PAHT Equality Delivery System (EDS) Report 2024

1.0 Introduction

The Equality Delivery System (EDS) is the foundation of equality improvement within the NHS. It is an improvement tool for NHS organisations in England to have active conversations with patients, public, staff, staff networks and trade unions. It is used to review and develop services, workforce, and leadership and it is driven by evidence and insight.

The EDS comprises of eleven outcomes spread across three Domains:

1) Commissioned or provided services

2) Workforce health and well-being

3) Inclusive leadership

The Princess Alexandra Hospital NHS Trust (PAHT) hosted its annual Equality EDS grading sessions on 18 November 2024 with the Patients Panel for Domain 1, and the EDI Steering Group on 27 November 2024 for Domain 2 & 3.

The sessions had the following aims:

- To give an overview of EDS
- To showcase current and upcoming evidence in PAHT against the EDS objectives
- To discuss how we are supporting people with protected characteristics and addressing health inequalities
- To score each domain to ascertain an overall organisational grade

Participants received a portfolio of evidence and a grading pack in advance. During the session they heard from key subject matter experts for each domain. This allowed the Trust to showcase, as an organisation how it meets each of the national EDS equality outcomes. At the end of each presentation, all participants were given the opportunity to ask further questions prior to grading.

When rating the domains, participants were asked to measure the project/initiative showcased against the nine protected characteristics. The nine 'protected characteristics' include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity (and paternity)
- Race
- Religion or belief
- Sex
- Sexual orientation

2.0 EDS Outcomes and grading system

Scoring

The Trust is required to grade its performance by using a grading system as documented below in line with NHS England guidance. Each outcome for each domain is to be scored based on the evidence provided. Once each outcome has a score, they are added together to gain a domain rating.

Rating	Score	Description
Underdeveloped activity	0	No or little activity taking place
Developing activity	1	Minimal/ basic activities taking place
Achieving Activity	2	Required level of activity taking place
Excelling Activity	3	Activity exceeds requirements

EDS Organisation Rating (overall rating)

Below is a key to support understanding of organisation rating:

- Those who score under 8, adding outcome scores across domains, are rated **Undeveloped**

- Those who score between 8 and 21, adding outcome scores across domains, are rated Developing

- Those who score between 22 and 30, adding outcome scores across domains, are rated Achieving

- Those who score 31 and above, adding outcome scores across domains, are rated Excelling

The scoring system allows organisations to identify gaps and areas requiring action.

3.0 PAHT EDS Organisational Grading

Participants were asked to grade each domain based on the evidence presented in the portfolio of evidence and from the presentations. A full description of the criteria scoring for each domain can be found in the EDS Score Card Guidance.

Appendix 1 and Appendix 2 contains the evidence for Domains 1,2 & submitted by the managers presenting.

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The completion of our EDS grading and findings will enable us to review our existing action plans and make interventions where needed incorporating any themes that have come out of the EDS reviews. This will support us in improving our environments for both staff and patients.

EDS Outcome	
Domain 1	
1A	Patients or service users have required levels of access to the service.
1B	Individual service user's health needs are met
1C	When patients use the service, they are free from harm
1D	Service users report positive experiences of the service
Domain 2	
2A	When at work staff are supported to manage obesity, diabetes, asthma, COPD and mental health issues
2B	Staff are free from abuse, harassment, bullying and physical violence from any source
2C	When at work staff can access 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 3	
3A	Board members, leaders and line managers routinely demonstrate their understanding of and commitment to equality and health inequalities
3B	Board/Committee papers identify equality and health inequality impacts and risks and how they will be mitigated and managed
3C	Board members, system and senior leaders ensure levers are in place to manage performance and monitor progress with staff and patients

4.0 EDS Final Grading Outcome 2024

The table below sets out the organisational score of 20 making the PAHT grading - 'Developing'.

EDS Domain	Domain Rating	Organisation Overall Rating
EDS Domain 1: Commissioned or provided services	8	
EDS Domain 2: Workforce health and well-being	7	
EDS Domain 3: Inclusive leadership	5	**DEVELOPING**
	20	

5.0 Next steps

- Appendix 3 set out the scores and the presenting managers will agree the actions for each Domain with the EDS Steering Group.
- EDS Report and grading outcomes to be shared with: EDS Steering Group – 22 January; People Committee 27 January and the Trust Board 5 February.
- EDS report shared with HWE ICS – 8 February 2025.
- Publish report on public facing website by 28 February 2025

Recommendation

The People Committee are advised to note the outcomes and support next steps.

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Appendix 1 – Domain 1 Evidence

EDS 2024 Reporting
Template Domain 1 (

Appendix 2 – Domain 2 & 3 Evidence

EDS-2024 PAHT
Reporting Template D

patient at heart • everyday excellence • creative collaboration

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