

Classification: Official

Publication approval reference: PAR1262



# NHS Equality Delivery System 2022 EDS Reporting Template

Version 1, 15 August 2022

# Contents

Equality Delivery System for the NHS.....	2
---	---

# Equality Delivery System for the NHS

## ***The EDS Reporting Template***

Implementation of the Equality Delivery System (EDS) is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS in accordance EDS guidance documents. The documents can be found at: [www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/](http://www.england.nhs.uk/about/equality/equality-hub/patient-equalities-programme/equality-frameworks-and-information-standards/eds/)

The EDS is an improvement tool for patients, staff and leaders of the NHS. It supports NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions - to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement and insight.

The EDS Report is a template which is designed to give an overview of the organisation's most recent EDS implementation and grade. Once completed, the report should be submitted via [england.eandhi@nhs.net](mailto:england.eandhi@nhs.net) and published on the organisation's website.

## NHS Equality Delivery System (EDS)

<b>Name of Organisation</b>	<b>Doncaster &amp; Bassetlaw Teaching Hospitals NHS Trust</b>	<b>Organisation Board Sponsor/Lead</b>		
		Zoe Lintin Chief Peoples Officer		
<b>Name of Integrated Care System</b>	South Yorkshire ICB			

<b>EDS Lead</b>	Kirby Hussain	<b>At what level has this been completed? Peer Review</b>		
			<b>*List organisations</b>	
<b>EDS engagement date(s)</b>	Monday 29 <sup>th</sup> January 2024	<b>Individual organisation</b>		
		<b>Partnership* (two or more organisations)</b>	Barnsley Hospitals NHS Trust RDASH Rotherham Hospitals NHS Trust	
		<b>Integrated Care System-wide*</b>		

<b>Date completed</b>	Maternity Services Monday 29 <sup>th</sup> January 2024	<b>Month and year published</b>	February 2024
<b>Date authorised</b>		<b>Revision date</b>	






Completed actions from previous year	
Action/activity	Related equality objectives
EDS 2022 Grading took place last year, the peer reviews were conducted with the above named partners	All EDS 2024 Activity is incorporates into our ED&I High level Action plan

## EDS Rating and Score Card







Please refer to the Rating and Score Card supporting guidance document before you start to score. The Rating and Score Card supporting guidance document has a full explanation of the new rating procedure, and can assist you and those you are engaging with to ensure rating is done correctly







Score each outcome. Add the scores of all outcomes together. This will provide you with your overall score, or your EDS Organisation Rating. Ratings in accordance to scores are below




<b>Undeveloped activity</b> – organisations score out of 0 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</b> – organisations score out of 1 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</b> – organisations score out of 2 for each outcome	Those who score <b>between 22 and 32</b> , adding all outcome scores in all domains, are rated <b>Achieving</b>
<b>Excelling activity</b> – organisations score out of 3 for each outcome	Those who score <b>33</b> , adding all outcome scores in all domains, are rated <b>Excelling</b>

Domain	Outcome	Evidence	Rating	Owner (Dept/Lead)
<b>Domain 1: Commissioned or provided services</b>	1A: Patients (service users) have required levels of access to the service	<p>Maternity services strive towards ensuring women and families have access to care provisions. This is achieved through monitoring local population profiles then responding appropriately to the findings.</p> <p>We are currently working with IT to make sure that we are able to view the ethnicity and other social demographics of service users and monitor trajectories on the maternity dashboard.</p> <p>We recognise that limited use of English can act as a barrier to accessing care and therefore monitor not only languages used within our service users (including BSL) but also the need for interpreter services (see Translation Action plan &amp; Language Audits)</p> <p>In response to the findings and CORE20Plus5 recommendations that women receive continuity of Carer have improved outcomes, we have developed a Working Plan to introduce this within our most vulnerable groups, recognising that this can only be done with safe staffing levels.</p> <p>In 2022/23 the workforce structure was amended to include 8a Head of Equity and Equality Midwife Band 7 Early intervention Midwife, Band 7 Public Health Midwife and additional support roles to enhance targeted support for women with complex social needs or minority populations</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">         B7 Early intervention Midwife.doc     </div> <div style="text-align: center;">         CoC Workplan 2023 Dec.docx     </div> <div style="text-align: center;">         Language audit.xlsx     </div> </div>	3	<p>Janine Grayson</p> <p>Head of Equity, Equality &amp; Inclusivity- Maternity Services</p>







		 MVP Local Action Plan.xlsx  SA7 Highlight Nov 23.docx  Translation Jan 2024.docx		
	<p>1B: Individual patients (service users) health needs are met</p>	<p>Maternity services have ensured that equity &amp; equality and inclusivity is one of key priorities. This is achieved through working in collaboration with regional stakeholders to share best practice and learning. This includes Doncaster and Nottingham Public Health and Early Intervention Steering Groups and the Local Maternity and Neonatal systems.</p> <p>Through this we have secured funding to enhance our services</p> <ul style="list-style-type: none"> <li>• Changing Lives Peer Support Worker</li> <li>• British Sign Language training and resources</li> <li>• Start for life – funding and roles</li> <li>• Neonatal perinatal mental health support</li> <li>• Midwifery Support Worker for Gypsy Romany and Travelling communities</li> </ul> <p>In addition to this, The Head of Equity and Equality Lead has represented DBTH nationally at the 2023 MBRRACE State of The Nation Reviews and Co- chair of the NHSE Equity, Equality, Diversity and Inclusivity Midwives Group.</p> <p>We work directly with local service users, including Changing Lives, Deaf Communities and the Maternity and Neonatal Partnership to ensure that we are able coproduce services and personalise care, including information that is in easy read formats and culturally appropriate</p> <p>We work closely with the SY&amp;B LMNS to implement the Five Year E&amp;E Action Plan</p>  E & E guidelines.xlsx  LMNS Long Term E&E plan - Trust v1.xls  msg-243-guideline.pdf	3	<p>Janine Grayson</p> <p>Head of Equity, Equality &amp; Inclusivity- Maternity Services</p>



		 msg-guideline-template.docx  NHSE EDI TOR.zip  PCP Action.xlsx  Pregnancy Easy Read.doc  Start for Life Partnership Board Jar		
	<p>1C: When patients (service users) use the service, they are free from harm</p>	<p>Maternity governance processes have been strengthened to ensure that details of protected characteristics, language needs, ethnicity and indices of multiple deprivation are included as standard within case reviews.</p> <p>Standardised guideline templates are now in use which include information on now standardised within Governance Templates</p> <p>This will then be supported through auditing of Perinatal Outcomes for Women with Complex Social Needs</p> <p>In 2023 a request was submitted to request changes to the Datix reports to include ethnicity and protected characteristics. This will allow us to maintain oversight of the incidents, compliments and complaints, identifying any over-represented groups. (see DTAC request form)</p> <p>Governance structure: Equity and Equality Action plan submitted quarterly to speciality governance</p> <p>Specialist Midwives Assurance Group Terms of Reference, has been amended to strengthen equity and equality.</p>  DBTH-Audit-Registration-Form-RAG-June-2	3	<p>Janine Grayson</p> <p>Head of Equity, Equality &amp; Inclusivity- Maternity Services</p>

	<p>1D: Patients (service users) report positive experiences of the service</p>	<p>A priority action for the next triennium is to increase feedback from under-represented groups. We have noted an increase response rate from some ethnicities within the Picker Surveys, but recognise that there are further opportunities. CQC results are shared with our MNVP to enable action plans to be coproduced where appropriate. As some of the information within the survey feedback is limited, Health Watch has supported us to gain further insight into some of the issues identified.</p> <p>Where appropriate, service improvements are undertaken with the MNVP using the Coproduction template as a guide</p> <p>The MNVP have shared service user survey's with our peer support link to the GRT community on social media for targeted feedback</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">         DBTH - DCF form        Risk Authority field (1)     </div> <div style="text-align: center;">         PCP Co-Production        Template.docx     </div> <div style="text-align: center;">         Picker Survey Action        Plan Dec 23.rtf     </div> </div>	<p>3</p>	<p>Janine Grayson</p> <p>Head of Equity, Equality &amp; Inclusivity- Maternity Services</p>
<p><b>Domain 1: Commissioned or provided services overall rating</b></p>			<p>12</p>	

Domain 1: Commissioned or provided services




## Domain 2: Workforce health and well-being


Domain	Outcome	Evidence	Rating	Owner (Dept/Lead)
Domain 2: Workforce health and well-being	2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions	<p>The Trust has a Know Your Numbers service where staff can go to get checks on their blood pressure, weight and BMI they are also signposted to other organisations for information for further information and support. Our EAP can also support our colleagues inc our staff counselling sessions. Our OH Service and Professional Nurse Advocates can also provide support.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Domian 2 further evidence 2023 (003).d</p> </div> <div style="text-align: center;">  <p>Domian 2 evidence.pdf</p> </div> <div style="text-align: center;">  <p>Domian 1 eds 2022 PNA.docx</p> </div> </div> <p><a href="https://extranet.dbth.nhs.uk/health-and-wellbeing/">https://extranet.dbth.nhs.uk/health-and-wellbeing/</a></p>	3	
	2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source	<p>The Trust will not tolerate bullying, harassment, discrimination or victimisation in any form. Every employee is entitled to work in an environment that promotes dignity and respect.</p> <div style="text-align: center;">  <p>aggressive and violent behaviours tc</p> </div> <p>All incidences should be reported via Datix, our incident reporting system. Incidents can also be reported to our Speak Up Guardian.</p>	3	

	<p>2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source</p>	<p>The Trust has a number of support services for colleagues, inc:</p> <ul style="list-style-type: none"> <li>• Speak Up Guardian</li> <li>• Staff networks</li> <li>• EAP</li> <li>• Health and Wellbeing Team</li> <li>• Professional Nurse Advocate Team</li> <li>• Occupational Health Team</li> <li>• ED&amp;I Team</li> </ul>  <p>Domian 1 eds 2022 evidence ii.docx</p> <p><a href="https://extranet.dbth.nhs.uk/health-and-wellbeing/">https://extranet.dbth.nhs.uk/health-and-wellbeing/</a></p>	3	
	<p>2D: Staff recommend the organisation as a place to work and receive treatment</p>	<p><b>Staff Survey 2021</b> 56% Would recommend our organisation as a place to work and too received treatment</p>  <p>Core Questions Dashboard - Q4 2022</p>	3	
<b>Domain 2: Workforce health and well-being overall rating</b>			12	

# Domain 3: Inclusive leadership

Domain	Outcome	Evidence	Rating	Owner (Dept/Lead)
--------	---------	----------	--------	-------------------

<b>Domain 3: Inclusive leadership</b>	<p>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</p>	<p>The <a href="#">Chair of the Board job description</a> states the following; Ensure that the Trust promotes equality and diversity, equality of opportunity and human rights in its treatment of staff, patients and other stakeholders. Lead by example, upholding the values of the Trust and the highest standards of integrity and probity, adhering to the Nolan Principles.</p> <p>The Chief Executive Officer job description states;</p> <p>The Chief people officer <a href="#">job description</a> states; Deliver, and as required update, the People, OD and EDI related strategies (the 2017-2022 People and Organisational Development Strategy) to meet the changing needs of our staff and patients.</p> <p>Reciprocal Mentoring by Execs</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">         RECA Check-in Form        - DBTH 01 August 202     </div> <div style="text-align: center;">         ISQ Report -        Doncaster.pdf     </div> </div> <div style="text-align: center; margin-top: 10px;">         RE RACE Equality        Code Pit-Stop - interir     </div>	<p>2</p>	
---	---	---	----------	--

	3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed		0	
	3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients	<p>The board has oversight of the NHS staff survey data, WRES &amp; WDES Data for 2022. The Board has actioned RSM to review the race code actions .</p>  <p>RE RACE Equality Code Pit-Stop - interir</p> <p>The data for 2022 had not been submitted at this time of reporting.</p>	3	
<b>Domain 3: Inclusive leadership overall rating</b>			5	
<b>Third-party involvement in Domain 3 rating and review</b>				
<b>Trade Union Rep(s):</b>	<b>Independent Evaluator(s)/Peer Reviewer(s):</b> Roya Pourali Barnsley Hospitals NHS Trusts Zabrina Short Barnsley Hospitals NHS Trusts Shirley Kirkland RDASH Jess Meakin Rotherham Hospitals NHS Trusts			



EDS Organisation Rating (overall rating): 29 Achieving

Organisation name(s):

Those who score **under 8**, adding all outcome scores in all domains, are rated **Undeveloped**

Those who score **between 8 and 21**, adding all outcome scores in all domains, are rated **Developing**

Those who score **between 22 and 32**, adding all outcome scores in all domains, are rated **Achieving**

Those who score **33**, adding all outcome scores in all domains, are rated **Excelling**

EDS Action Plan	
EDS Lead	Year(s) active
Kirby Hussain	Three
EDS Sponsor	Authorisation date
Zoe Lintin	

Domain	Outcome	Objective	Action	Completion date
Domain 1: Commissioned or provided services	1A: Patients (service users) have required levels of access to the service			
	1B: Individual patients (service users) health needs are met			
	1C: When patients (service users) use the service, they are free from harm			
	1D: Patients (service users) report positive experiences of the service			

Domain	Outcome	Objective	Action	Completion date
<b>Domain 2: Workforce health and well-being</b>	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 independent 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			

Domain	Outcome	Objective	Action	Completion date
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			
	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 and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients			

Patient Equality Team  
NHS England and NHS Improvement  
[england.eandhi@nhs.net](mailto:england.eandhi@nhs.net)

---