

# Equality Delivery System 2 (EDS2) – Implementation Briefing Paper

## 1. What is the EDS2?

EDS2 is a tool which aims to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse. It helps organisations to achieve compliance with the Public Sector Equality Duty (PSED) and related NHS standards and frameworks. It is aligned to NHS England's commitment to an inclusive NHS that is fair and accessible to all.

## 2. How does EDS2 Work? – EDS2 Outcomes

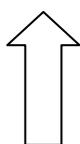
EDS2 consists of 18 outcomes grouped into four goals. These outcomes focus on the issues of most concern to patients, carers, communities, NHS staff and Boards. Against all these outcomes performance is analysed, graded and action is agreed.

The four EDS2 goals are:

<b>1. Better health outcomes</b>
<b>2. Improved patient access and experience</b>
<b>3. A representative and supported workforce</b>
<b>4. Inclusive leadership</b>

For each EDS2 outcome, there are four grades, and a RAG <sup>“plus”</sup> rating, to choose from:

- Excelling – **Purple**
- Achieving - **Green**
- Developing – **Amber**
- Undeveloped – **Red**



## 3. Previous EDS2 Assessment

LECCG and SLCCG first EDS2 assessment took place in late 2017 information from which was evaluated early 2018, this led to the approval of 4 year EDHR objectives and action plan (2018 – 22). Following this initial action plans for 2018 – 20 was produced to kick start the work for both CCG's. It's now time, once again, to assess our practices in line with EDS2 outcomes for that period.

## 4. EDS2 Implementation plan 2019-20

Good governance and leadership commitment linked to mainstream business, inclusive engagement with a wide range of stakeholders, and the use of a range of evidence and insight provide solid foundations for successful EDS2 implementation. We have devised a EDS2 implementation plan which will:-

1. Review the 18 outcomes of EDS2 in line with the outcomes of the initial action plan objectives for 2018-20
2. Agree with Engagement lead on how these will be disseminated etc. and liaise with the Communications team to publicise this work internally and externally
3. Consult widely on the 18 outcomes with local stakeholders, patients and staff
4. Analyse the data collected from the consultation exercise.
5. Identify and agree between 1-3 priorities areas from the analysis.
6. Collate evidence in relation to these 1-3 priorities.

7. Re-establish the **Assessors** group (through patient council), and make arrangements to present the evidence to the group.
8. Following discussion and scoring of the priority areas develop these into SMART equality objectives.
9. Publish these on Trust website and incorporate them into the EDHR strategy action plans for continued action and monitoring.

EDS2 implementation plan 2019/20 – link:-



EDS2 implementation  
plan - 2019.docx

**Note:** *Currently EDS2 work will be undertaken as before across each CCG, as assessment will be based on previous action plan outcomes. However, from the results of the assessment, we will be able to identify and agree some common EDHR work priorities to take forward in the future as a single entity.*

### **5. Engagement with local stakeholders/ `local interests`**

Engagement with local stakeholders/ local interests is imperative to ensure that EDS2 works. Local stakeholders include:

- patients
- carers
- members of local community groups
- representatives of local voluntary and community organisations
- NHS staff
- representatives of staff-side organisations
- other members of the public

The aim is to work in partnership with voluntary and community sectors so that CCG engages more effectively with a wide range of local communities including marginalised and seldom-heard groups.

### **6. Protected Characteristics**

EDS2 should be applied to people whose characteristics are protected by the Equality Act 2010. The nine characteristics are as follows:-

- Race including nationality and ethnic origin
- Sex
- Disability
- Sexual orientation
- Religion or belief
- Gender re-assignment
- Age
- Marriage and civil partnership
- Pregnancy and maternity

Within each characteristic the risk of discrimination is greater for some people who use or work in the NHS than others. The implication of this is that NHS organisations should choose which aspect of each protected characteristic to focus on when using EDS2 based on insight, evidence, and discussion with local stakeholders. However, CCGs should ensure that all aspects of all characteristics are explored in the longer-term, in a balanced

way. As part of reducing health inequalities work, the CCG should also consider other disadvantaged groups, who experience difficulties in accessing, and benefitting from, the NHS e.g., people who are homeless, those who live in poverty, long-term unemployed and people who misuse drugs etc.

#### **7. New EDS (3)**

A new standard is currently being developed by NHS England for which both CCG's have agreed to pilot. We are awaiting information from NHS England and will keep you informed on how we intend to progress this forward in the future.

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