

# EDS2: Governance, System Alignment and Reporting

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# Equality Delivery System for the NHS

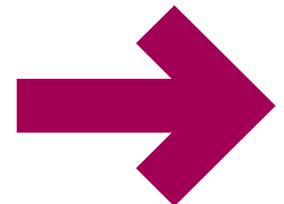
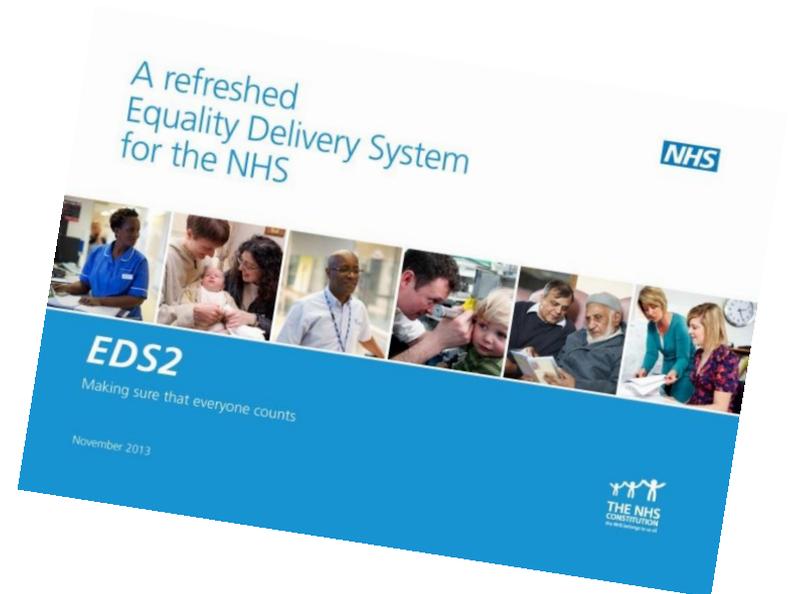
Legal, moral, quality and business cases for continuous improvement in equality performance:

Equality and Diversity Council

Extensive engagement and co-production – for the system by the system

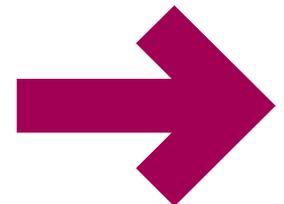
18 outcomes grouped into 4 goals

- Better health outcomes for all
- Improved patient access and experience
- Representative and supportive workforce
- Inclusive leadership



# System alignment

- Obtaining system-wide coverage and implementation
- Importance of system alignment – embedding the minimum number of levers that cover the majority of NHS business for commissioners and providers
- EDS2 18 outcomes relate to issues that matter most to people who use, and work in, the NHS.
- Among other things they support the themes of, and help deliver on, the NHS Outcomes Framework, and the NHS Constitution
  - **CCG Assurance Framework**
  - **NHS standard contract**
  - **CQC's inspection regime**
  - **Equality Act 2010**



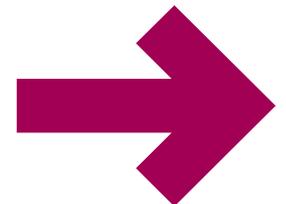
# Clinical commissioning groups

- CCG authorisation 2012/13
- Statutory responsibilities on CCGs and NHS England to reduce inequalities (Health & Social Care Act 2012) and promote equality (Equality Act 2010)
- Focus on equality and EDS2 within the CCG Assurance Framework 2015/16
- CCGs should demonstrate robust implementation of EDS2 to help meet the PSED and help make improvements across the 9 protected characteristics; and assure, through the provision of evidence, that their providers do the same



# NHS providers

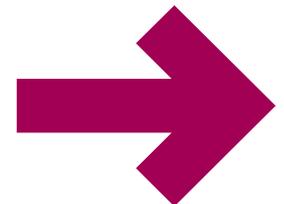
- NHS standard contract – NHS providers must use EDS2 to help meet the public sector Equality Duty
- Embedding EDS2 within CQC's new inspection regime for hospital trusts
- EDS2 outcomes are matched to CQC's five key questions (safe, effective, caring, responsive, well-led)
- CQC inspection teams will look at trust's EDS information at inspection planning stage re: organisational performance on equality
- Workforce Race Equality Standard (WRES) and closing down workforce experience and representation metrics between White and BME staff



# Public Sector Equality Duty

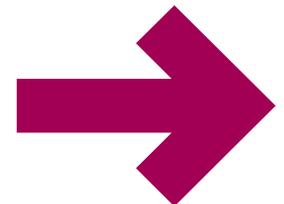
EDS2 and the two specific equality duties :

- The evidence behind the EDS2 grading, once published, can help organisations meet the specific duty of publishing equality information by 31 January, annually
- The 4-6 EDS2 outcomes selected for organisations to focus upon, can be transformed into SMART equality objectives for the 4-year period and published



# Reporting

- Consistency : adaptation balance
- The EDS2 Summary Report Template
- Scoping the development of a EDS2 Dashboard
  - Sharing good practice
  - Aiding regulators re: evidence source
  - Promoting openness and transparency





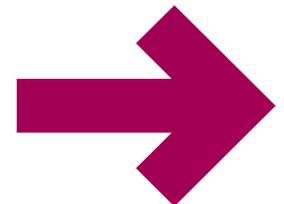
# Leadership, Engagement and Experience

Kate Milton  
NHS England

25<sup>th</sup> November 2015

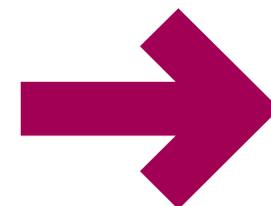
# Leadership

- Without buy in from the top, EDS2 will not succeed
- Three EDS2 goals covering leadership
  - Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
  - Middle managers supporting staff to work in culturally competent ways
- Leaders need to be committed and drive through improvements
- Different ways to evidence leadership commitment
- Needs to be a clear understanding of EDS2, benefits of implementing in and consequences of not implementing it
- Grades encourage focus to set equality objectives owned by and reported to the Board



# Examples of leadership commitment within NHS England, and thus across the NHS as a whole

- Commitment in the Five Year Forward View, and 2015-16 business plan
- Mandated Workforce Race Equality Standard and EDS2
- CEO Chairs a multi-agency Equality and Diversity Council
- Commitment to employing more people with learning disabilities
- [Tool kit launched at the national NHS equality conference](#)



# Partnership and Stakeholder Engagement

- Not a self-assessment
- Contingent upon engagement
- Grades need to be agreed with stakeholders
- In event of a disagreement the stakeholder view prevails
- Train them in EDS2 and grading system
- Present evidence
- Consider grades and ask for input

A refreshed  
Equality Delivery System  
for the NHS

**NHS**



**EDS2**

Making sure that everyone counts

November 2013

THE NHS  
CONSTITUTION

# Patient Experience

- Two outcomes for patients, Better health outcomes and Improved patient access and experience, with 12 goals, including
  - People from all groups report positive experiences of the NHS
  - People are informed and supported to be as involved as they wish in decisions about their care
- Dedicated patient experience teams
- Patient surveys (hospital, GP, A&E waiting times)
- Friends and Family Test
- Focus groups
- Healthwatch
- Care Quality Commission inspections

