

# Trustwide EDS2 Assessment 2018-2019



## **1. Introduction:**

Cheshire and Wirral Partnership NHS Foundation Trust has implemented the Equality Delivery System (now EDS2) which was launched by the Department of Health in 2011. 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 locality based 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.

|                       |   |
|-----------------------|---|
| <b>1. Undeveloped</b> | Evidence provided for 0-2 protected characteristics       |
| <b>2. Developing</b>  | Evidence provided for 3-4 protected characteristics       |
| <b>3. Achieving</b>   | Evidence provided for 5-7 protected characteristics       |
| <b>4. Excelling</b>   | Evidence provided for 8-9 (all) protected characteristics |

### 4. Public sector equality duty

This has three aims. It requires public bodies to give due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

### 5. 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 & Belief
- Sexual Orientation

## 6. What are the benefits?

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

## 7. How are we doing?

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

At the end of 2018-2019, the Trust undertook its assessment of performance against the EDS2; Goal 3. 'Empowered, engaged and well-supported staff' and Goal - 4 Inclusive Leadership' (incorporating the Trust Equality Objectives) the assessment was completed by CWP staff side and the Trust scored "Achieving" for all of the outcomes in Goals 3 and 4. In June 2019, the EDS2 assessment for Goals 1 – 'Better health outcomes for all' and Goal 2 – 'Improved patient access and experience' took place with Cheshire East / West Healthwatch at CWP Ancorra House, Chester. The Trust provided Cheshire East / West Healthwatch and its representatives with examples of various case studies highlighting how CWP is providing services to members of the diverse community. Also, discussions and evidence was presented to the Healthwatch panel and people delivering and accessing our services came to share their experiences with the panel. All outcomes within both Goal 1 'Better health outcomes for all' and Goal 2 'Improved patient access and experience' scored "Achieving" which is an improvement on last year's scores where outcome 2.3 was scored as "Developing".

In 2018-19, a number of Equality, Diversity & Inclusion network meetings took place across the Trust and these provided the Trust with an opportunity to provide updates on its activity in relation to the various EDS2 Goals. The meetings consisted of CWP staff / equality champions and representatives from some of the diverse groups. At the group meetings, people were provided information, presentations and training on the various community groups they support.

Equality, Diversity & Inclusion Champions meet with representatives from Proud Trust, Body Positive and Silver Rainbows



## 8. Stakeholders—:

- Healthwatch Cheshire East / West
- Body Positive / Silver Rainbows
- Wirral Change
- Proud Trust



Healthwatch Cheshire representatives and volunteers meet with CWP Equality, Diversity & Inclusion Leads





Wirral Change representatives meet with people from CWP



People working within CWP services and people accessing CWP services present evidence to Healthwatch Cheshire representatives

**9. 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 to form the Trustwide assessment. The information below also highlights improvements since the 2017-2018 assessment.

Developing =  Achieving = 

| Equality Delivery System 2: Goal 1   |                           |           |
|--|---------------------------|-----------|
| 1. 'Better health outcomes for all'  | Verified by: Stakeholders |           |
| Individual Outcome grades for Goal 1   |                           |           |
|  | 2017-18                   | 2018-19   |
| <b>EDS2 Outcome 1.1</b><br>Services are commissioned, procured, designed and delivered to meet the health needs of local communities           | Achieving                 | Achieving |
| <b>EDS2 Outcome 1.2</b><br>Individual people’s health needs are assessed and met in appropriate and effective ways                             | Achieving                 | Achieving |
| <b>EDS2 Outcome 1.3</b><br>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed | Achieving                 | Achieving |
| <b>EDS2 Outcome 1.4</b><br>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse    | Achieving                 | Achieving |

|  |  |                  |
|--|--|------------------|
| <b>EDS2 Outcome 1.5</b><br>Screening, vaccination and other health promotion services reach and benefit all local communities  | <b>Achieving</b>   | <b>Achieving</b> |
| <b>Equality Delivery System 2 Goal 2:</b>  |  |                  |
| <b>2. 'Improved patient access and experience'</b>   | <b>Verified by: Stakeholders</b>   |                  |
| <b>Individual Outcome grades for Goal 2:</b>   |  |                  |
|  | <b>2017-18</b>   | <b>2018-19</b>   |
| <b>EDS2 Outcome 2.1</b><br>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds | <b>Developing -<br/>Additional evidence being provided for<br/>Achieving</b> | <b>Achieving</b> |
| <b>EDS2 Outcome 2.2</b><br>People are informed and supported to be as involved as they wish to be in decisions about their care  | <b>Achieving</b>   | <b>Achieving</b> |
| <b>EDS2 Outcome 2.3</b><br>People report positive experiences of the NHS   | <b>Achieving</b>   | <b>Achieving</b> |
| <b>EDS2 Outcome 2.4</b><br>People's complaints about services are handled respectfully and efficiently   | <b>Achieving</b>   | <b>Achieving</b> |



| Equality Delivery System 2 Goal 3:  |   |
|---|---|
| Goal 3. 'Empowered, engaged and well-supported staff'   | Verified by: Staffside Reps   |
|   | Grade<br>2017-18 and 2018-19<br>Received the same assessment<br>score |
| <b>EDS2 Outcome 3.1</b><br>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels   | Achieving   |
| <b>EDS2 Outcome 3.2</b><br>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   |
| <b>EDS2 Outcome 3.3</b><br>Training and development opportunities are taken up and positively evaluated by all staff  | Achieving   |
| <b>EDS2 Outcome 3.4</b><br>When at work, staff are free from abuse, harassment, bullying and violence from any source   | Achieving   |
| <b>EDS2 Outcome 3.5</b><br>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives               | Achieving   |
| <b>EDS2 Outcome 3.6</b><br>Staff report positive experiences of their membership of the workforce   | Achieving   |

|  |   |
|--|---|
| <b>Equality Delivery System 2 Goal 4:</b>  |   |
| <b>4. 'Inclusive Leadership'</b>   | <b>Verified by: Staffside Reps</b>  |
| <b>CWP Trustwide</b>   | <b>Grade<br/>2017-18 and 2018-19<br/>Received the same assessment<br/>score</b> |
| <b>EDS2 Outcome 4.1</b><br>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations                              | <b>Achieving</b>  |
| <b>EDS2 Outcome 4.2</b><br>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 | <b>Achieving</b>  |
| <b>EDS2 Outcome 4.3</b><br>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination       | <b>Achieving</b>  |

## **10. Conclusion:**

The EDS2 assessment completed by the Trust and its partners across the Trust footprint highlights its commitment to meeting the needs and wishes of people and meets the duties placed on us by the Equality Act 2010. It also sets out how the Trust recognises the differences between people and how, by working in partnership with our partners from the diverse communities, we aim to make sure that any gaps and inequalities are identified and addressed.

## **11. Recommendations:**

The information contained in this report will be reviewed at the CWP Trustwide Equality, Diversity & Inclusion Group and the information will be provided to the CWP locality EDI leads for them to cascade to their Care Groups.

The Trust EDS2 CWP Equality Objective Action Plan 2016-2020 – CWP Locality Action Plan for 2018/19 will be updated to reflect the points highlighted. It will be updated and reviewed at the CWP Trustwide Equality, Diversity & Inclusion Group throughout 2019-20.

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

The Trust will also update the CWP website with the assessment outcomes and forward the information to Commissioners.

| Version | Name(s) - Group(s)   | Date of Issue  |
|---------|--|----------------|
| 1       | EDS2 Assessment 2018-19<br>Report compiled by:<br>Philip Makin, Equality, Diversity & Inclusion Co-ordinator | 9 June<br>2019 |



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