

Title	Equality Delivery System 2022 Final Ratings
Area Lead	Debs Smith, Chief People Officer & Tracy Fennell, Chief Nurse
Author	Sharon Landrum & Johanna Ashworth-Jones
Report for	Information

Report Purpose and Recommendations
The purpose of this report is to provide a brief overview of the Equality Delivery System (2022) for Wirral University Teaching Hospital.

Key Risks
<ul style="list-style-type: none"> None

Which strategic objectives this report provides information about:	
Outstanding Care: provide the best care and support	Yes
Compassionate workforce: be a great place to work	Yes
Continuous Improvement: maximise our potential to improve and deliver best value	Yes
Our partners: provide seamless care working with our partners	Yes
Digital future: be a digital pioneer and centre for excellence	Yes
Infrastructure: improve our infrastructure and how we use it.	Yes

Governance journey			
Date	Forum	Report Title	Purpose/Decision
02/02/23	PSQB	EDS 2022 Domain 1	Ratification

1	Narrative
----------	------------------

<p>1.1</p>	<p>All NHS providers are required to implement the Equality Delivery System EDS, as it has been part of the NHS Standard Contract since April 2015 (SC13.5 Equity of Access, Equality and Non-Discrimination). In addition, NHS Commissioning systems are required to demonstrate ‘robust implementation’ of the EDS as set out in the Oversight Framework.</p> <p>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.</p> <p>EDS results and the creation of actions plans are recognised as a contributory improvement enabler to achieving the delivery of the CORE20PLUS5 approach, the five Health Inequalities priorities detailed below and help NHS organisations meet the public sector equality duty (PSED).</p> <p>Priority 1: Restore NHS services inclusively Priority 2: Mitigate against digital exclusion Priority 3: Ensure datasets are complete and timely Priority 4: Accelerate preventative programmes that proactively engage those at greatest risk of poor health outcomes Priority 5: Strengthen leadership and accountability</p> <p>The EDS comprises eleven outcomes spread across three Domains, which are:</p> <ol style="list-style-type: none"> 1) Commissioned or provided services 2) Workforce health and well-being 3) Inclusive leadership. <p>The outcomes are evaluated, scored, and rated using available evidence and insight. It is these ratings that provide assurance or identify areas for improvement.</p> <p>The EDS is designed to encourage the collection and use of better evidence and insight across the range of people with protected characteristics described in the Equality Act 2010 and considers people within social inclusion groups.</p> <p>To take account of the significant impact of COVID-19 on Black, Asian, and Minority Ethnic community groups, and those with underlying and long-term conditions such as diabetes, the EDS now also supports the outcomes of Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) by encouraging organisations to understand the connection between those outcomes and the health and wellbeing of staff members. The EDS provides a focus for organisations to assess the physical impact of discrimination, stress, and inequality, providing an opportunity for organisations to support a healthier and happier workforce, which will in turn increase the quality of care provided for patients and service users.</p>
<p>1.2</p>	<p>Domain 1 - Commissioned or provided services (for noting):</p> <p>Trusts were required to select 2 services for review, with WUTH selecting Maternity services as its CORE20PLUS5 service and Maternity Mental Health Services as its secondary service. This selection process was undertaken in partnership with the Integrated Care Board, Wirral Healthwatch and WUTH’s Patient Experience Executive Lead.</p> <p>The Women’s and Children’s Division nominated a clinical lead to support the Corporate Nursing team with the EDS evidence process and as per the NHS England guidance a set of key stake holders were identified to form the rating engagement group.</p>

Evidence against each of the four sections was collected, catalogued and where possible summarised to present to the rating engagement group. Evidence was socialised directly with the Women's and Children's Division and a Q & A session was held for participants within the rating engagement group to confirm and challenge the evidence provided. A rating session was held 19th January where participants were provided with the opportunity to vote on their ratings anonymously.

The outcome ratings were ratified at PSQB on 2 February 2023 and are as follows:

Outcome	Rating Suggested
Domain 1: Commissioned or Provided Services – Core 20 Plus 5: Maternity Services	
1A: Patients (Service Users) have required levels of access to the service	Achieving Activity
1B: Individual patients (service users) health needs are met	Achieving Activity
1C: When patients (service users) use the service, they are free from harm	Achieving Activity
1D: Patients (service users) report positive experiences of the service	Achieving Activity
Domain 1: Commissioned or Provided Services – Secondary Service: Maternity Mental Health	
1A: Patients (Service Users) have required levels of access to the service	Achieving Activity
1B: Individual patients (service users) health needs are met	Developing activity
1C: When patients (service users) use the service, they are free from harm	Developing activity
1D: Patients (service users) report positive experiences of the service	Achieving Activity

1.3

Domain 2 & 3 - Workforce Health & Wellbeing & Inclusive Leadership (for ratification):

A variety of engagement and evidence collection sessions have been undertaken with EDI Steering Group members and key stakeholders in line with EDS 2022 guidance.

Evidence was collated and sent to all Steering group members and additional stakeholders, with an anonymous rating session held on 3rd February 2023. Additional 1:1 sessions were held to support reasonable adjustment requirements also to capture feedback from those unable to attend.

Healthwatch were also included as part of this process as our independent partners, and participated in rating for all domains.

A summary of the ratings from Domains 2 & 3 are as follows:

Domain 2: Workforce Health & Wellbeing	
2A: When at work staff are provided with support to manage obesity, diabetes, asthma, COPD & mental health conditions	Achieving Activity
2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source	Achieving Activity
2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying, harassment and physical violence from any source	Achieving Activity
2D: Staff recommend the organisation as a place to work and receive treatment	Developing activity
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	Developing activity
3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed	Achieving Activity
3C: Board members, system & senior leaders (Band 9 & Very Senior Managers) ensure levers are in place to manage performance & monitor progress with staff & patients	Developing activity

1.4

Overall Trust Results:

Each outcome is scored based on the following:

Undeveloped Activity	Organisations score 0 for each outcome
Developing activity	Organisations score 1 for each outcome
Achieving activity	Organisations score 2 for each outcome
Excelling activity	Organisations score 3 for each outcome

In line with national EDS 2022 scoring guidance, outcome scores are then added together to gain a domain rating, which are then added together to provide an overall Trust score.

< 8	Undeveloped
8 - 21	Developing
22 - 32	Achieving
33	Excelling

With regards to Domain 1, EDS 2022 Guidance (Dec 2022) identifies that as two service areas are being reviewed, Trusts can use the higher rated service area to form the overall Trust score. Trust results are therefore as follows:

Domain 1 – score 8 points
Domain 2 – score 7 points
Domain 3 – score 4 points

Total Trust score = 19 points and overall Trust outcome is “**Developing**”

Domain 1 has demonstrated the importance of partnership working and its strong links with Wirral Maternity Voices and Wirral Health watch who have been fully involved in the EDS 2022 process including providing and supporting the evidence.

The outcome rating for Domain 1 is a strong position of Achieving Activity for Maternity services however the Women’s & Children’s division acknowledges there is further improvement work to be undertaken. Maternity Mental Health ratings will be shared with WUTH’s Mental Health Transformation group.

Domain 2 has shown the majority of outcomes as achieving, with feedback recognizing a wide range of support services are available for staff and a number of steps taken by the Trust to move forwards.

The main area of concern is in 2D, whereby scores of staff recommending the organisation as a place to work and also for friends and family to receive treatment does not meet the 70% threshold.

Feedback received however, acknowledges the work being undertaken in this area with the launch of the new Strategic retention working groups, flexible working task and finish groups, and review of the exit survey process. It is therefore hoped that these changes will see improvements.

Domain 3 – Feedback received for this domain varied depending on exposure to Board and senior management levels. Feedback gained highlighted that strides had been made by Board members and very senior managers, however this was not always seen or felt by more junior staff. Feedback highlighted that commitment and

	understanding of equality and health inequalities was not routinely demonstrated at divisional / departmental levels.
2	Conclusion
3.1	<p>The Trust has scored an overall rating of “developing” across all domains with an overall score of 19 points, which sits just 3 points below the next level.</p> <p>Feedback on the new EDS system has been largely positive and will support WUTH with identifying areas for improvement and celebration. It is recognised that EDS 2022 is a new process and as such learning will take place on the process in advance of the 2023 assessment.</p>
3	Next Steps
	<p>Actions identified as a result of the EDS 2022 assessment will now be incorporated within People and Patient experience action planning moving forwards.</p> <p>National reporting templates have been completed and uploaded to the Trust website by the required date of 28 February 23. Templates include a summary of the evidence received however detailed information and evidence gathered is available on request.</p>

Author	Sharon Landrum, Workforce Engagement & Inclusion Lead
Contact Number	Ext 7396
Email	Sharon.landrum@nhs.net

and attached separately to support enhanced accessibility.



WUTH EDS 2022
reporting Template

