

EDS2 Report
Intro

The Equality Delivery System (EDS2) is a toolkit which has been designed to help NHS Organisations to meet the requirements of the Public Sector Equality Duty. The EDS2 toolkit supports NHS organisations to identify areas for improvement.

The EDS2 toolkit is structured around 4 Goals:

Patients:

Goal 1 Better health outcomes for all

Goal 2 Improved patient access and experience

Workforce:

Goal 3 Empowered, engaged and included staff.

Goal 4 Inclusive leadership at all levels

Against these four areas there are a set of 18 outcomes. These range from service quality to how staff, are managed in the Trust. All health care providers are required to review and grade performance against each outcome. For each outcome, there are four possible grades:

Underdeveloped	People from all protected groups fare poorly compared with people overall.
Developing	People from only some protected groups fare as well as people overall.
Achieving	People from most protected groups fare as well as people overall.
Excelling	People from all protected groups fare as well as people overall.

This report aims to showcase a high-level position of a number of achievements made with a particular focus on the pipeline of planned activity and actions to strengthen our impact for the coming year.

King's Context

Many of our staff come from our local communities, and reflect the diversity of those communities. Our 14,000 staff represent a multitude of cultures from over 130 nationalities. We also benefit from more than 400 volunteers contributing their time¹. King's recruits over 3,000 new staff each year, and with 130 different nationalities represented at the Trust, we truly reflect the diverse nature of our communities. We also have a very local feel with almost two thirds of King's people living within five miles of our sites.

We have remained committed to providing an environment where all staff, service users and carers have equality of opportunity. We oppose all forms of unlawful or unfair discrimination. Despite the challenges, we have ensured that equality, diversity and inclusion have continued to be supported at all levels within the Trust.

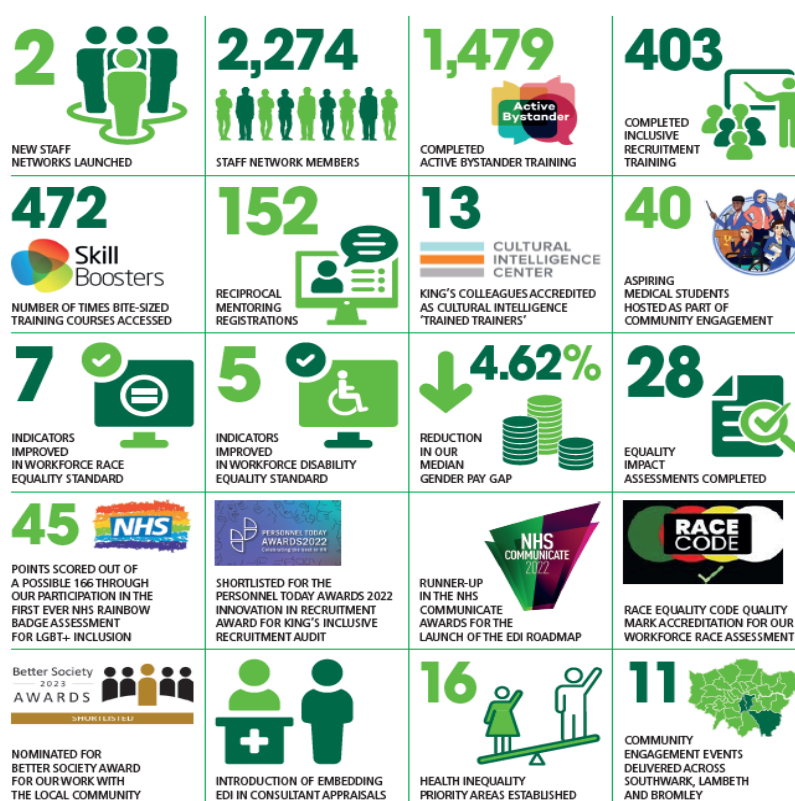
In 2021, the Trust published its 5 year strategy with Diversity, Equality and Inclusion recognised at the heart of everything we do. The strategy outlines 4 key actions to achieve this:

¹ [mi - 363.1 - roadmap to inclusion 2022-2024.pdf \(kch.nhs.uk\)](#)

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- **Leading the way by developing our culture and skill:** We will build a culture that champions diversity, equality and inclusion. Supporting and developing our people to provide compassionate and culturally competent care to our patients and each other.
- **Tackling health inequalities:** We will be proactive in anticipating the diversity of our patient needs and will respond to them to ensure we achieve the best outcomes.
- **Being an anchor in the community:** We will take our social and environmental responsibility seriously, addressing the socioeconomic determinants of health.
- **Building community partnerships:** We will improve the reach of our organisation and grow our standing in the community through local partnerships.

In May 2022, we published the Trust's first [Roadmap to Inclusion \(2022 – 2024\)](#), which set out our EDI ambitions for until the end of 2024, mapped against our BOLD vision. Our [Annual Report](#), sets out the projects we have delivered in our first year and what we have achieved. Our 'year at a glance' headlines include:



Key EDI Highlights from This Year:

- Delivery of 'Mile in my Shoes – Empathy Museum', which was attended by over 700 staff and patients
- 1479 (10%) of King's workforce completed Active Bystander training – leading to a 20% increase in staff accessing FTSU and Employee Relations
- Launch of Inclusive Recruitment initiative, with over 400 colleagues now trained
- Reciprocal mentoring online platform launched, with 152 staff now registered on the platform
- Launch of Skills Boosters courses, with 472 staff accessing these online courses

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- BAME career development programme, resulting in five BAME staff having since acquiring more senior internal positions
- Launch of our Trust-wide health inequalities programme and showcase brochure
- Piloting a new approach to community engagement with Centric Community Research
- Delivery of a range of community projects, including; Employers Project Day at Southbank UTC; Marcus Lipton Youth Centre Health and Beauty Project; collaborative project with Lambeth Public Health team on the Health and Wellbeing Bus, and Future Leaders NHS Taster day for 40 students from underrepresented backgrounds
- Embedding of Equality Risk Assessment Framework, with 28 impact assessments and actions plans created for new and reviewed policies
- Launch of EDI business partnering to support Trust Care Groups
- Launch of two new staff diversity networks and recruitment of 1574 new staff as members

EDS2 Self-Assessment Summary

Domain	Self-Assessment
1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving
1.2 Individual people's health needs are assessed and met in appropriate and effective ways	Achieving
1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	Developing
1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	Achieving
1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	Developing
2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds	Achieving
2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Developing
2.3 People report positive experiences of the NHS	Achieving
2.4 People's complaints about services are handled respectfully and efficiently	Developing
3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Achieving
3.2 The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	Developing
3.3 Training and development opportunities are taken up and positively evaluated by all staff	Achieving
3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Developing
3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Developing
3.6 Staff report positive experiences of their membership of the workforce	Developing
4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Achieving

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4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed	Achieving
4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Developing

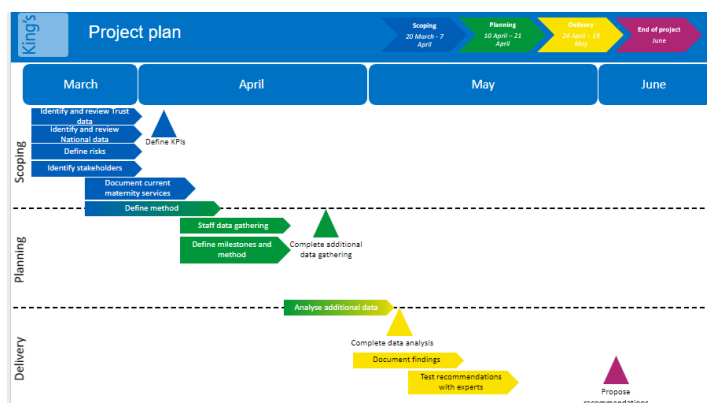
Next Steps

Our action for the year ahead, aligned to our EDI Roadmap includes:

- Active Bystander ‘part 2’ training launch
- Reasonable adjustments programme implementation
- Implementation of health inequalities programme initiatives across our three core work streams: Operationalising the Vital 5, Research Health Inequalities, and Developing a Health Inequalities Dashboard
- Launch of Inclusive Recruitment ‘part 2’ training
- Launch of EDI Toolkit
- Launch of EDI Dashboard ‘phase 2’
- Launch Trust-wide Cultural Intelligence programme
- Develop protocols to ensure accreditation aligned to different protected characteristics
- Launch Trust-wide allyship programme
- Scale up Trust-wide approach to community engagement
- Deliver against Widening Participation priorities
- Commence development of Roadmap to Inclusion beyond 2024

EDS2022

We have developed a plan for the implementation of EDS2022, with the aim to publish our first report in February 2024. Our Health Inequalities Steering Group, have agreed that for Domain 1, in line with Core20+5 priorities, we will conduct a review of our Maternity services, which will commence in March and our Cancer services which will commence in June. Domains 2 and 3 will be completed between August and January.



In 2023/24 the Trust will continue to embed and integrate the Equality Delivery System in terms of both service provision for patients and employment practice. In line with the introduction of



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EDS2002, the Trust will aim to continuously improve services for all service users and especially those that are categorised as having protected characteristics and underrepresented groups. This will be done in partnership with staff, service users and local interest groups.