

NHS Equality Delivery System 2 – Summary Document

The main purpose of the EDS2 is to help local NHS organisations, in discussion with local partners and communities, to review and improve their performance for people with characteristics protected by the Equality Act 2010. By implementing the EDS2, the Trust is further supported to deliver its Public Sector Equality Duty.

There are four EDS2 goals that relate to issues that matter to people who use, and work in, the NHS:

1. Better health outcomes for all
2. Improved patient outcomes and experience
3. A representative and supported workforce
4. Inclusive leadership

This year, the Trust reviewed its Adult Mental Health Inpatient services using the EDS2 framework. The service was internally graded by self-assessment and produced an evidence document. Following the self-assessment, NHFT worked with a group of service users, carers and patients involved to form an external grading panel. The panel reviewed and graded the Adult Mental Health Inpatient Services accordingly.

While NHFT graded itself as ‘developing’ (amber), the external grading panel upgraded NHFT as ‘achieving’ (green) for 6 out of the 18 outcomes (see below). The areas to improve have been identified and discussed with the Head of Adult Mental Health Services. An action plan was developed based on the areas identified for improvement, and will be considered by the Inpatient Recovery Group. Below is a summary of the results of our grading:

Equality Delivery System 2 (EDS2) 2017 internal and external grading		Internal grading (NHFT self-assessment)	External grading
1. Better health outcomes for all			
1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities		
1.2	Individual people's health needs are assessed, and met, in appropriate and effective ways		
1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed		
1.4	When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse		

Equality Delivery System 2 (EDS2) 2017 internal and external grading		Internal grading (NHFT self-assessment)	External grading
1.5	Screening, vaccination and other health promotion services reach and benefit all local communities	Yellow	Green
2. Improved patient outcomes and experience			
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	Yellow	Yellow
2.2	People are informed and supported to be as involved as they wish to be in decisions about their care	Yellow	Yellow
2.3	People report positive experiences of the NHS	Yellow	Green
2.4	People's complaints about services should be handled respectfully and efficiently	Yellow	Yellow
3. A representative and supported workforce			
3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Yellow	Yellow
3.2	The NHS is committed to equal pay and for work of equal value, and expects employers to use equal pay audits to help fulfil their legal obligations	Yellow	Yellow
3.3	Training and development opportunities are taken up and positively evaluated by all staff	Yellow	Green
3.4	When at work, staff are free from abuse, harassment, bullying, and violence from any source	Yellow	Yellow
3.5	Flexible working options are available to all staff, consistent with the needs of the service, and the way people lead their lives	Yellow	Green
3.6	Staff report positive experiences of their membership of the workforce	Yellow	Green
4. Inclusive leadership			
4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Yellow	Green

Equality Delivery System 2 (EDS2) 2017 internal and external grading		Internal grading (NHFT self-assessment)	External grading
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		
4.3	Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination		