and appropriate Committees for comment and final agreement.

The outcomes could feed into the setting of strategic objectives, corporate objectives, equality objectives and the annual reporting of progress on the Public Sector Equality Duty.

Within a partnership of organisations, comparisons and shared learning between the various individual organisations in the partnership is highly encouraged and identified as good practice.

Equality Impact and Reporting on the testing of the reviewed paperwork and process

The National EDS2 has had an equality analysis undertaken. The EDS test has had consultation via NHSE/I workshops and review meetings. It is in line with the principles and approach of the EDS2 and will be assessed as part of the Testing.

Progress on the testing of the reviewed EDS paperwork and process will be included in the CCG's Annual Public Sector Equality Duty Report.