

**EQUALITY DELIVERY SYSTEM (EDS2) GRADING FROM STAKEHOLDERS**

**1 Introduction**

The Equality Delivery System 2 (EDS2) framework is a national tool developed within the NHS to aid the delivery of equal, equitable and inclusive services. The EDS2 is a quality improvement driver for staff and patient services. It plays an important role in helping us to evidence work to demonstrate compliance with our statutory Public Sector Equality Duty (PSED) - Equality Act (2010) which expanded to cover 9 protected characteristics. EDS2 focuses on these groups.

The framework is mapped to CQC regulations, the NHS Constitution and the NHS outcomes framework, the FREDAs principles of Human Rights and aspects of the Monitor assessment process. The EDS2 consists of 4 goals and 18 outcomes which provide focus for progression across the equality and diversity agenda. These must be published as required under the PSED on a yearly basis at the end of the financial year. During Grading, stakeholders will grade each outcome / goal as one of the following:

**Undeveloped                      Developing                      Achieving                      Excelling**

The EDS2 in EPUT is managed by Equality Advisor, Gary Brisco, but contains actions that cover the entire Trust, with responsible leads assigned for each by the Equality and Inclusion Sub-Committee.

These 4 Goals are set out in section 3 below.

In Essex Partnership Trust the Equality Delivery System is monitored through the Equality and Inclusion Steering Group which is chaired by the Executive Director of People and Culture – and is a sub-committee of Trust Board.

**2 Grading the EDS2**

The context of COVID-19 had a significant impact on our ability to carry out face to face engagement events with staff, patients and the public. Therefore on March 25 2021, a two-hour workshop was held. Invitations had been sent out in-advance to the following groups. This was carried out by our Equality Advisor, Communications Team, Patient Experience Team and our Trust Secretary:

- EPUT Staff (including Equality / Staff Engagement Champions and our Staff Equality Networks)
- Local Community Organisations (including local interest groups, community groups and charities)
- Our CCG Account Managers
- Our Public Governors
- Our Patient and Carer outreach lists and volunteers (via the Patient Experience Team)

Due to COVID-19 restrictions, this session was held via Microsoft Teams, but every invitation contained the information if people could not join the session but still wished to participate.

Feedback was given through an anonymous online survey, which was used to ascertain the grading for each goal from each Stakeholder (as well as their demographics to record representation within the group). The session provided a short presentation hosted by the EPUT Equality Advisor and the Head of Staff Engagement, giving examples of the changes

that had been made, the new projects, Staff and Patient satisfaction scores for this period and our Workforce Disability Equality Standard (WDES) / Workforce Race Equality Standard (WRES) progress.

This session also asked attendees “what would you like to see in 2020-21”, encouraging participants to make suggestions based on the needs of their local communities or gaps they may identify in our summary.

Due to limitations in this session (such as requiring attendees to provide their grading online) Attendees were asked to grade for each of the four goals of the EDS2, and a short summary document (**Appendix C**) was also provided to all attendees, giving a review of the Trust’s progress during this period and providing information for those who could not attend, but still wished to take part.

### **3 Grading Comparison**

Participants were asked to grade each of the four main areas, and a summary has been provided below with comparative grading from 2019-20. An overall grading was then applied.

<b>Section Goals</b>	<b>2019-20 Grading (Internal)</b>	<b>2020-21 Grading (Online Stakeholders)</b>
<b>“Better Health Outcomes”</b>	Developing / Achieving	Achieving (▲)
<b>“Improved Patient Access and Experience”</b>	Achieving / Developing	Achieving (▲)
<b>“A Representative and Supported Workforce”</b>	Achieving / Excelling	Excelling (▲)
<b>“Inclusive Leadership”</b>	Developing	Developing / Achieving (■)

The data for this session is available in **Appendix A** and a breakdown and analysis of these scores for each section is available in **Appendix B**.

### **4 Representation of Stakeholders 2020/21**

34 Attendees took part in this session, and care was taken to ensure that this group was as representative as possible, with invitations sent to our Staff Networks and local organisations representing marginalised and minority communities. Attendees were able to skip questions, but it appears one attendee did not provide demographic information.

Whilst this group was representative on many counts, future efforts should better target / include input from Transgender Stakeholders and Stakeholders from marginalised or minority faith and spirituality groups. A full breakdown of representation by protected characteristic is available in **Appendix B**.

### **5 Grading Analysis**

It was decided that asking Stakeholders to grade all 18 sections based on a two hour session would be too intensive, condensing these into questions covering all four areas. Stakeholders were asked to grade the following four statements with their opinion with the option to provide comments or further feedback.

A breakdown of the scoring for each question alongside an analysis of responses is available in **Appendix B**.

**6 “Planning for the Future”, Developing the EDS2 2021-22**

For the second part of this session, a focus group was held with Stakeholders allowing them to discuss what actions the Trust would like to take moving forward. Both online and event participants were asked the following questions:

**“Is there anything you’d like to see us develop in 2021 – 22 to help us promote Equality and Inclusion for our Staff, Patients and Carers?”**

- **How can we better support marginalised and minority groups / specific groups?**
- **What areas of E&I are we missing as a Trust?**
- **What improvements to our Equality and Inclusion work would you like to see in 2021 / 2022?”**

Whilst it was encouraging to see that some of the actions requested from the 19 Stakeholders who participated (for example providing E&I education for staff online) are already in place, there were a good range of additional trends and comments were identified that could be implemented into our future planning for Equality and Inclusion. These are included in **Appendix B** with a full list of responses in **Appendix A**

These recommendations will now feed into the EDS2 Action Plan for 2021-22

**7 Publication of these results**

This report, the Survey findings and the completed EDS2 Action plan for 2020-21 will be published on our website and accessible to the public. This will also be shared with our account holder representatives from our Clinical Commissioning Groups.

**8 Conclusion**

In conclusion, it is encouraging to see a positive response to the actions we have taken as a Trust in Equality and Inclusion, and this has led into a favourable assessment from our Stakeholders. Using this stakeholder feedback and observed Trends (**Appendix B**), recommendations will be made to help us maintain or improve our rating in future, and this feedback will be part of the Equality Delivery System for 2021-22.

**9 Next Steps**

This report, the EDS2 2020-21 and the summary document will be completed and shared with the Equality and Inclusion Sub-Committee for approval on May 20 2021, and then will then be published. An initial version of the EDS2 for 2021-22 will also be included for approval using these actions and any further actions identified by the E&ISC.

Report prepared by

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