

Agenda Item 2.ii

Report to:	Trust Board	Date: 1 February 2024
Report from:	Onika Patrick-Redhead, Head of EDI Louise Palmer, Assistant Director of Quality and Risk Oonagh Monkhouse, Director of Workforce and OD Maura Screatton, Chief Nurse	
Principal Objective/ Strategy and Title:	Equality Delivery System Report	
Board Assurance Framework Entries:	N/A	
Regulatory Requirement	Well Led Equality Delivery System	
Equality Considerations:	This review is part of the regulatory compliance framework for NHS organisations.	
Key Risks:	Staff engagement, staff retention, access to services, quality of services, patient experience	
For:	Approval	

1. Purpose

- 1.1 Implementation of the Equality Delivery System (EDS) is a requirement on both NHS commissioners and NHS providers. EDS reviews should be carried out annually with the result of the review published on organisation websites by 28th February (or the following working day).
- 1.2 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.
- 1.3 During COVID-19, reporting of the EDS was suspended, and a review was undertaken by NHS England to incorporate system changes and take account of the new system architecture. Through collaboration, co-production and taking into account the impact of COVID-19, the EDS was updated.
- 1.4 This is the first report undertaken by RPH under the new system, we have learnt a lot from doing this and have identified a number of improvements for future years in how we undertake and prepare for the review. There will also be learning from how other organisations, particularly other specialist hospitals, have approached the evaluation of clinical services using this methodology.
- 1.5 The attached report is presented to the Trust Board for discussion and sign off. It has been reviewed in detail at the EDI Steering Committee, the Workforce Committee and the Quality

and Risk Committee. Following approval by the Board it will be submitted to NHSE and published on our website.

1.6 Implementation of the action plan will be overseen by the EDI Steering Committee and Quality Management and Risk Group. Progress will be reported to the Workforce Committee and Quality and Risk Committee on a six monthly basis.

Trust Board is requested to:

- Review and sign off the EDS report