



Cheshire and Wirral Partnership
NHS Foundation Trust



Trustwide EDS2 Stakeholder Assessment 2015-2016

Care • Well-being • Partnership

1. Introduction:

Cheshire Wirral Partnership NHS Foundation Trust has implemented the Equality Delivery System (now EDS2) launched by the Department of Health in 2011. The EDS2 is a tool to drive up equality performance and embed equality into mainstream NHS business.

The EDS2 is a public commitment of how NHS Organisations plan to meet the needs and wishes of local people and staff, and meet the duties placed on them by the Equality Act 2010. It also sets out how, they recognise the differences between people, and how they aim to make sure that any gaps and inequalities are identified and addressed.

The EDS2 is split into four measurable areas:

1. Better Health Outcomes
2. Improved patient access and experience
3. A representative and supported workforce
4. Inclusive leadership

Against these four areas there are a set of 18 outcomes. These range from service quality to how staff, are managed in the Trust.

2. How does it work?

It works by ensuring that all of the work of the Trust is benefiting protected groups in different ways. It is also about creating a system where our stakeholders are the ones that are assessing our performance rather than the Trust doing a simple self-assessment. This includes CWP providing detailed evidence and service line presentations to our stakeholders who then get together to discuss how we are doing.

3. Grading

Grading is based on a simple criteria for each of the standards as highlighted below.

1. Undeveloped	Evidence provided for 0-2 protected characteristics
2. Developing	Evidence provided for 3-5 protected characteristics
3. Achieving	Evidence provided for 6-8 protected characteristics

4. Excelling

Evidence provided for 9 (all) protected characteristics

4. What are protected characteristics?

Protected characteristics refer to all the different groups of people that are covered under the Equality Act 2010 – the main piece of legislation that protects people from discrimination in the UK. These are:

- Age
- Disability
- Ethnicity/Race
- Gender
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Religion & Beliefs
- Sexual Orientation

5. What are the benefits?

The introduction of the EDS2 will help to recognise, encourage and highlight the undoubted good practice and evidence that already exists at the Trust but at the same time ensure there is better or consistent engagement with our local communities, any gaps are identified and addressed and become more reflective of the community it serves at all grades and positions.

6. How are we doing?

Over the past year, the Trust has been working hard to implement the NHS Equality Delivery System (EDS2).

Wirral:

In May 2015 the Trust (Wirral Locality) undertook its third assessment over a 2 day period of performance against the EDS2 (incorporating the Trust Equality Objectives) and obtained feedback from key stakeholders.

Wirral have a equality & diversity network group that meets throughout the year on a quarterly basis to obtain views and feedback from various community partners, the meeting provides CWP with the opportunity to highlight the work they are doing in the Wirral locality, the group is made up of various organisations who represent members of the diverse community and CWP equality champions.

Cheshire West

In May 2015 the Trust (Cheshire West Locality) held an event in the local community with a wide variety of voluntary sector colleagues to review CWP-West's approach to equality and diversity EDS2 and to share examples of equality and diversity through presentations, case studies, other evidence and through discussion. There was a point raised that additional examples of evidence were required. Given this, at this stage, CWP-West could not progress beyond last year's 'developing' grade.

Since the EDS2 community engagement event took in May monthly equality champions meetings have taken place and a number of guest speakers who are representatives of some of the diverse groups at the engagement event have attended the equality champions meetings to provide presentations training and opportunities for discussions on the various community groups they represent.

A further Cheshire West Locality Tea & Talk event was held in January 2015 to update the community partners with additional evidence information; the event provided an opportunity for the CWP equality champions to meet representatives of local community organisations.

Cheshire East:

In July and August 2015 the Trust (Cheshire East Locality) held two EDS2 network workshops with CWP service line equality and diversity champions, members of various 3rd sector organisations who represent members from the diverse community and statutory organisations

In September 2015 the Trust (Cheshire East Locality) undertook its EDS2 assessment of performance against the EDS2 (incorporating the Trust Equality Objectives) and obtained feedback from key stakeholders.

7. Stakeholders - Partners on the assessment panel:

Wirral	Cheshire West	Cheshire East
<ul style="list-style-type: none"> • Wirral Multi-cultural Centre • Wirral Change • Deaf Health Champion • Merseyside Society Deaf People • Irish Community Care • Wirral Older People's Parliament • Wirral Healthwatch • Tomorrows Women • Wirral Society for Blind and Partially sighted • Wirral Mencap • Terrence Higgins Trust 	<ul style="list-style-type: none"> • Healthwatch Cheshire West • Deafness Support Network, • CHAWREC, • Community Care Irish Merseyside, • Cheshire and Warrington Carers, • Unique, • Dial House, • Body Positive. • Gay Farmers • Forum Housing • Richmond Court 	<ul style="list-style-type: none"> • Body Positive • East Cheshire CCG • South Cheshire CCG • Vale Royal CCG • LGBT Foundation • Cheshire East Information & Advice Centre • Cheshire East Autism Team • Healthwatch Cheshire East • Cheshire Young Carers

8. The EDS2 partner's assessment graded the Trust as follows:

The assessment score for the Trustwide grade has been calculated by adding the assessment grade for each locality and the majority of grades are the grade for the Trustwide assessment.

Equality Delivery System 2: Goal 1				
1. 'Better health outcomes for all'		Verified by: Please see point 6 Stakeholders		
Individual Outcome grades for Goal 1:		Grade:		
CWP Locality:	Wirral	Cheshire East	Cheshire West	Trustwide
EDS2 Outcome 1.1 "Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities"	Achieving	Developing	Developing	Developing
EDS2 Outcome 1.2 "Individual patients" health needs are assessed, and resulting services	Achieving	Developing	Developing	Developing

provided, in appropriate and effective ways”				
EDS2 Outcome 1.3 “Changes across services for individual patients are discussed with them, and transitions are made smoothly”	Achieving	Developing	Developing	Developing
EDS2 Outcome 1.4 “The safety of patients is prioritised and assured. In particular, patients are free from abuse, harassment, bullying, violence from other patients and staff, with redress being open and fair to all”	Achieving	Developing	Developing	Developing
EDS2 Outcome 1.5 “Public health, vaccination and screening programmes reach and benefit all local communities and groups”	Achieving	Developing	Developing	Developing

Equality Delivery System 2 Goal 2:				
2. ‘Improved patient access and experience’	Verified by: Please see point 6 Stakeholders			
Individual Outcome grades for Goal 2:	Grade:			
CWP Locality:	Wirral	Cheshire East	Cheshire West	Trustwide
EDS2 Outcome 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’	Achieving	Developing	Developing	Developing
EDS2 Outcome 2.2 ‘People are informed and supported to be as involved as they wish to be in decisions about their care’	Achieving	Developing	Developing	Developing

EDS2 Outcome 2.3 'People report positive experiences of the NHS'	Achieving	Developing	Developing	Developing
EDS2 Outcome 2.4 'People's complaints about services are handled respectfully and efficiently'	Achieving	Developing	Developing	Developing

Equality Delivery System 2 Goal 3:	Verified: May 2015
Goal 3. 'Empowered, engaged and well-supported staff'	Verified by: Staffside Reps Unison RCN
CWP Trustwide	Grade
EDS2 Outcome 3.1 'Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades'.	Achieving
EDS2 Outcome 3.2 'The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations'	Achieving
EDS2 Outcome 3.3 'Training and development opportunities are taken up and positively evaluated by all staff'	Achieving
EDS2 Outcome 3.4 'When at work, staff are free from abuse, harassment, bullying and violence from any source.'	Achieving
EDS2 Outcome 3.5	

'Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives'	Achieving
EDS2 Outcome 3.6 'Staff report positive experiences of their membership of the workforce'	Achieving

Equality Delivery System 2 Goal 4:	Verified: May 2015
4. 'Inclusive Leadership'	Improved
CWP Trustwide	Grade
EDS2 Outcome 4.1 'Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations'	Achieving
EDS2 Outcome 4.2 'Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed'	Achieving
EDS2 Outcome 4.3 'Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination'	Achieving

9. Conclusion:

The EDS2 assessment completed by the Trust and its partners across the Trust footprint highlights its commitment of how CWP meets the needs and wishes of local people and staff, and meets the duties placed on us by the Equality Act 2010. It also sets out

how, the Trust recognises the differences between localities and people, and how we aim by working in partnership with our partners from the diverse communities to aim to make sure that any gaps and inequalities are identified and addressed.

10. Recommendations:

The information contained in this report will be reviewed at the CWP Trustwide Equality and Diversity Group and the information will be provide to the CWP locality E&D leads for them to cascade to the various service line leads in their locality.

The Trust EDS2 CWP Equality Objective Action Plan - Partners Action Plan for 2015/16 will be updated to reflect the points highlighted from the 2014/15. EDS2 assessments and updated and reviewed at the CWP Trustwide Equality & Diversity Group – Partners Network Meetings throughout 2015-16.

The information will also be sent to all the partnership organisations who actively participated in the EDS2 assessment process and various CWP internal committees and Trust board.

The Trust will also update the CWP website with the assessment outcomes and forward the information onto the Cheshire and Merseyside Commissioning Support Unit Equality & Diversity Lead..

Version	Name(s) - Group(s)	Date of Issue
1	EDS2 Assessment 2014-15 Report compiled by: Bob Davies Equality & Diversity Co-ordinator	March 31st 2016

