



# Royal Devon University Healthcare Trust

NHS Equality Delivery System  
EDS Reporting Template

## Equality Delivery System for the NHS

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)

# NHS Equality Delivery System (EDS)

	<b>Royal Devon University Healthcare Trust</b>	
		Executive Director

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

each outcome	Those who score adding all outcome scores in all domains, are rated
for each outcome	Those who score are rated adding all outcome scores in all domains,
for each outcome	Those who score are rated adding all outcome scores in all domains,
for each outcome	Those who score

## The Equality Delivery System (EDS)

The Equality Delivery System (EDS) is designed to help NHS organisations to better understand whether their existing systems support staff and communities equitably, and ways in which they could improve to work towards a place free of discrimination. There are three parts to the EDS:

Domain 1: Commissioned or provided services

Domain 2: Workforce Health and Wellbeing (includes Bank Staff)

Domain 3: Inclusive Leadership

The EDS has recently undergone an update and we are trialling the new system to better understand how we can apply it fully in future. Domain 3 requires us to work with the local ICS or a neighbouring Trust to better understand a service which is being commissioned, due to a number of pressures at the ICS level this work has yet to take place. We have provided an estimated analysis based on our findings on where we think we would sit within this domain, but we do not have external assurance to verify this rating.

Domain 2 is one which can be completed internally with support from a diverse set of staff groups, we have been able to introduce this work at the Inclusion Steering Group and the People, Workforce Planning and Wellbeing Committee. Both groups have diverse stakeholders including Staff Network members, Staffside representation and staff members from across the Trust.

Domain 3 must be completed in partnership with a local organisation with an identified service within RDUH. This should ideally be a patient facing aspect of our RDUH work working in partnership with an organisation such as Healthwatch Devon. This would allow assurance and scrutiny, and support us in identifying a priority plan. We recommend that this priority sits within a Patient Experience framework and governance structure to ensure continuity. Due to pressures and capacity this domain has not been completed during this cycle, but it is planned to take place in future cycles.

## Domain 2: Workforce health and well-being (includes Bank staff)

--	--	--

	<p>has also been a larger increase in non-disabled staff experiencing harassment, bullying or abuse from their manager or other colleagues but a slight reduction in experiencing this from patients, relatives or the general public.</p> <p>Our annual plan on a page for Inclusion takes into account the information from WRES and WDES and responds directly to the areas of most need. We have begun running Inclusive Leadership training sessions aimed at an identified leadership cohort in RDUH, alongside this we will be running a coaching career programme, as well as sessions on awareness raising. These sessions are a combination of structured induction sessions, as well as ad hoc team sessions to ensure we are responding to the areas of most need in our organisations.</p>	<p>those who have suffered verbal and physical abuse.</p>
	<p>Staff are signposted to a number of resources to support their overall wellbeing. In relation to stress, abuse, bullying and harassment and physical violence, staff are referred to options including:</p> <ul style="list-style-type: none"> <li>- Staff Support and Counselling Service. An in-house specialist team who offer a variety of counselling services inclusive critical incident support, this also includes a confidential advice line with a response back within 24 hours</li> </ul> <p>Talkworks is a talking therapy service offering free and confidential support to staff and the wider community Devon Wellbeing Hub is a resource available to support people in healthcare, social care and the police. This specialist support is vital in responding to the needs of our staff</p> <p>Our Employee Assistance Programme is a service outside of the NHS and this is offered as a free support service to our staff</p> <p>Mental Health Champions are staff members trained in Mental Health First Aid able to provide initial support and guide staff to appropriate professional help</p> <p>There is further self-care advice offered through our staff intranet site relating to meditation, exercise, food and stimulants use.</p> <p>We are working with our governance team and employee relations team to ensure appropriate support is offered to staff when dealing with incidents relating to bullying and harassment and discrimination.</p> <p>RDUH have an established EIA process which has seen an increase update over the last year, this had led to us identifying a number of improvements due to be made</p>	<p>2 Achieving activity</p> <p>The organisation supports union representatives to be independent and impartial. Freedom to Speak Up guardians are embedded. Relevant staff networks are active, accessible and staff led.</p> <p>Equality impact assessments are applied when amending or creating policy and procedures for reporting abuse, harassment, bullying and physical violence. Support is provided for staff outside of their line management structure.</p>



including a more streamlined approach, training for staff and better governance and oversight.

RDUH has an established number of FTSU Guardians and they are embedded within the current system, including a lead FTSU Guardian

The Trust undertakes the National Staff Survey and quarterly Pulse surveys, which along with other questions, asks staff national questions around whether they would recommend the Trust as a place to work and receive treatment. The Staff Survey indicated 59.7% of staff would recommend the organisation as a place to work, whilst 69.2% would be happy with the standard of care provided if friends/relative needed treatment.

The data obtained from these surveys are analysed and reported on Nationally, system wide and within the Trust, though our People Committee and our Board. We use other means such as the HR infographic and cultural dashboard to also review this data alongside other people data, such as disciplinaries, recruitment/appointments and staff retention.

Work from the Natiside

## Domain 3: Inclusive leadership

	<p>The Board of Directors had committed, at the May 2023 Board inclusion discussion, that a much more focussed approach is needed to positively respond to improving the experience of inclusion within the Trust. An inclusion strategy and delivery plan is in development and a Board Development day has been held to gain full board engagement on our plan going forward. This will provide the necessary focus for the Equality Delivery Standard (EDS) that the Trust is required to undertake.</p> <p>Inclusion is a standing item at Board level with bi-monthly updates from the Chief Executive to Board members.</p> <p>Staff Networks have a Board Sponsor and are allocated 15 hours per month remunerated at Band 6. Part of these hours are allocated to the running of networks, whilst others are there to support attendance at meetings both internal and external to RDUH.</p> <p>An inclusion Calendar is published monthly, with activities taking place to mark events of note annually ranging from physical attendance, publication of resources or webinars aimed at widening understanding into pertinent topics.</p>	<p>2. Achieving Activity</p> <p>Both equality and health inequalities are standing agenda items and discussed in board and committee meetings.</p> <p>Board members and senior leaders meet staff networks at least 3 or more times a year. Staff networks have a senior sponsor.</p> <p>Board members hold services to account, allocate resources, and raise issues relating to equality and health inequalities on a regular basis.</p> <p>Board members and senior leaders engage in religious, cultural or local events and/or celebrations. Board members implement the Leadership Framework for Health Inequalities Improvement.</p> <p>Board members and senior leaders demonstrate commitment to health inequalities, equality, diversity and inclusion.</p>
--	--	---

Whilst inclusion has a standing item at Board level and Equality I-5(aH1.64 220.73 8 21 0 0 1 135.62 344.57

	implementing change. A focused look at inclusion took place at our Board Development Day which assessed the existing need and future development of inclusion across Royal Devon.	Standard, PCREF (Mental Health), EDS 2022
		4

EDS Organisation Rating (overall rating): 11 scores across two domains equally to Developing rating

Organisation name(s): Royal Devon University Healthcare Trust

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

Those who score