



South Warwickshire  
University  
NHS Foundation Trust



Worcestershire  
Acute Hospitals  
NHS Trust



George Eliot Hospital  
NHS Trust



Wye Valley  
NHS Trust

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| <b>Report to</b>  | Foundation Group Boards   | <b>Agenda Item</b> |  |
| <b>Date of Meeting</b>  | 7 February 2024   |                    |  |
| <b>Title of Report</b>  | Equality Update - NHS Equality Delivery Scheme (EDS 2022)   |                    |  |
| <b>Status of report:<br/>(Consideration, position<br/>statement,<br/>information, discussion)</b> | For information   |                    |  |
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| <b>Lead Executive Director:</b>   | GEH & SWFT – Gertie Nic Philib, Chief People Officer<br>WAHT – Tina Ricketts, Chief People Officer<br>WVT – Geoffrey Etule, Chief People Officer  |                    |  |
| <b>1. Purpose of the Report</b>   | Trusts are required to publish their EDS 2022 reports on their website. These reports present the Trusts' findings and actions against the three domains identified in EDS 2022.  |                    |  |
| <b>2. Recommendations</b>   | Foundation Group Boards are asked to receive and note these reports.  |                    |  |
| <b>3. Executive Assurance</b>   | <p>Foundation Group Boards can be assured that all four Trusts publish their EDS 2022 reports annually in accordance with requirements.</p> <p>All four Trusts are committed to ensuring an equitable and inclusive workforce and will continue to work through actions to address any gaps identified.</p> |                    |  |

**South Warwickshire University NHS Foundation Trust  
Worcestershire Acute Hospitals NHS Trust  
George Eliot Hospital NHS Trust  
Wye Valley NHS Trust**

**Report to Foundation Group Board – 7 February 2024**

**Equality Update NHS Equality Delivery Scheme (EDS 2022)**

**Executive Opinion and Assurance**

Trusts are required to publish their EDS 2022 reports on their website on an annual basis. Foundation Group Boards can be assured that all four Trusts are complying with this requirement.

**Executive Summary**

This report outlines the ratings against the three Domains within EDS 2022 for each of the four Trusts within the Foundation Group.

The report gives an overview of the requirements of EDS 2022 and provides assurance that all four Trusts are achieving the standards expected.

**Recommendation**

Foundation Group Boards are asked to receive and note this report.

Gertie Nic Philib  
Chief People Officer, GEH/SWFT

Tina Ricketts  
Chief People Officer, WAHT

Geoffrey Etule  
Chief People Officer, WVT

## 1. Background

The Equality Delivery System (EDS) was first launched for the NHS in November 2011 as a system to help NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010.

It was refreshed in November 2013 (EDS2) with a wider review undertaken in 2022, taking account of the new system architecture. The review also took into account the impact of Covid-19 on different population groups and was co-produced in collaboration between NHS England, NHS Improvement and the NHS Equality and Diversity Council (EDC).

The main purpose of the EDS was, and remains, to help local NHS systems and organisations, in discussion with local partners and local populations, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS 2022, NHS organisations can also be helped to deliver on the Public Sector Equality Duty.

EDS 2022 is aligned to NHS England's Long Term Plan and its commitment to an inclusive NHS that is fair and accessible to all. EDS 2022 implementation by NHS provider organisations is mandatory in the NHS Standard Contract.

## 2. Scope of EDS 2022

The EDS comprises 11 outcomes spread across 3 Domains, which are:

- 1) Commissioned or provided services
- 2) Workforce health and well-being
- 3) Inclusive leadership

It is an improvement tool for NHS organisations, in collaboration with patients, public, staff, staff networks and trade unions, to review and develop their services, workforce and leadership. The outcomes are each evaluated, scored and rated using available evidence and insight. The ratings then provide assurance or point to the need for improvement.

Each outcome is scored and rated as follows:

|  |   |
|--|---|
| <b>Undeveloped activity – organisations score 0</b> for each outcome | Those who score <b>under 8</b> , adding all outcome scores in all Domains, are rated <b>Undeveloped</b>         |
| <b>Developing activity – organisations score 1</b> for each outcome  | Those who score <b>between 8 and 21</b> , adding all outcome scores in all Domains, are rated <b>Developing</b> |
| <b>Achieving activity – organisations score 2</b> for each outcome   | Those who score <b>between 22 and 30</b> , adding all outcome scores in all Domains, are rated <b>Achieving</b> |
| <b>Excelling activity – organisations score 3</b> for each outcome   | Those who score <b>31 and above</b> , adding all outcome scores in all Domains, are rated <b>Excelling</b>      |

Scores are then added together to provide an overall score, or an EDS Organisation Rating.

## 2.1 Domain 1: Commissioned or provided services - Executive Lead: Chief Nursing Officer

NHS organisations are required to identify three services that they commission and/or provide for patients for assessment in Domain 1. For each service, the following 4 outcomes should be tested with reference to local evidence and insight in discussion with service users, patients, the public, community groups and VCSE organisations:

- 1A: Service users have required levels of access to the service
- 1B: Individual service user's health needs are met
- 1C: When service users use the service, they are free from harm
- 1D: Service users report positive experiences of the service

As Domain 1 measures 3 services, the scores are averaged for each outcome to determine the overall rating.

## 2.2 Domain 2: Workforce health and wellbeing – Executive Lead: Chief People Officer

The health of our NHS workforce is critical and NHS organisations are now encouraged to monitor the health of their workforce, support self-care and build health literacy among their staff. Domain 2 is measured through engagement with staff, staff networks, chaplaincy and trade unions to gain evidence and insight against the following outcomes:

- 2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions
- 2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source
- 2C: Staff have access to support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source
- 2D: Staff recommend the organisation as a place to work and receive treatment

## 2.3 Domain 3: Inclusive leadership – Executive Lead: Chief People Officer

Within NHS organisations, it is the senior leadership that sets the culture and tone and determines how inclusive the organisation is. Domain 3 comprises 3 outcomes that are a test of commitment and 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
- 3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed
- 3C: Board members, system, and senior leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients

### 3. Findings

The full reports for each Trust will be shared on their respective websites. However, the table below identifies the ratings for each organisation.

|  | GEH         | SWFT      | WAHT      | WVT       |
|--|-------------|-----------|-----------|-----------|
| <b>Domain 1: Commissioned or provided services</b> |             |           |           |           |
| 1A   | 2.5         | 3         | 3         | 1         |
| 1B   | 2.5         | 2.5       | 2         | 1         |
| 1C   | 2.5         | 2.5       | 2         | 1         |
| 1D   | 2           | 3         | 2         | 1         |
| <b>Domain 1 overall rating</b>                     | <b>9.5</b>  | <b>11</b> | <b>9</b>  | <b>4</b>  |
| <b>Domain 2: Workforce health &amp; wellbeing</b>  |             |           |           |           |
| 2A   | 2           | 2         | 2         | 2         |
| 2B   | 2           | 2         | 2         | 2         |
| 2C   | 2           | 2         | 2         | 2         |
| 2D   | 2           | 3         | 2         | 1         |
| <b>Domain 2 overall rating</b>                     | <b>8</b>    | <b>9</b>  | <b>8</b>  | <b>7</b>  |
| <b>Domain 3: Inclusive Leadership</b>              |             |           |           |           |
| 3A   | 2           | 2         | 2         | 2         |
| 3B   | 2           | 2         | 1         | 2         |
| 3C   | 2           | 2         | 2         | 1         |
| <b>Domain 3 overall rating</b>                     | <b>6</b>    | <b>6</b>  | <b>5</b>  | <b>5</b>  |
| <b>Total</b>                                       | <b>23.5</b> | <b>26</b> | <b>22</b> | <b>16</b> |

As can be seen, GEH, SWFT and WAHT are all **Achieving** EDS 2022 with some areas **Excelling**. One area at WAHT is **Developing**. WVT are **Developing** Domain 1 but are **Achieving** in the other two Domains. There are no areas at any of the Trusts in the Foundation Group that are **Undeveloped**.

### 4. Next Steps

For each Domain, each organisation now needs to complete an action plan to support the move from achieving to excelling and each Trust has different aspects where they can share learning. Rather than implement additional action plans, it is intended that actions already identified in response to the EDI Improvement Plan, Workforce Race Equality System and Workforce Disability Equality System will combine to create a single Equality, Diversity and Inclusion action plan for each Trust.

Once developed, these action plans will be shared across the Foundation Group in order for us to work collaboratively on delivery of improvements.