

## Action Plan for Equality Delivery System2 Implementation

EDS2 is a tool that helps NHS organisations look at their work to see if they are treating all patients and staff in a fair way, and identify what needs to improve for everyone under the nine protected characteristics of the Equality Act 2010. This action plan details the steps needed to meet the mandatory requirements: engagement with staff, patients, carers and members of different communities on EDS2 goals and outcomes, to identify 4-6 outcomes to focus upon for the 4 year period and publish on the Trust website. The findings will inform the development of SMART equality objectives for the 2016–2020 Diversity and Inclusivity Strategy.

Action	Timescale	Progress Update
1) To follow the nine steps for EDS2 Implementation	Ongoing	
2) D&I Committee to undertake self-grading assessment	December 2014	Completed
3) To develop EDS2 grading documents / events / methods to consult with staff, patients, carers and public communities	April 2015	Completed
4) Meet with Patient Experience Committee to source user groups to engage with, contacts names and networks eg HealthWatch.	June 2015	Completed; A Robinson attended Patient Experience Committee in June 2015; several contact names obtained. Met Tracey Brassington, Volunteers Co-ordinator 8.7.15; took EDS2 grading documents for volunteers to complete. AR met Claire White, NED with Board Lead for D&I 23.7.15; recommended utilising local authority Equality and Diversity Officers / Leads to respond on behalf of their residents to grade SFHFT EDS2 outcomes.
5) To determine how many staff and patient grading returns to seek eg 10% of workforce and 5% of membership.	August 2015	Completed; 10% of workforce and 5% of membership.
6) To hold stand held to celebrate Diversity and Inclusivity in the Trust during Equality, Diversity and Human Rights week to consult with staff, patients and carers.	W/c 11 <sup>th</sup> May 2015	Completed 12 <sup>th</sup> May 2015.
7) Laura Condie to support EDS2 engagement stand at Newark Hospital	31 <sup>st</sup> July 2015	Completed; staff side representatives Angie Emmott and Janet

at end of July; need to invite the Trade Union representatives.		Meal supported the stand.
8) To engage with different staff groups to inform / raise awareness of EDS2 and promote completion of grading document ie Divisional Management Boards, Matrons and Ward Leaders, Staff side representatives. Use opportunities to inform about Workforce Race Equality Standards.	31 <sup>st</sup> November 2015	July – presented to HRBP's to engage with Divisional Boards. 21.7.15 presented together with WRES to staff side and trade union representatives at JSPF pre-meet. 11.8.15 presented EDS2 and WRES at Ward Leaders event to share with teams.
9) To explore options to access staff eg using Survey Monkey grading tool for staff.	July 2015	Roz Norman discussed with Gary Flint, NHIS; Roz and Karyn Rawnsley to develop Survey Monkey to increase staff responses.
10) Develop Survey Monkey EDS2	August 2015	Delayed due to annual leave; to be completed by 30 <sup>th</sup> September.
11) Use Team Brief to communicate to staff and patient engagement.	September 2015	Awaiting survey monkey to link on e-comms.
12) Collate questionnaire results; HR apprentice to input results.	August to 31 <sup>st</sup> December 2015	
13) Analyse results to select 4-6 outcomes to focus upon and develop into SMART equality objectives for the 4 year period and to inform the D&I Strategy for 2016-2020.	Complete by 31 <sup>st</sup> December 2015	
14) Ensure completion of EDS2 Summary Report (template) to report on findings and publish on Trust website; send the unique URL web address to NHS England at so it can be linked to and feature on the EDS2 Dashboard.	By 31 <sup>st</sup> January 2016	
15) Update the EDS2 Summary Report as appropriate	Review quarterly	
16) Use EDS2 outcomes to help the Trust meet its specific duty of publishing equality information	Annually -31 <sup>st</sup> May 2016	
17) Ensure EDS2 objectives dovetail with Workforce Race Equality Standards (WRES).	31 <sup>st</sup> January 2016	

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