



North Cumbria
Clinical Commissioning Group

Equality Delivery System (EDS2)

Interim Report

December 2017

Introduction

The Public Sector Equality Duty requires public sector organisations to report every year on how they are meeting equality legislation. This requirement initially came in in January, meaning that the CCG has prepared a report every January to ensure the legislation is met.

In the Equality Report for 2016/17 one of the aims going forward was:

- Developing the Public Sector Equality Strategy and Objectives to suit the boundary changes and to widen the partnership to include the acute trust. Working towards joint reporting using an EDS 2 framework.

Over the years Cumbria Partnership Foundation Trust (CPFT) and North Cumbria University Hospitals Trust (NCUHT) timeframe have changed their reporting timeframes to later in the year. So to enable us to report jointly we need to adjust our reporting timeframe to match. This requires an additional interim report now so we can report later in 2018. The aim going forward will be to use EDS2 (explained below) as the reporting mechanism. Therefore this report is based on EDS2.

Equality Delivery System 2

The Equality Delivery System (EDS) is a toolkit designed to help NHS organisations to meet the requirements of the Public Sector Equality Duty (PSED), in accordance with the Equality Act (2010) with implementation a requirement of both commissioners and providers. The original version was updated and became EDS2.

EDS2 is a set of 18 outcomes grouped into four goals, two with a patient focus and two with a workforce focus:

- **Better health outcomes:** The NHS should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results
- **Improved Patient access and experience:** The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve
- **Representative and supported workforce:** The NHS should increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients' and communities' needs.
- **Inclusive leadership at all levels:** NHS organisations should ensure that equality is everyone's business, and everyone is expected to take an active part, supported by the work of specialist equality leaders and champions

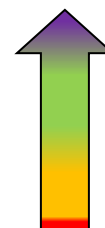
The outcomes focus on the issues of most concern to patients, carers, communities, NHS staff and Boards. It is against these outcomes that performance is analysed, graded and action determined.

EDS2 is applied to people whose characteristics are protected by the Equality Act (2010), and other identified vulnerable groups. The nine protected characteristics are age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race including nationality and ethnic origin, religion or belief, sex, and sexual orientation. Other issues taken into account in our area are Carers and Rurality.

The grading process includes an annual self-assessment against the 18 outcomes followed by an engagement event which includes a wide range of stakeholders and partners from across different communities to hear, discuss and comment on the self-assessment. The outcome of the engagement event would feed into the final grading.

The four assessment grades are:

- Excelling (**Purple**) all protected groups fare as well as other people overall
- Achieving (**Green**) most protected groups fare as well as other people overall
- Developing (**Amber**) only **some** protected groups fare as well as other people overall
- Undeveloped (**Red**) all protected groups fare poorly compared with other people overall



A wider explanation of the grades is included at Appendix A.

How EDS Goals Link to Our Objectives

The table below shows how the CCG objectives and the Partnership Objectives link in with the EDS goals:

EDS Goals	North Cumbria CCG Equality Objectives	Partnership Objectives
<ul style="list-style-type: none"> • Better Health Outcomes 	<ul style="list-style-type: none"> • Improve access to services • Achieve improvements in overall health by clinical effectiveness, patient safety and patient experience for all through quality monitoring of commissioned services • Act on information received from engagement activities and patient feedback. 	<p><u>Operational Delivery</u> – To provide an equitable, responsive and appropriate service to all communities in Cumbria, encouraging and supporting the reporting of crime, appropriate use of services and promotion of health and wellbeing.</p>
<ul style="list-style-type: none"> • Improved Patient Access and Experience 	<ul style="list-style-type: none"> • Consult and Engage with a wide range of stakeholders about issues likely to have an impact on users of services. • Ensure that all staff are aware that equality is everyone’s business and everyone is expected to contribute to the CCG’s Equality Objectives 	<p><u>Organisational Change</u> – To engage with communities and stakeholders internally and externally, improving communication and building confidence and trust in the Public Sector in Cumbria. Embedding equality into everyday business and processes to ensure all staff contributes to meeting these objectives.</p>
<ul style="list-style-type: none"> • Representative and supported workforce 	<ul style="list-style-type: none"> • Provide a working environment that values and respects the individual and challenges discrimination, harassment, bullying and victimisation. 	<p><u>People and Culture</u> – building an inclusive and supportive working environment that encourages development, progression and retention of staff and volunteers. Creating a culture where all staff feel valued and where people want to come and work.</p>
<ul style="list-style-type: none"> • Inclusive leadership at all levels 		

Summary of Interim Assessment

Assessment and Grading

This interim assessment is an internal assessment and hasn't been assessed by wider stakeholders, but is based on the grading of both providers which have been assessed at engagement events with wider stakeholders.

EDS Goals	CCG Grading	
1. Better Health Outcomes	Yellow	Green
2. Improved Patient Access and Experience	Yellow	Green
3. Representative and supported workforce	Yellow	Green
4. Inclusive leadership at all levels	Yellow	Green

The breakdown of the outcomes under each goal is attached in Appendix

Because the CCG is responsible for commissioning the services provided there shouldn't be a vast difference between the grades of the commissioner and its providers, particularly Goals 1 and 2.

Below is a summary table of the grades of the CPFT and NCUHT.

EDS Goals	CPFT Grading	NCUHT Grading	
1. Better Health Outcomes	Yellow	Green	Yellow
2. Improved Patient Access and Experience	Yellow	Green	
3. Representative and supported workforce	Green	Yellow	Green
4. Inclusive leadership at all levels	Yellow	Green	Yellow

EDS Grades

EDS2 is applied to people whose characteristics are protected by the Equality Act (2010), and other identified vulnerable groups. The nine protected characteristics are age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race including nationality and ethnic origin, religion or belief, sex, and sexual orientation. Other issues taken into account in our area are Carers and Rurality.

Undeveloped (red)	Developing (orange)	Achieving (green)	Excelling (purple)
if there is no evidence one way or another for any protected group of how people fare ...OR if evidence shows that the majority of people in only two or less protected groups fare well	if evidence shows that the majority of people in three to five protected groups fare well	if evidence shows that the majority of people in six to eight protected groups fare well	if evidence shows that the majority of people in all nine protected groups fare well

- Goal 1: Better health outcomes:** The NHS should achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results
- Goal 2: Improved Patient access and experience:** The NHS should improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve
- Goal 3: Representative and supported workforce:** The NHS should increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients' and communities' needs.
- Goal 4: Inclusive leadership at all levels:** NHS organisations should ensure that equality is everyone's business, and everyone is expected to take an active part, supported by the work of specialist equality leaders and champions

GOAL	OBJECTIVE	GRADING
1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Developing
1.2	Individual people's health needs are assessed and met in appropriate and effective ways	Developing
1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well informed	Developing
1.4	When people use NHS services their safety is prioritised, and they are free from mistakes, mistreatment and abuse	Achieving
1.5	Screening, vaccination and other health promotion services reach and benefit all communities	Achieving
2.1	Patients, carers and communities can readily access hospital, community health, or primary care services and should not be denied access on unreasonable grounds	Achieving
2.2	People are informed and supported to be involved as they wish to be in decisions about their care	Developing
2.3	People report positive experiences of the NHS	Developing
2.4	People's complaints about services are handled respectfully and efficiently	Achieving

3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	ieiving
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
3.3	Training and development opportunities are taken up and positively evaluated by all staff	Developing
3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source	Developing
3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Developing
3.6	Staff report positive experiences of their membership of the workforce	Developing
4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Developing
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
4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Developing