


Equality Delivery System Report (EDS) 2020-21


Wirral Community Health & Care NHS Foundation Trust

Produced by the Inclusion team at Wirral Community Health & Care NHS Foundation Trust (WCHC) and Equality and Inclusion Team and Midlands and Lancashire Commissioning Support Unit (MLCSU)

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Introduction

The Equality Delivery System (EDS) was developed by the national Equality and Diversity Council in 2010 and launched in July 2011. The EDS assessment toolkit was further refined in 2013 and was subsequently renamed as EDS2.

EDS2 is an assessment tool designed to measure NHS quality performance with an aim to produce better outcomes for the people using and working in the NHS, and to gather equality evidence that demonstrates compliance and performance with Section 149 of the Equality Act - the Public Sector Equality Duty (PSED).

NHS England (NHSE) provides guidance on how NHS organisations can implement the EDS2. This report will describe the performance of the annual 2020-21 EDS2 Grading assessment for NHS Wirral CCG.

The EDS goals are:

Goal 1: Better health outcomes

Goal 2: Improved patient access and experience

Goal 3: A represented and supported workforce

Goal 4: Inclusive leadership

The review of equality performance is measured against the extent to which the needs of those with protected characteristics are met. Protected groups include:



Age



Disability



Gender Reassignment



Marriage and Civil Partnership



Religion and Belief



Sex



Pregnancy and Maternity



Race



Sexual Orientation

EDS plan for 2020-21

For 2020, WCHC decided to evaluate goal 4 'inclusive leadership'. This includes the following outcomes.

Inclusive Leadership

4.1 - Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations

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

4.3 - Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination

The plan was devised in early 2020 and involved a joint approach in collaboration with Wirral CCG's and the Midlands and Lancashire Commissioning Support Unit (MLCSU) who lead their Inclusion and Equality work. The inclusion lead at the trust gathered evidence pertaining to Goal 4 and organised graders and a teams meeting to allow evidence to be presented to stakeholders. The stakeholders graded through a surveymonkey link. The stakeholder graders were made up of some Wirral CCG staff and representatives from the trusts staff networks.

EDS grading event

- The EDS grading event took place on 18th March 2021
- The evidence presentation was shared with the staff at the CCG and with the trusts staff network members
- A virtual session took place and grading was enabled after the event via a surveymonkey link.
- Responses were anonymised and there was an opportunity for additional ideas and feedback from staff from both organisations
- During the grading event, graders were given an explanation of EDS and an overview of goal 4
- Information and evidence was presented for each of the outcomes for goal 4 that was collated from a variety of stakeholders.
- Once the evidence was presented for each outcome stakeholders were asked to grade

The grades are as follows:

Underdeveloped



The Trust is doing badly, and has provided no evidence

Developing



The Trust is doing ok but needs to do more, and provide more evidence

Achieving



The Trust is doing well, and has provided good evidence

Excelling



The Trust is doing very well, and has provided excellent evidence

Summary of evidence includes:



Equality and Inclusion Strategy 2019-2022



Inclusion Champions



Inclusion & Partnership forum



Visions and Values



Equality and Inclusion Steering Group



Staff Networks



EIA Process



Regular communication



Wellbeing sessions during COVID



Carer support network



Staff risk assessments

EDS grading results 2020-21

The Trust was graded as **achieving** overall against **goal 4**. The following information provides a breakdown of the grades for each outcome within goal 4.

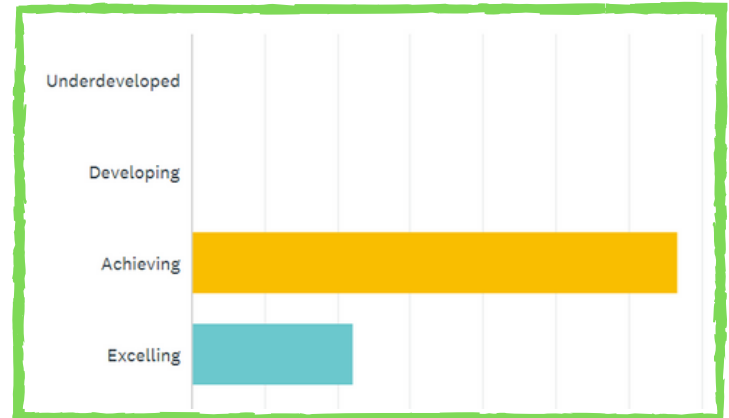
Nine staff members of the trust and CCG shared feedback and grading. It is worth noting that the COVID-19 pandemic has widely affected how the workforce goes about its role, therefore the experience of the staff members may have influenced the grades and feedback given in this year's EDS. Full details of feedback have been shared with the trust.

4.1 - Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.

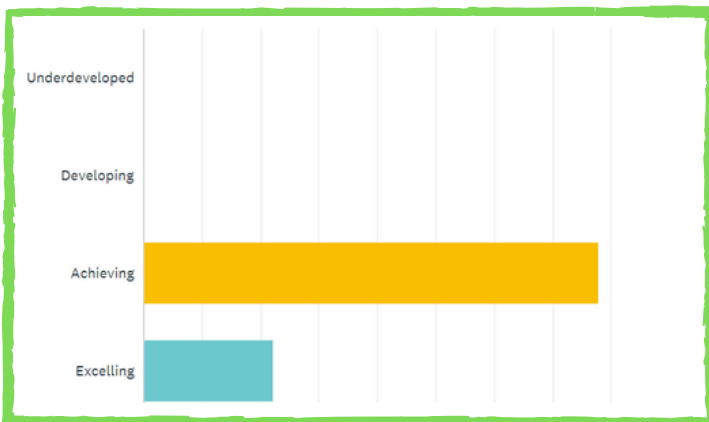
The majority of the of the participants graded the trust as "**achieving**" for outcome 4.1.

Key points of feedback:

- Feedback showed that the graders thought that the evidence showed that there is a commitment to equality from the board and throughout the organisation



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.

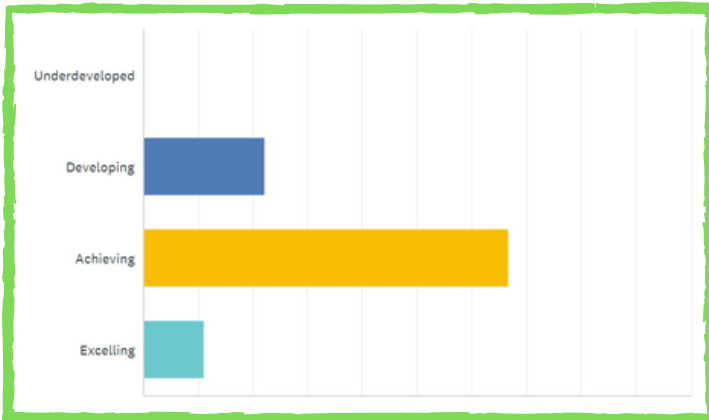


The majority of the of the participants graded the trust as "**achieving**" for outcome 4.2.

Key points of feedback:

- Feedback showed that the graders thought that the organisation had a good governance process

4.3 - Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.



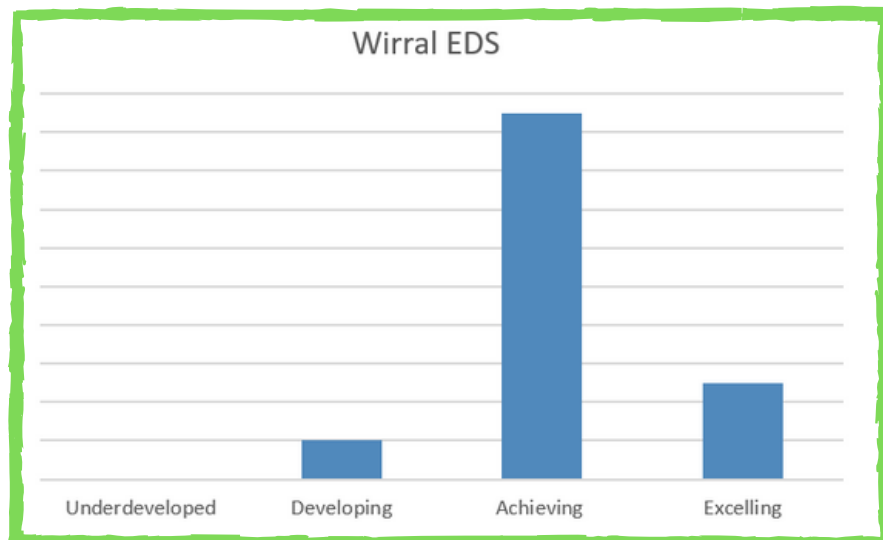
The majority of the of the participants graded the CCG as "**achieving**" for outcome 4.3.

Key points of feedback:

- There is excellent staff involvement
- Though more could be done to develop line management so as to impact day to day services

Overall Grading Results

The overall grading for Goal 4, inclusive leadership, is "**achieving**".



Feedback will inform the development of the Trusts Inclusion Strategy and Action Plan review for 2021-22. The Action plan will be reviewed regularly and will help the trust improve its equality performance. This will support the trust in its equality journey by demonstrating that staff can continue to work in a supportive and inclusive environment. The action plan will be interwoven with work already being planned undertaken by the CCG and trust.

Appendix on EDS goals and outcomes

Better Health Outcomes

Services are commissioned, procured, designed and delivered to meet the health needs of local communities

Individual people's health needs are assessed and met in appropriate and effective ways

Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed

When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse

Screening, vaccination and other health promotion services reach and benefit all local communities

Improved patient access and experience

People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds

People are informed and supported to be as involved as they wish to be in decisions about their care

People report positive experiences of the NHS

People's complaints about services are handled respectfully and efficiently

A representative and supportive workforce

Fair NHS recruitment and selection processes lead to a more representative workforce at all levels

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

Training and development opportunities are taken up and positively evaluated by all staff

When at work, staff are free from abuse, harassment, bullying and violence from any source

Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives

Staff report positive experiences of their membership of the workforce

Inclusive leadership

Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations

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

Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination