

# The Equality Delivery System for the NHS

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## An Overview

29 July 2011

# Equality and Diversity Council

The Equality and Diversity Council was formed in 2009 with members from Dept of Health, NHS and other interests.

The EDC reports to the NHS Management Board and is chaired by David Nicholson.

The EDC supports the NHS to:

- deliver fair and personalised services
- promote workplaces free from discrimination
- foster continuous improvement

Major EDC products under development are :

- Guidance on the Equality Act 2010
- The Equality Delivery System
- An Equality Hub

# Equality Delivery System



**The EDS is designed for the NHS by the NHS  
to fit into the new NHS structure**

**It is based on good practice in the NHS and  
beyond, including the Equality Improvement  
Performance Toolkit of the North West**

**It is driven by good engagement and evidence**

In the face of persistent difficulties for protected groups be they patients, community members or staff, the EDS is designed to help NHS organisations improve their performance, reduce health inequalities and be assured of progress.

# Equality Delivery System - who it covers



The EDS is designed to make improvements for patients & staff

The EDS applies to people afforded protection, by the Equality Act 2010, from unfavourable treatment because of specified **'protected'** characteristics

## Protected characteristics

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including national identity and ethnicity
- Religion or belief
- Sex (that is, is someone female or male)
- Sexual orientation

The EDS may apply to those not protected by the Equality Act but who face stigma when accessing or using services, such as homeless people

# Equality Delivery System - what it delivers



The EDS helps the NHS comply with the Public Sector Equality Duty

The EDS helps the NHS to deliver on the :

- NHS Outcomes Framework
- NHS Constitution for patients and staff
- CQC Essential Standards

## Equality Act 2010

PSED (“General Duty”):

- Eliminate unlawful discrimination etc
- Advance equality of opportunity
- Foster good relations

Specific Duties of the PSED:

- Information on compliance
- Equality Objectives

**NHS Outcomes Framework** : Preventing ill health; Recovery from illnesses and accidents; Coping with long-term conditions; Patient safety; Patient experience.

# EDS – Steps for Implementation (i)

- Step 1** Confirm governance arrangements and partnership working
- Step 2** Identify local interests to be involved in performance analysis, grading and other aspects of implementation
- Step 3** Assemble evidence - including JSNAs, Public Health data, CQC surveys & local surveys
- Step 4** Agree roles with LINKs / HealthWatch, Public Health, Health & Well-Being Boards and other parts of the Local Authority
- Step 5** Analyse performance on 18 Outcomes for each protected group, with local interests

## EDS – Steps for Implementation (ii)

- Step 6** Jointly agree overall Grade for each Outcome, with local interests
- Step 7** Prepare equality objectives and associated actions, to span the EDS goals
- Step 8** Integrate equality objectives within mainstream business including, where appropriate NHS Integrated Plans (including QIPP responses) and Quality Accounts
- Step 9** Publish grades /equality objectives locally; commissioners share with PCT Clusters; providers share with their commissioners; Health & Well-Being Boards are informed; and CQC may be alerted to serious concerns

# EDS - Analysis

With local interests, organisations analyse and grade their equality performance against **18** EDS outcomes grouped into **4** EDS goals:

- 1 Better health outcomes for all
- 2 Improved patient access and experience
- 3 Empowered, engaged and included staff
- 4 Inclusive leadership

Account is taken of the FREDA principles that support the Human Rights Act 1998



# EDS grades - overview

For each outcome, one of four grades can be chosen, and related to a RAG rating :

Excelling - **Purple**

Very good outcomes, evidence fully used, local interests fully engaged & equality part of mainstream business

Achieving - **Green**

Developing - **Amber**

Undeveloped - **Red**

Poor outcomes, evidence not used, local interests not engaged & equality not part of mainstream processes

# EDS Grades and Equality Objectives – PCT example

| <i>Goal</i>                       | <i>EDS Outcome</i>                      | <i>Red</i> | <i>Amber</i> | <i>Green</i> | <i>Purple</i> |
|-----------------------------------|---|------------|--------------|--------------|---------------|
| 1. Better Health Outcomes for All | <b>1.1 Health needs for communities</b> |            |              |              |               |
|                                   | 1.2 Individual's health assessments     |            |              |              |               |
|                                   | 1.3 Transitions for individuals         |            |              |              |               |
|                                   | 1.4 Patient safety                      |            |              |              |               |
|                                   | <b>1.5 Public health programmes</b>     |            |              |              |               |

| Equality Objective            | To which <b>EDS goal</b> does the objective apply? | Which <b>EDS outcome</b> does the objective support? | Please summarise the objective with key milestones   |
|-------------------------------|--|--|--|
| 1. Better Palliative Care     | Better Health Outcomes for All                     | 1.1 Health needs for communities                     | <ul style="list-style-type: none"> <li>• Better commissioning of palliative care services for older people</li> <li>• Survey completed March 2012</li> </ul> |
| 2. Targeted Smoking cessation | Better Health Outcomes for All                     | 1.5 Public health programmes                         | <ul style="list-style-type: none"> <li>• Smoking cessation programmes to better focus on BME communities.</li> <li>• 15% reduction in Year 1</li> </ul>      |

# EDS – timeline

|                           |   |
|---------------------------|---|
| <b>From August 2010</b>   | National and regional engagement phase              |
| <b>29 July 2011</b>       | EDS is rolled-out to the NHS                        |
| <b>From August 2011</b>   | Local foundations laid for implementation           |
| <b>October 2011</b>       | National launch of EDS                              |
| <b>November 2011</b>      | Evaluation is commissioned                          |
| <b>By 31 January 2012</b> | Information on compliance is published              |
| <b>By 6 April 2012</b>    | Equality objectives are published                   |
| <b>During 2012/13</b>     | EDS take-up is reviewed                             |
| <b>By 31 January 2013</b> | Information on compliance is reviewed and published |
| <b>By 6 April 2016</b>    | Equality objectives are reviewed and published      |

# EDS - Publications

Five EDS publications were made available to the NHS on 29 July 2011 for immediate use.

- 1 EDS Main Text
- 2 EDS Grades Manual
- 3 EDS : Equality Analysis
- 4 EDS : Statement on Costs and Benefits
- 5 EDS : Easy Steps

[www.eastmidlands.nhs.uk/eds](http://www.eastmidlands.nhs.uk/eds)

[www.dh.gov.uk](http://www.dh.gov.uk)

# Equality Delivery System

