

Equality Delivery System v2

(EDS v2)

**Training on grading CCGs' joint
equality performance evidence**

17 May 2016

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Why should the CCG consider Equality and Inclusion?

A new Equality Act came into force on 1 October 2010. [The Equality Act 2010](#) brings together over 116 separate pieces of legislation into one single Act.

A legal framework to protect the rights of individuals and advance equality of opportunity for all: Fair access to information, services, premises & employment opportunities.

The [Public Sector Equality Duty \(PSED\)](#) requires CCGs to give '[due regard](#)' or [deliberate consideration](#) to local protected groups & the need to [eliminate discrimination](#), [advance equality of opportunity](#) and [foster good relations](#) between different people when carrying out their activities.

CCG Consideration



The Equality Act 2010



Human Rights Act 1998



NHS Constitution



NHS Values



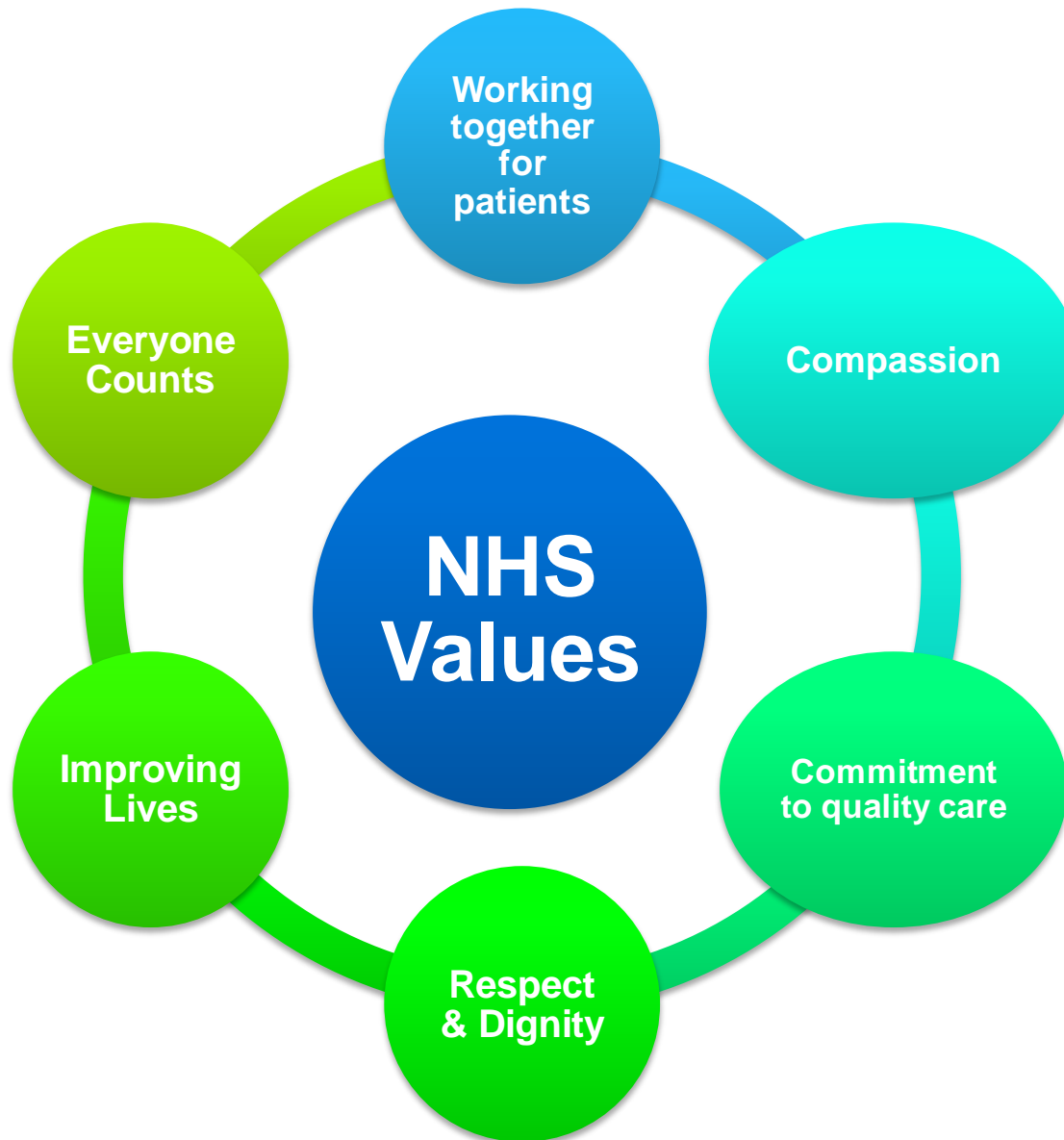
CCG Commissioning Plans



Local People Expect it

To improve the health outcomes and reduce health inequalities for people living locally

Values that guide the NHS



CCGs taking 'due regard' of protected groups

The overall aim of the PSED is to make sure that public authorities take equality into account ie are seen to prompt deliberate consideration in all their planning and decision making processes

All listed public authorities (including CCGs and NHS England) have legal obligations relating to:

- Section 149 of the Equality Act 2010 (the **Public Sector Equality Duty**), and
- The Equality Act 2010 (Specific Duties) Regulations 2011.

In summary this means that CCGs and NHS England have legal obligations to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

These are often referred to as **the three aims of the general equality duty** and apply to the following protected characteristics:



Protected Characteristics

Age

Disability

Sex

Race

Religion or
Belief

Sexual
Orientation

Marriage
and Civil
Partnership

Pregnancy and
Maternity

Gender
Reassignment

What is EDS v2?

The Equality Delivery System v2 is:

- To help local NHS organisations, in discussion with local stakeholders (including local people) to review and improve their performance specifically for people with characteristics protected by the Equality Act 2010
- Commitment to an inclusive NHS that is fair and accessible to all
- Highlight inequalities and areas of improvement



What is EDS v2?

In its simplest form, the EDS v2 gives you the tools for EDS stakeholders and CCGs to work out your equality performance in relation to:

- **How good you are now**
- **How good you can be**
- **How you can get there**

And as you do this you will be listening to EDS stakeholders: patient and carer reps, to people who work in the NHS and to the community and voluntary sector.



Equality Delivery System 2 – Your Analysis

With local people & community organisations who work together to analyse and grade NHS organisations

such as the CCGs' joint equality performance against

18 EDS required Outcomes grouped into 4 Goals:

- 1 Better health outcomes**
- 2 Improved patient access and experience**
- 3 A representative and supported workforce**
- 4 Inclusive leadership**

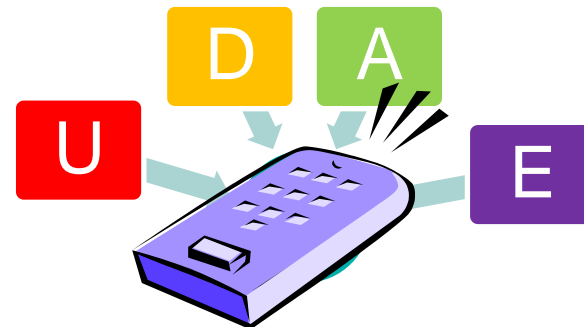
EDS v2 required Outcome that the CCGs are focusing on in 2016 public grading

Objective	Narrative	4 required Outcomes
<p>EDS Goal 2:</p> <p>Improved patient access and experience</p>	<p>The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience</p>	<p>2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p>
		<p>2.2 People are informed and supported to be as involved as they wish to be in decisions about their care</p>
		<p>2.3 People report positive experiences of the NHS</p>
		<p>2.4 People's complaints about services are handled respectfully and efficiently</p>







Defining the grade

- At the grading event you will work as a group:
 - Being a critical friend – scrutinising CCGs' equality performance
 - Looking at the evidence provided by the CCGs
(publicly available on-line 7 days before grading event)
 - Listening to / watching short summary presentations, including some patient stories
 - Opportunity to ask questions of eg senior clinicians – Q&As
 - Opportunity to make recommendations for improvements
 - Consider: How well do people from protected groups fare compared with people overall *in healthcare*?
 - Consider the evidence against the 4 grades **U** **D** **A** **E**
 - Publicly grade the CCGs' evidence – using a held grading device



EDS v2 grades - overview

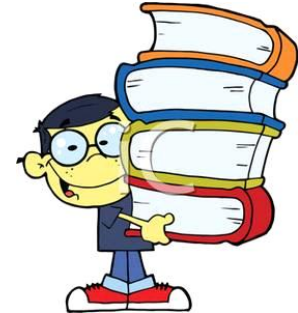
For each outcome, one of four grades can be chosen:

Excelling		Purple	Very good outcomes, evidence fully used, local interests fully engaged & equality part of mainstream business – majority of people from all 9 PGs
Achieving		Green	Good outcomes evidence for people from most ie 6 to 8 protected groups
Developing		Amber	Good outcomes evidence for majority of people from only some ie 3 to 5 protected groups
Undeveloped -		Red	Poor outcomes, evidence not used, local interests not engaged & equality not part of mainstream processes / evidence of faring poorly - only 2 or less PGs or no evidence for PGs

Grading and Voting

Pack

- Agenda
- Notes / Voting document
- Equality Monitoring Form
- Event Evaluation Form



Evidence

- Available to view 7 days in advance of grading on both CCG websites – 2016 EDS evidence pages

Voting

- Electronic hand held voting pads



What to expect from CCG after the annual public grading event

- A summary report with grading and recommendations made will be produced by Northern Staffordshire CCGs
- This report will also be available in Easy Read format on CCG EDS webpages
- This will be approved by Boards and displayed on CCG websites as a public document
- A joint CCG action plan will be developed from the recommendations made by the EDS stakeholder group at the event
- The action plan will show actions relating to how CCGs can improve their performance over the coming 12 months
- CCGs will publish which EDS Goal they plan to grade in 2017 (Goal 3:
- The areas of healthcare focus of evidence gathered by CCGs will also be detailed in the EDS grading report for May 2016
- CCGs want to work with representatives of local protected groups to help us improve our equality performance using the NHS England EDS framework for NHS commissioner organisations, and their larger Provider organisations



What to expect from CCGs after the annual public grading event: Influencing for change

- Review / revise Equality Objectives and action plans for the 2 CCGs
- Publish grades & Equality Objectives
- Our approach: Inclusive working practices delivering fair access to healthcare for all our communities including seldom heard groups
“You said. We listened. We did.”

A decorative graphic on the left side of the slide, featuring overlapping, curved bands in shades of purple, orange, green, and blue.

Thank you

Please complete feedback forms