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| NHS Equality Delivery System 2022 |
| EDS Reporting Template |
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| Version 1, 15 August 2022 |

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| Classification: Official |
| Publication approval reference: PAR1262 |

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## Equality Delivery System for the NHS

***The EDS Reporting Template***

Implementation of the Equality Delivery System (EDS) is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS in accordance EDS guidance documents. The documents can be found at: [www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/](http://www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/)

The EDS is an improvement tool for patients, staff and leadersof the NHS.It supports NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions - to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement and insight.

The EDS Reportis a template which is designed to give an overview of the organisation’s most recent EDS implementation and grade. Once completed, the report should be submitted via england.eandhi@nhs.net and published on the organisation’s website.

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| **Name of Organisation**  | Staffordshire and Stoke-on-Trent Integrated Care Board | **Organisation Board Sponsor/Lead** |
| Caroline Nokes Lawrence (Head of People, OD and Inclusion)Alex Brett (Chief People Officer) |
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| **Name of Integrated Care System** | Staffordshire and Stoke-on-Trent |
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## NHS Equality Delivery System (EDS)

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| **EDS Lead**  | Granville Thelwell | **At what level has this been completed?** |
|  |  |  |  | **\*List organisations** |
| **EDS engagement date(s)** | Tuesday 24 January 2023Wednesday 25 January 2023(Question and Answer sessions facilitated) | **Individual organisation**  | Staffordshire Stoke-on-Trent |
|  |  |  | **Partnership\* (two or more organisations)** |  |
|  |  |  | **Integrated Care System-wide\*** |  |

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| **Date completed** | Thursday 09 February 2023 | **Month and year published**  | February 2023 |
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| **Date authorised**  | TBC | **Revision date** |  |

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| **Completed actions from previous year** |
| **Action/activity** | **Related equality objectives** |
| 2022 will be the ICB’s first EDS submission. |  |

##  EDS Rating and Score Card

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| Please refer to the Rating and Score Card supporting guidance document before you start to score. The Rating and Score Card supporting guidance document has a full explanation of the new rating procedure, and can assist you and those you are engaging with to ensure rating is done correctlyScore each outcome. Add the scores of all outcomes together. This will provide you with your overall score, or your EDS Organisation Rating. Ratings in accordance to scores are below |
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| **Undeveloped activity** – **organisations score out of 0** for each outcome | Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped**  |
| **Developing activity** – **organisations score out of 1** for each outcome | Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing** |
| **Achieving activity** – **organisations score out of 2** for each outcome | Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving** |
| **Excelling activity** – **organisations score out of 3** for each outcome | Those who score **33,** adding all outcome scores in all domains, are rated **Excelling** |

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 1: Commissioned or provided services*** | 1A: Patients (service users) have required levels of access to the service | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| 1B: Individual patients (service users) health needs are met | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| 1C: When patients (service users) use the service, they are free from harm | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| 1D: Patients (service users) report positive experiences of the service | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| **Domain 1: Commissioned or provided services overall rating** | N/A |  |

## Domain 1: Commissioned or provided services

## Domain 2: Workforce health and well-being

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 2:*** ***Workforce health and well-being*** | 2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions | * Workforce development and well-beingStaff Support Groups, Networks and Allies
* Staff Engagement Group Terms of Reference
* Ethnic Diverse Group Terms of Reference
* Black and Disability History Month Employee Profiles
* Health and Wellbeing Conversations
* Staff Phycological Wellbeing Hub – workshops
* Mental Health First Aiders
* Wellbeing Apps
* ICB Staff Flu and Covid vaccinations
* Every Mind Matters
* Workforce Health and Well-beingICB Workforce Profile and Health Data
* Policies and Procedures
 | Achieving  | Caroline Nokes Lawrence (Head of People, OD and Inclusion) |
| 2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source  | * Workforce development and well-beingStaff Support Groups, Networks and Allies
* Staff Engagement Group Terms of Reference
* Ethnic Diverse Group Terms of Reference
* Zero Tolerance Poster
* Anti Bullying message from Chief Executive Officer and Chief People Officer
* Domestic Abuse Ambassadors
* System wide Staff Equality Networks
* Policies and Procedures
 | Achieving | Caroline Nokes Lawrence (Head of People, OD and Inclusion) |
| 2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source | * Workforce development and well-beingStaff Support Groups, Networks and Allies
* Staff Engagement Group Terms of Reference
* Ethnic Diverse Group Terms of Reference
* Zero Tolerance Poster
* Anti Bullying message from Chief Executive Officer and Chief People Officer
* Black and Disability History Month Employee Profiles
* Wellbeing Guardian
* Culturally sensitive health and wellbeing conversations guidance
* Domestic Abuse Ambassadors
* Freedom to Speak Up Month
* Workforce Health and Well-beingICB Workforce Profile and Health Data
* Workforce Health and Well-beingICB Workforce Profile and Health Data
* Policies and Procedures
 | Achieving | Caroline Nokes Lawrence (Head of People, OD and Inclusion) |
| 2D: Staff recommend the organisation as a place to work  | * Workforce development and well-beingStaff Support Groups, Networks and Allies
* Staff Engagement Group Terms of Reference
* Ethnic Diverse Group Terms of Reference
* Black and Disability History Month Employee Profiles
* High Potential Scheme Cohort 2
* Inclusive Recruitment
* Capturing leavers feedback
* Recruitment and Selection training for line managers
* New Menopause page launched on IAN
* Workforce Health and Well-beingICB Workforce Profile and Health Data
* Policies and Procedures
* Positive Action
 | Achieving | Caroline Nokes Lawrence (Head of People, OD and Inclusion) |
| **Domain 2: Workforce health and well-being overall rating** | Achieving  |  |

## Domain 3: Inclusive leadership

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| **Domain** | **Outcome** | **Evidence**  | **Rating** | **Owner (Dept/Lead)** |
| ***Domain 3:*** ***Inclusive leadership*** | 3A: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| 3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| 3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients | N/A – ICB completed Domain 2 of EDS 2022 only | N/A | N/A |
| **Domain 3: Inclusive leadership overall rating** | N/A |  |

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| **Third-party involvement in Domain 3 rating and review** |
| **Trade Union Rep(s):** | **Independent Evaluator(s)/Peer Reviewer(s):** |

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| EDS Organisation Rating (overall rating): |
| Organisation name(s):  |
| Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped** Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing**Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving**Those who score **33,** adding all outcome scores in all domains, are rated **Excelling** |

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| **EDS Action Plan** |
| **EDS Lead** | **Year(s) active** |
| Granville Thelwell | 2023/24 |
| **EDS Sponsor** | **Authorisation date** |
| Caroline Nokes Lawrence (Head of People, OD and Inclusion)Alex Brett (Chief People Officer) |  |

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| **Domain**  | **Outcome**  | **Objective** | **Action** | **Completion date** |
| **Domain 1: Commissioned or provided services** | 1A: Patients (service users) have required levels of access to the service | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |
| 1B: Individual patients (service users) health needs are met | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |
| 1C: When patients (service users) use the service, they are free from harm | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |
| 1D: Patients (service users) report positive experiences of the service | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |

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| **Domain**  | **Outcome**  | **Objective** | **Action** | **Completion date** |
| **Domain 2:****Workforce health and well-being** | 2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions | Improve workforce data in order to provide and target support. | * Establish how to approach, support and capture staff data in relation to Obesity.
* Work with ICB Staff Networks & SEG to develop initiatives to encourage staff to disclose health conditions and/or seek support e.g. Consider as a possible development session discussion at Staff Development Day.
 | February 2024 |
| 2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source  | Measure activity and outcomes in relation to reducing abuse, harassment, bullying and physical violence.  | * Develop a more action orientated approach to bullying with a focus on prevention.
* Look how Zero Tolerance is evidenced/demonstrated/communicated within the ICB Leadership.
* ICB/ICS to define their meaning of abuse, harassment, bullying.
* Link Policy/Statement to Outcomes/Activity
* Establish baseline for abuse, harassment, bullying and/or physical violence.
 | February 2024 |
| 2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source | Monitor and report on staff support outcomes and staff experiences in relation to accessing independent support and advise.  | * Review SEG for inclusivity, representative across the 7 portfolios.
* Work with ICB Staff Networks & SEG to develop initiatives to encourage staff to disclose and/or seek support e.g. Consider as a possible development session discussion at Staff Development Day.
* Monitor and report on staff accessing support and their experiences/outcomes by relevant protected characteristics.
* Establish staff side procedure to monitor activity, report on tangible and measurable outcomes.
 | February 2024 |
| 2D: Staff recommend the organisation as a place to work and receive treatment | Identify activity/initiatives to demonstrate EDI development and improvement. | * Review selection process for Gold/Silver Command.
* Carry out staff engagement (as per previous MOC) to measure progress/opportunities.
* Work with Ethnic Diverse Group & SEG to develop initiative/s to encourage ethnic staff towards.
 | February 2024 |

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| **Domain**  | **Outcome**  | **Objective** | **Action** | **Completion date** |
| **Domain 3:****Inclusive leadership** | 3A: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |
| 3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |
| 3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients | N/A – ICB completed Domain 2 of EDS 2022 only | N/A – ICB completed Domain 2 of EDS 2022 only | N/A |

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