Trustwide
EDS2 Assessment
2019-2020

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1. Introduction:

This paper provides a summary of the 2019-2020 Equality Delivery System Assessment Scores.

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

a. Better Health Outcomes
b. Improved patient access and experience
c. A representative and supported workforce
d. Inclusive leadership

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

2. How does it work?

It works by ensuring that the Trust's services and employment practices are benefiting protected groups in different ways. It is also about creating a system where our stakeholders are the ones who 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.

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3. Grading

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

1. Undeveloped	Evidence provided for 0-2 protected characteristics
2. Developing	Evidence provided for 3-4 protected characteristics
3. Achieving	Evidence provided for 5-7 protected characteristics
4. Excelling	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.

5. What are protected characteristics?

Protected characteristics refer to all the different groups of people covered under the Equality Act 2010 which is the main piece of legislation that protects people from discrimination in the UK. These protected characteristics are:
- Age
- Disability
- Ethnicity/Race
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Religion & Belief
- Sex
- Sexual Orientation

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## 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 serve at all grades and positions.

7. How are we doing?

The Trust has been working hard to implement the NHS Equality Delivery System (EDS2). In July 2020, the EDS2 assessment for Goals 1 – 'Better health outcomes for all' and Goal 2 – 'Improved patient access and experience' took place virtually via Microsoft Teams. The Trust provided Healthwatch representatives and volunteers with examples of various case studies highlighting how CWP is providing services to members of the diverse community. Due to the impact of the COVID-19 pandemic, we were not able to invite people delivering and accessing our services to share their experiences with the panel as we have done in previous years. All outcomes within both Goal 1 'Better health outcomes for all' and Goal 2 'Improved patient access and experience' scored "Achieving" which demonstrates that we have maintained the same level as last year. For Goal 3 - 'Empowered, engaged and well-supported staff' and Goal - 4 Inclusive Leadership', the assessment completed with CWP staff side identified that the Trust again maintained the score of "Achieving" for all of the outcomes in Goals 3 and 4.

In 2019-2020, 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 with information, presentations and training on the various community groups they support.

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Equality, Diversity & Inclusion Champions meet with representatives from Healthwatch, Cheshire Council, Proud Trust, Body Positive and DSN
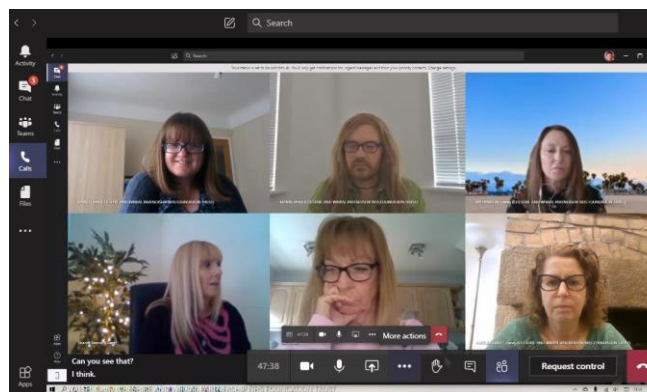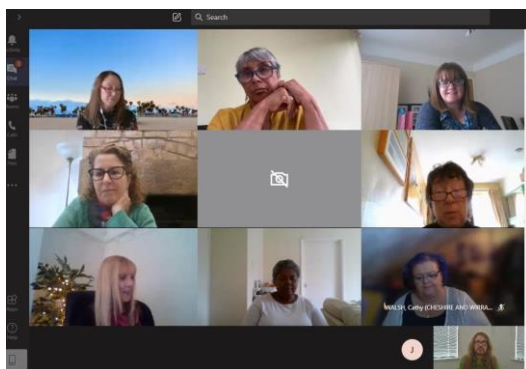
8. EDS2 Assessment:

The Trustwide EDS2 assessment and supporting evidence is shown below. Also below is a comparison with our 2018-2019 assessment and evidence to support the assessment.

Equality Delivery System 2: Goal 1		
1. 'Better health outcomes for all'	Verified by: Stakeholders	
Individual Outcome grades for Goal 1		
CWP Trustwide		
	2018-19	**2019-20**
EDS2 Outcome 1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	**Achieving**	**Achieving**
EDS2 Outcome 1.2 Individual people's health needs are assessed and met in appropriate and effective ways	**Achieving**	**Achieving**
EDS2 Outcome 1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	**Achieving**	**Achieving**
EDS2 Outcome 1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	**Achieving**	**Achieving**
EDS2 Outcome 1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	**Achieving**	**Achieving**

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Supporting Evidence

CWP has adopted the 6Cs as our Trust values:
- Care
- Compassion
- Competence
- Communication
- Courage
- Commitment

The CQC's (Care Quality Commission) **Well Led Inspection** which took place between January and March 2020 resulted in an overall Trust quality rating of "Good" with "Outstanding" for "Caring". We remain the only Trust across Cheshire and Wirral to have been awarded Outstanding for Caring overall and we are the only mental and community health services trust in the North West to have received this rating. The Inspection also identified a "Good" rating for "Safe" which is an improvement since the last inspection and identifies that key aspects of safety are prioritised and managed and how hard everybody has worked to achieve this improvement.

We were recognised as a top performer nationally following the publication of results for the **Community Mental Health Survey**. The survey, which is based on the views of local people accessing community mental health services and is published by the CQC, identifies CWP as performing "better than expected" when compared to other Trusts nationally. This includes the Trust landing 9 percentage points above the national average for people who rated its services 9 or 10 out of 10.

Our communications and engagement strategy sets out to ensure that everyone we work with and alongside has the opportunity to inform decision making about the care and future of the organisation. We want to achieve this through:

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- supporting meaningful **public engagement** and consultation processes relating to service change;
- shaping Trust **communications** through a range of channels and engaging content that help promote best practice and stakeholder engagement;
- **Marketing** Trust services by improving the quality and reach of patient information online and via printed materials;
- supporting integrated communications, marketing and public engagement campaigns to support the development of **partnerships**

Our **Quality Improvement** (QI) aims to ensure that we are continuously improving our services and the quality of our care. The Building Capability competency framework for QI sets out five levels, allowing all levels of staff to develop QI skills and build sustainable QI expertise across the organisation. The aim is to continue building workforce capability in QI to improve systems, processes, services and care quality, as well as reducing burden by harnessing skills and supporting learning from others, enabling continuous improvement to thrive. We have developed our **Quality Impact Assessment** framework to ensure that Quality and Equality continue to go hand in hand in every aspect of service delivery and employment practice and that we are providing the best possible service and employment provision for everybody.

We have continued to work with people who access CWP services and commissioners to ensure that service specifications meet the needs of patients and carers. We have improved access and experience for local communities by working with our **Engagement and Participation Workers** who meet regularly to discuss ways to improve pathways and services.

In partnership with colleagues from People and Organisational Development (POD), Staff Side, our Council of Governors and Healthwatch Cheshire, we conducted a piece of work to update and refresh our **Equality, Diversity, Inclusion (EDI) and Human Rights Poli**cy with a greater emphasis on Human Rights whilst ensuring adherence to the FREDA principles of Fairness, Respect, Equality, Dignity and Autonomy to protect Human Rights in clinical and organisational practice. We have also developed a **Trustwide EDI Action plan** which is a live document with continuous actions and is reviewed at Local and Trustwide EDI meetings.

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Following a public consultation in partnership with the clinical commissioning groups in Eastern Cheshire, South Cheshire and Vale Royal, a **new and improved model of care** was introduced in 2019 for adults and older people with specialist mental health needs. The new model of care involves significant investment in community-based services and crisis care, while high-quality inpatient care in Macclesfield will be available for people who need it. In addition, a dementia outreach service was established.

A brand new **All Age Disability Service** has been launched in Wirral, aiming to improve experiences for people in the area with a disability or mental health condition. The service brings together teams historically split between CWP and Wirral Council, and supports local people to enjoy the best quality of life they can, with collaborative support from both social care and healthcare staff.

We have continued to strengthen our **networking and collaboration** with partner organisations and other agencies in the local area so as to share best practice We actively engage with community groups such as Tomorrow's Woman, Age UK, Irish Community Care Merseyside, Wirral Multicultural Centre, Merseyside Society for Deaf People, Cheshire East Multi Cultural Forum, Older People's Parliament, Proud Trust, Mind, Body Positive, DSN, Wirral Change, Rethink, Pathfinders, Transforum, Dial House and other support services and regularly invite them to local EDI meetings to present information and training sessions, raise awareness of the support they offer and review in partnership how services will improve engagement within local communities. Our Participation and Engagement Workers and our EDI Trustwide Lead meet with other Trusts and CCGs to learn from experience and develop improved practices and processes. A vast amount of activities and involvement takes place in the local areas.

We have signed up to the **Cheshire and Merseyside Social Value Charter** which is being led by the Cheshire and Merseyside Health and Care Partnership. We have committed to the principles of social value by becoming an NHS Anchor Organisation and signing the Social Values Charter and will seek, where possible, to do this when we design, shape and deliver services.

Business and Governance teams collect **EDI case studies** to demonstrate improvement of services and examples of positive EDI practice. We are extremely grateful to all teams submitting and collating case studies which are a really powerful way of showcasing good work across the Trust and sharing good practice.

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We continue to review and improve how protected characteristics are captured within current **data systems** and how these are reported on and analysed. We are encouraging teams to fully complete these to enable us to strengthen how information is fed back to Care Group and Information & Governance Meetings.

Our **Person Centred Framework** is the foundation of working with people to improve their quality of life and training takes place across the Trust to enable people's care to be delivered in such a way as to take account of individual needs. Personalised care and support planning has allowed people to receive personalised care and support in hospital which is co-produced with the patient or with people who know them well if that is not possible. As part of the framework, we are working to introduce a positive approach to Trauma Informed Care called **"Positive Behaviour Support"** to understand why people do things or behave in a particular way and so work to support them to lead a life without unnecessary limitations.

We have continued to work with our commissioners, other NHS Trusts and third sector providers to raise **awareness of screening programmes** and access to services for hard to reach communities through the established frameworks. We have worked hard to support the **seamless transition** of people from age determined services across Care Groups, facilitating local and Trustwide involvement groups so that patients, carers and professionals are kept informed of what is happening during the transition process.

We have continued to promote awareness of the process for **raising concerns** with people who access services, carers and staff and have raised awareness of initiatives such as Men's Health and Mental Health Awareness Month and have improved our use of social media to reach all groups. We now utilise Twitter and Facebook more effectively to increase awareness and promote good practice and to raise awareness of programmes such as staff flu vaccinations and the promotion of clinics.

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Equality Delivery System 2 Goal 2:		
2. 'Improved patient access and experience'	Verified by: Stakeholders	
Individual Outcome grades for Goal 2:		
CWP Trustwide		
	2018-19	**2019-20**
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**	**Achieving**
EDS2 Outcome 2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	**Achieving**	**Achieving**
EDS2 Outcome 2.3 People report positive experiences of the NHS	**Achieving**	**Achieving**
EDS2 Outcome 2.4 People's complaints about services are handled respectfully and efficiently	**Achieving**	**Achieving**

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We have continued to raise the profile of the **Accessible Information Standard** (AIS) and monitor developments and progress against the standards, working in parallel to the Green Light Toolkit. We review the effectiveness of our flagging system or "Alerts" "on our electronic Care Notes system at EDI Trustwide Group meetings. We have also continued to work hard to ensure that Trust buildings have access and egress or alternative arrangements can be made on an individual basis if particular needs cannot be met. The "Alert" system referred to above also identifies if somebody has accessibility needs.

The Trust holds contracts with professional **interpreting and translation** service providers who can be contacted 24 hours a day to provide services to support our staff and those accessing services. We hold regular contract review meetings to ensure that service provisions are up to standard and provide regular reports at EDI Trustwide meetings. We also share these reports at contract review meetings and publish them on our internet website. We also have "BrowseAloud", an innovative support software system that adds speech, reading, and translation to websites facilitating access and participation for people with Dyslexia, Low Literacy, English as a Second Language and mild visual impairments.

We coproduced a system of involvement that stems from the localities and places and represents Care Groups. People told us they wanted the experience of people who access our services to be the driving force for improvement so we co-produced the **Lived Experience, Volunteering & Engagement Network** (LEVEN) which seeks to ensure that there is a culture of continuous, positive improvement in the experiences of people who access the Trust's services and their carers within the localities and Care Groups. LEVEN is the driving force for patient and carer experience so we are working with people who access services and people working in our teams to develop a Patient Experience Strategy based on our self-assessment against the criteria in the Patient Experience Improvement Framework. We have developed paid roles specifically for people with lived experience and have a number of people employed to co-deliver training in our Person Centred Framework and also in Values Based Recruitment.

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We continue to host **Listening Events** (Lived Experience Days and Listen Up Events) which have enabled us to make improvements in community services and to the information that we provide to people around medication. They have also helped us to improve our website and the way we communicate with people. We take the opportunity to use a variety of events with external organisations to gain feedback on our services as we find that engagement, participation and education of people who access our services and of the public is an excellent way to gain feedback on our services in an informal way.

Last year saw the further development of the innovative new **Lived Experience Connector** (LEC®) role which has been specially designed for people with lived experience of our services to link together with our new nursing associates. All Board members now have a Lived Experience Connector and Health Education England (HEE) has provided funding to support the national rollout of the programme to other Mental Health Trusts as part of its work on creating new roles in mental health. HEE funded events which we hosted in London and Leeds and people with lived experience co-delivered these sessions along with members of the PACE team. HEE also creased a film featuring people from CWP and this is now hosted on the HEE website. The LEC® role has been recognised by HEE as a development opportunity and is seen as part of the Peer Support Workers work stream.

The **NHS Rainbow Pin Badge** initiative gives staff a simple visual way to show that CWP offers open, non-judgemental and inclusive support for all people and their families who identify as LGBT+ [lesbian, gay, bisexual, transgender (the + simply means that we are inclusive of all identities, regardless of how people define themselves)].   CWP launched this in February 2020 as a way of helping us to celebrate LGBT+ History Month and Trust Board members all wear badges as do many of our team members. People wearing badges are asked to make a pledge and undergo a short online training module to have awareness of research and ways in which we can support people, listen in a non-judgemental way and sign post to support available.

In partnership with Education CWP, we have delivered bespoke training events for teams across the Trust linked to protected characteristics. We delivered **Transgender Awareness Training** sessions for staff in both Cheshire West and Cheshire East and involved Jessica Lynn and Jenny-Anne Bishop, world-renowned transgender educators and also included people who have accessed our services.

Building on the success of last year's large scale **Autism Awareness Training**, we also acted on training needs identified by the Transforming Care Partnership in response to National Policy which stated that health and social care staff should be trained in working with Autistic People and people with Learning Disabilities (LD) or both. We submitted a bid for funding to deliver this, were successful and are now delivering 15 training days to provide training to CWP and Local Authority colleagues across the CWP footprint focusing specifically on those services who do not provide specialist autism/LD intervention, but where autistic people or people with LD will regularly present and require reasonable adjustments and informed care. People who access our services attend these sessions to share experiences and respond to questions from delegates and the events also include a session highlighting links to EDI and protected characteristics. Staff members are encouraged to attend these and other events as part of regular supervision. We are also co-producing a CWP **Autism Strategy**.

The Trust seeks to continuously improve how people's concerns are dealt with, both via informal **PALS (Patient Advice Liaison Service) concerns and formal complaints**. PALs aim to support people who access services, their family members and carers, as well as members of staff to ensure that support is provided to aid the provision of person-centred care and aims to resolve requests for help quickly and avoid the person entering the formal complaints process. There is now a proposal to refocus our complaints response with an increased emphasis on the experience of the individuals raising concerns through the provision of a combined PALS and complaints offer managed within the PACE team. We continue to carry out central monitoring of concerns and complaints and formulate actions to ensure that our people have the opportunity to be involved in care planning and delivery decisions. These are reported on at Trustwide EDI Group meetings to share learning with the aim being to present a less 'weighted' positive viewpoint. We also encourage EDI champions to ask colleagues to report on complaints at local meetings and give evidence of how services are being improved. Reviews of protected characteristics of those who make complaints are now being reviewed at quarterly Trustwide EDI meetings and key themes and learning identified.

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Equality Delivery System 2 Goal 3:		
Goal 3. 'Empowered, engaged and well-supported staff'	Verified by: Staffside Reps	
CWP Trustwide	2018-19	2019-2020
EDS2 Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Achieving	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	Achieving
EDS2 Outcome 3.3 Training and development opportunities are taken up and positively evaluated by all staff	Achieving	Achieving
EDS2 Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving	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	Achieving
EDS2 Outcome 3.6 Staff report positive experiences of their membership of the workforce	Achieving	Achieving

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Supporting Evidence

We have developed and enhanced our approach to **recruitment, selection and promotion** to positively attract, retain and support the progression of diverse individuals within the workforce. We continue to utilise **Values Based Recruitment (VBR)** processes which aim to attract and select employees on the basis that their individual values and behaviours align with those of the NHS. As stated above, people who access services take part on interview panels and vacancies are shared with local EDI contacts and BAME+ groups to widen our pool of potential applicants.

We continue to be a mindful employer which supports people with long term health conditions back into employment and have retained Level 2 **Disability Confident Employer** which helps us to recruit and retain people living with disabilities or with health conditions for their skills and talent. It demonstrates that CWP treats equality in the workplace as a priority.

We are one of 32 Trusts taking part in an NHS England and NHS Improvement **Easy Read Job Application Pilot** to establish if the Easy Read paper job application form can make a positive contribution to the recruitment framework for NHS organisations and are keen to implement recommendations once this reaches a conclusion.

We have re-introduced our Trustwide **Workforce Wellbeing Group** and are working to support staff wellbeing, including capacity (time, energy and attention) and opportunities for flexible working in response to a development area from our most recent Staff Survey. We also hold a 2 day workshop "Working Longer and Living Life To The Full" to provide staff aged over 50 with space to reflect, develop strategies and plans to deal effectively with life transition and encourage work station assessments via our regular CWP Essentials bulletin.

The **Care Quality Commission's Well Led Inspection** between January and March 2020 reported that CWP "promotes equality and diversity in its day-to-day work and in providing opportunities for career progression."

Our **People and Organisational Development (POD) Strategy 2019-22** was developed in consultation with staff from Care Groups, Board Members and other colleagues to develop a strategy to ensure that we give our staff the confidence, knowledge, skills and behaviours to deliver person-centred care.

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We have introduced three **Staff Network Groups** which are to help support people covered by protected characteristics. They increase awareness, allow people to network with others, act as a source of support and also to enable people to have a voice in influencing changes to working practices to the benefit of everyone within the Trust. We are really pleased to have active groups for **Disabled people**, for BAME + (**Black, Asian and Minority Ethnic**, (the + is for all ethnicities both visible and non-visible) and also for **LGBT+** people. Our Disabled Staff Network also assists us in addressing points highlighted within our Workforce Disability Equality Standard (WDES) such as the production of a video to support people to update their disability status on their Electronic Staff Record (ESR) to ensure that the representation of protected characteristics are known and actively supported. We also have an Adoptive Parents Network and are looking to introduce a Carers Network.

In relation to the **Workforce Race Equality Standard** (WRES) Report, we are working with our BAME+ Network to address the Staff Survey feedback that fewer BAME staff believe that the Trust provides equal opportunities for career progression or promotion when compared to white staff and the introduction of the new **Workforce Disability Equality Standard** (WDES) highlights the requirements to review employment practises for disabled staff. Our Disabled Staff Network are assisting us in addressing some of the points highlighted within the report and are co-producing of a set of Reasonable Adjustments Guidelines to help and support managers and staff.

Agenda for Change, the national pay system for all NHS staff, is in place within the Trust. This system allocates posts to set pay bands by giving consideration to aspects of the job such as the skills involved under an NHS Job Evaluation Scheme. We continue to report on **Gender Pay Gap** and note a slight reduction to the pay gap since last year. We continue to plan actions around this in order to strengthen unconscious bias training for recruiting managers; ensure flexible working opportunities are considered; develop a talent management programme and promote development opportunities such as Apprenticeships and regional training. This is kept under review by the Trustwide EDI Group.

The **2019 National Staff Opinion Survey** engagement indicator demonstrates that the Trust is in keeping with the average of other Trusts of a similar type. The survey identifies increased satisfaction with levels of pay since last year and indicates that CWP is above the national average in this factor.

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It also indicates that the number of staff who believe that the Trust provides equal opportunities for career progression is above the average for other Trusts of a similar type and that the number of people who would recommend our Trust as a place to work is also higher than the average for other similar Trusts.

Performance Appraisal Development Reviews are undertaken on an annual basis across the Trust as well as regular **supervision** and mandatory training is regularly reported on within the Trust performance framework.

We continue to develop inclusive **management programmes**, enabling staff from protected groups to have equal access to aspiring manager training and career progression. We have also improved the information available to managers via our intranet website and signposting to resource to increase management awareness. **Training evaluation** is undertaken by delegates to establish if aims and objectives are being met, if delivery methods are appropriate and if any improvements can be made.

We have engaged people covered by protected characteristics in **People and Organisational Development Services Policy Reviews** such as Flexible Working and Management of Attendance and Supervision & Appraisal Policy to make them more person centred.

We have worked to link EDI with the **Freedom To Speak Up** team to ensure that there is a joined up approach to learn from people's experiences and improve practice and we have recruited new Freedom To Speak Up Ambassadors from within our staff network groups.

Access to Work is promoted at Trust induction and across the Trust to support staff with disabilities and long term conditions around reasonable adjustments. This includes the completion of a Tailored Reasonable Adjustment template which looks at what changes can be made to support an individual to remain in work and to have the same opportunities as employees who do not have a disability. Managers provide support to staff members and there is also access to **Occupational Health, Counselling and Local HR Links.** We have worked hard to create stronger links between EDI to HR Operations Team to ensure joined up working to support people in relation to EDI, for example the EDI and Human Rights policy referred to above.

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We hold an annual **Recognition Event** and present awards in categories such as "Excellence in supporting patient care", 'Outstanding contribution to our communities" and "Outstanding contribution to leadership." The event provides an opportunity to showcase achievements across different roles and services, as well as to connect staff, provide informative entertainment through a guest speaker and hear from senior leaders in the organisation. Staff and Staff Side contribute to the content and format to make it a really inclusive event. We also have a **"Going The Extra Mile Award"** scheme whereby the Chief Executive and Independent Chair recognise individual and team contributions to CWP which go above and beyond normal job requirements to deliver excellent services.

Staff stories from people covered by a number of protected characteristics are shared within the Trust and externally on social media to raise awareness of protected characteristics, comment on support received from the Trust and share experiences. These are also discussed at the start of EDI Group meetings to highlight the different protected characteristics and focus members' minds for the remainder of the meeting.

Equality Delivery System 2 Goal 4:		
4. 'Inclusive Leadership'	Verified by: Staffside Reps	
CWP Trustwide	**2018-19**	**2019-20**
EDS2 Outcome 4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	**Achieving**	**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**	**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**	**Achieving**

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Supporting Evidence

The **Care Quality Commission's Well Led Inspection** which took place between January and March 2020 resulted in an overall Trust quality rating of "Good". The inspection report states that staff feel "respected, supported and valued by their teams and local managers."

CWP Trust Board is fully signed up to the principles of Equality, Diversity and Inclusion with the Director of Nursing, Therapy and Patient Partnerships being the Executive Lead for EDI which sends out a really positive message that we actively develop staff to be successful and empowered in creating a personal fair and diverse workplace.

The Trust fully supported the new format of **EDI training** which was implemented in June 2019 following consultation with Council of Governors and Staff Side colleagues. This is now in place and is 3 yearly as opposed to non-renewable. Compliance with this is reviewed as part of the EDI Trustwide Group business cycle. We have also developed and delivered a training programme for our **Council of Governors**. EDI continues to form part of our induction training programme for new staff and volunteers.

Board commitment is also demonstrated in various other ways. Examples are chairing the Trustwide EDI Group meeting, introducing EDI initiatives such as EDI Awareness Training sessions, Facebook Live broadcasts and the NHS Rainbow Pin Badge launch.

The **Staff Survey** indicates that CWP's score for EDI is above the national average and is amongst the highest scoring Trusts in this factor. It also indicates that the number of staff saying they have experienced discrimination in the last 12 months is lower than the national average.

Care Group Business and Governance Meeting agendas now have EDI as a standing agenda item and all meetings also follow our newly developed "Autism informed meeting guidance" and ask that introductions involve the use of pronouns to ensure that meetings are as person centred and inclusive as possible.

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National and International Awareness Days are celebrated to increase awareness and raise the profile of EDI. Similarly, EDI initiatives are communicated to managers and staff via the weekly news bulletin and the staff Facebook page to demonstrate senior support and so increase awareness.   We have also increased use of quarterly **CWP Life magazine and the CWP Twitter** account to further increase the profile of EDI in order to continue to make it part of everything we do. We have established **EDI intranet pages** as a reference and signposting resource for people and are improving this on an ongoing basis taking on board people's feedback and suggestions.

Managers support members of their teams using a **person centred approach** and, since more EDI Champions have been recruited this year their managers support them by releasing them to attend meetings and take part in EDI initiatives and projects during working hours as many of these form key aspects of the annual EDI Schedule of Events. Managers also encourage their teams to submit Staff Stories.

We held **Pride Launch** events in Crewe and Chester with Board leadership as a visible demonstration of inclusion to our community. Working with our LGBT+ Network Group, we sponsored, promoted and attended **Crewe Pride In The Park** as well as **Chester Pride** and enlisted executive level involvement so as to influence as many people as possible to become involved.

We continue to carry out monitoring to ensure that **Trust Board and Sub Committee papers** remain in the new format and have been uploaded onto the Trust intranet website.

We carry out **awareness raising and sharing of good practice** at team meetings to raise awareness of protected characteristics covered under the Equality Act 2010 and run celebratory events such as Black History Month and International Day against Racial Discrimination to raise the profile of EDI and promote awareness within the workplace. We have devised and published an online **Calendar of Events** to raise awareness of protected characteristics and celebrate local and national events and religious festivals and events throughout the year.

9. 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.

10. Recommendations:

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

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.

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Version	Name(s) – Group(s)	Date of Issue
1	EDS2 Assessment 2019-2020 Report Compiled by: Philip Makin, Equality, Diversity & Inclusion Co-ordinator	July 2020

Equality Diversity & Inclusion Co-ordinator and Equality, Diversity & Inclusion Leads
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