

## DALR 30 – Annual Report

### Equality Objectives Review and Equality Objectives System (EDS2) Assessment 2015

#### 1. Purpose and Scope of the Report

This paper provides a summary of the 2015 Equality Delivery System Assessment which incorporates a review of the Trust's Equality Objective Goal 2 : **Improved Patient Access and Experience** in support of the contractual reporting requirement for the month of May 2016

The progress report outlines a Trust wide activity undertaken against Goal 2 within the timescale identified in the EDS2 Implementation plan. The evidence collation includes specific outcomes and Trust scoring relating to the EDS Goal 2 is summarised in **Appendix 1**

#### 2. Background

The Public Sector Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable Equality Objectives.

The Equality Delivery System (EDS) is a toolkit which has been designed to help NHS Organisations to meet the requirements of the Public Sector Equality Duty. The EDS toolkit supports NHS organisations to identify areas for improvement.

#### 2. Trust Equality Objectives

The EDS toolkit is structured around 4 Goals:

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

The Trust used its Equality Delivery System (EDS) Assessment to develop and agree 4 Equality Objectives in March 2015. These objectives were initially set for a period of 12 months but it was recognised that a longer time frame was required for their delivery. They are currently reviewed annually but they need only be revised at four yearly intervals in line with equality legislation.

The Trust's Equality Objectives are:

<b>EDS Goal</b>	<b>Trust Equality Objective</b>
<b>Goal 1:</b> Better Health Outcomes for All	Review Trust Equality Impact Assessments (EIA's) process and ensure that all new/revised policies and service transformation plans take equality fully into consideration to ensure good quality service appropriate to individual needs is provided.
<b>Goal 2:</b> Improved patient access and experience	Improve the experience of people with learning disabilities who use health services.
<b>Goal 3:</b> Empowered, engaged and included staff.	To improve the equality monitoring information of our workforce particularly with regard to at least one of the less well recorded protected characteristics, through a data collection exercise.
<b>Goal 4:</b> Inclusive leadership at all levels.	Ensure that Trust leaders have the right skills to support their staff to work in a fair, diverse and inclusive environment

### **3. Scoring Process**

In March 2016 the Trust undertook assessment of performance against the EDS2 Trust Equality objectives and obtained feedback from key stakeholders. An action plan has been developed to address gaps and areas for improvement.

### **4. EDS2 Action Plan**

The EDS 2016/17 Action Plan is currently being updated to reflect the actions outstanding from 2015/16 and to incorporate any new actions that have arisen from the recent 2015 EDS Assessment.

### **5. Monitoring**

The Trust Equality and Diversity reporting mechanism is being reviewed, it is envisaged the new forum will co-ordinate and participate in the delivery of the 2016/2017 EDS2 Action Plan. The forum will report into Board level committees.

### **6. Conclusion**

Progress will also be reviewed annually within the Trust's Equality and Diversity Annual Workforce and Service Monitoring Reports.

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**May 2016**