

**NHS DORSET CLINICAL COMMISSIONING GROUP  
GOVERNING BODY MEETING  
EQUALITY DELIVERY SYSTEM GRADING EXERCISE**

<b>Date of the meeting</b>	14/11/2018
<b>Author</b>	T Larby – Assurance Lead
<b>Sponsoring Board member</b>	E Spencer – Registered Nurse Member
<b>Purpose of Report</b>	To provide an overview of the EDS2 grading exercise and identify top priorities and objectives to be taken forward.
<b>Recommendation</b>	The Governing Body is asked to <b>note</b> the report.
<b>Stakeholder Engagement</b>	The survey questionnaire was sent to a range of over 50 local interest groups, as well as CCG staff.
<b>Previous GB / Committee/s, Dates</b>	Quality Group – 14 September 2018

**Monitoring and Assurance Summary**

<b>This report links to the following Strategic Objectives</b>	<ul style="list-style-type: none"> <li>• Prevention at Scale</li> <li>• Integrated Community and Primary Care Services</li> <li>• One Acute Network</li> <li>• Digitally Enabled Dorset</li> <li>• Leading and Working Differently</li> </ul>		
	<b>Yes</b> [e.g. ✓]	<b>Any action required?</b>	
		<b>Yes</b> Detail in report	<b>No</b>
All three Domains of Quality (Safety, Quality, Patient Experience)	✓		✓
Board Assurance Framework Risk Register	✓		✓
Budgetary Impact	✓		✓
Legal/Regulatory	✓		✓
People/Staff	✓		✓
Financial/Value for Money/Sustainability	✓		✓
Information Management & Technology	✓		✓
Equality Impact Assessment	✓		✓
Freedom of Information	✓		✓
<b>I confirm that I have considered the implications of this report on each of the matters above, as indicated</b>	✓		

Initials : TL

## 1. Introduction

- 1.1 The Equality Delivery System (EDS) was officially launched by the Department of Health in November 2011, with a refreshed Equality Delivery System 2 (EDS2) launched in November 2013. The system is a tool to help all staff and NHS organisations perform well with equality, diversity and human rights, and to understand how equality can drive service improvements and accountability alongside workplaces being free of discrimination.
- 1.2 The EDS2 also helps NHS organisations to deliver the requirements of the Public Sector Equality Duties under the Equality Act 2010 by focusing less on process and more on outcomes.

## 2. Report

- 2.1 The CCG has adopted the EDS2 and undertakes a grading exercise every three years, the previous one being October 2015.
- 2.2 In August 2018 we coordinated a grading exercise across all the NHS organisations in Dorset with staff and the general public to look at how our respective NHS organisations are performing in terms of the four EDS2 goals, which are:
  - 1) Better health outcomes for all;
  - 2) Improved patient access and experience;
  - 3) Empowered, engaged and included staff;
  - 4) Inclusive leadership at all levels.
- 2.3 The results showed that out of the 18 outcomes aligned to the goals:
  - nine goals were graded as being achieved;
  - nine goals were graded as developing;
  - none were graded as underdeveloped.
- 2.4 The attached report outlines our approach to the EDS2 grading exercise, and highlights how NHS organisations in Dorset have performed in relation to the EDS2 outcomes. The findings from the report will be used to help review and refresh our respective equality and diversity strategies and action plans.
- 2.5 The top priorities identified by the public as being most important and have been adopted as our objectives are:
  - patients' health needs are assessed, and resulting services provided, in appropriate and effective ways;
  - when people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse;

- people, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds.
- patients are informed and supported so that they can understand their diagnoses, consent to their treatments, and choose their places of treatment;

2.6 In addition the top priorities for staff are:

- when at work, staff are free from abuse, harassment, bullying and violence from any source;
- middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.

### 3. Conclusion

- 3.1 It should be noted that the Equality and Diversity Council is currently leading a refresh of the Equality Delivery System (EDS2) which is a continuous improvement tool. Engagement with key stakeholders is currently taking place but its outcomes will be too late to influence this grading exercise.
- 3.2 The Governing Body is asked to **note** the contents of the report, the outcomes of the grading exercise and the top priorities identified.

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**Date : 17 October 2018**

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<b>APPENDICES</b>	
<b>Appendix 1</b>	<b>Equality Delivery System Grading Exercise</b>