

Report to	Board of Directors, part 1	
Date of Meeting	11 th February 2025	
Report Title	Equality Delivery System (EDS2) 2024 Report and Action Plan	
Prepared By	Jan Wagner (Equity, Diversity, Inclusion & Belonging Lead)	
Approved by Accountable Executive	Nicola Plumb Joint Chief People Officer	
Previously Considered By	People and Culture Committee in Common (PCCiC)	
Action Required	Approval	N
	Assurance	Y
	Information	N

Alignment to Strategic Objectives	Does this paper contribute to our strategic objectives? <i>Delete as required</i>	
Care	Yes	
Colleagues	Yes	
Communities	Yes	
Sustainability	Yes	
Implications	Describe the implications of this paper for the areas below.	
Board Assurance Framework	This paper relates to both current BAF workforce risks as it links to engagement, belonging and retention. <i>SR2: Culture</i> <i>If we do not achieve a culture of compassion and empowerment and engagement, we will not have a motivated workforce with the required capacity and skills to improve patient outcomes and deliver safe care.</i> <i>SR3: Workforce Capacity</i> <i>If we are not able to recruit and retain the required number of staff with the right skills we will not be able to deliver high quality and safe sustainable services within our resources</i>	
Financial	Failure to comply with the EDS2 and the Public Sector Equality Duty (PSED) could pose significant risks to the organisation, including reputational damage and the possibility of financial penalties.	
Statutory & Regulatory	The general equality duty is outlined in Section 149 of the Equality Act 2010. Public organisations, including NHS Trusts, are bound by this duty and must give due consideration to the need to eliminate unlawful discrimination, harassment, and victimisation. The Public Sector Equality Duty (PSED) obliges public bodies to have due regard to the need to eliminate discrimination, promote equality of opportunity, and foster harmonious relations between diverse groups in the course of their work.	
Equality, Diversity & Inclusion	The development of fair and inclusive leadership, practices, and organisational culture supports the 'Well-Led' domain of the CQC framework. Inclusive workplaces are associated with improved staff health and wellbeing, which in turn is strongly linked to higher levels of patient satisfaction and improved clinical outcomes. Consequently, advancements in Equality, Diversity, and Inclusion (EDI) initiatives have the potential to positively impact all CQC domains.	

Co-production & Partnership	The EDS2 report demonstrates our commitment to acknowledging areas where improvement is needed, while reinforcing our intention to value our people, monitor performance more effectively, and enhance the experiences of staff and patients. Despite this year's rating indicating that there is still significant progress to be made, we remain focused on fostering an environment where everyone feels valued, welcomed, and respected, with a genuine sense of belonging. We recognise that improving staff satisfaction is key to driving better patient experiences and outcomes, and we are determined to make meaningful improvements in the coming year.
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Executive Summary
This Equality Delivery System (EDS2) 2024 Report outlines the key activities undertaken during the review process. It highlights the current organisational rating, identifies areas for improvement, and presents a clear action plan to address identified gaps. The report also demonstrates how EDS aligns with the Trust's strategic priorities, operational plans, and its ongoing commitment to fostering an inclusive environment for staff and patients alike. While this year's review reflects a rating of Developing Activity, the Trust is committed to learning from this process and implementing targeted actions to enhance equality, diversity, and inclusion across all areas of its services, workforce, and leadership. The Report was approved by the People and Culture Committee in Common (PCCiC) on the 27th of January 2025.

Recommendation
The Board is recommended to receive the EDS2 2024 report and the accompanying action plan for assurance , noting the Trust's continued commitment to making tangible improvements in EDI.

EQUALITY DELIVERY SYSTEM (EDS2) 2024 REPORT AND ACTION PLAN

1. Introduction

The EDS2 2024 report builds on previous efforts, serving as a critical improvement tool for NHS commissioning and provider organisations. It continues to support Dorset County Hospital (DCH) in fostering active dialogue with staff, patients, and partners to address health inequalities across the three key domains: Services, Workforce, and Leadership. Despite the challenges encountered this year, the Trust remains committed to enhancing equality, diversity, and inclusion (EDI) in every aspect of its operations.

While this year's overall rating indicates areas requiring significant improvement, the Trust views it as an opportunity to refocus efforts and deepen its commitment to fostering an inclusive environment for all. The EDS framework has been instrumental in identifying key areas for action, and a comprehensive improvement plan is now in place to drive progress.

The toolkit comprises eleven outcomes spread across three Domains:

1. Commissioned or Provided Services
2. Workforce and Health and Wellbeing
3. Inclusive Leadership

The outcomes are evaluated, scored and rated giving an organisational outcome of:

- 0 - Undeveloped Activity
- 1 - Developing Activity
- 2 - Achieving Activity
- 3 - Excelling Activity

2. Narrative

The EDS2 report assessed 11 outcomes across three domains, with each outcome evaluated and rated by stakeholders. The scores reflect ongoing challenges, but they also highlight progress in several key areas. Below is a brief overview of the ratings:

Domain One	Outcome	Rating
Commissioned or Provided Service	Patients (service users) have required levels of access to the service	2
	Individual patients (service users) health needs are met	2 (1.66)
	When patients (service users) use the service, they are free from harm	2 (1.66)
	Patients (service users) report positive experiences of the service	1

Total Score Domain One		7
Domain Two	Outcome	Rating
Workforce and Health and Wellbeing	When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions	1
	When at work, staff are free from abuse, harassment, bullying and physical violence from any source	1
	Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source	2
	Staff recommend the organisation as a place to work and receive treatment	1
Total Score Domain Two		5
Domain Three	Outcome	Rating
Inclusive Leadership	Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities	1
	Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed	2
	Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients	1
Total Score Domain Three		4
Total Scores – all domains		16

Domain 1: Commissioned or Provided Services

The Trust achieved an average rating of **Achieving** Activity, reflecting a solid foundation in providing accessible services and addressing patient needs. However, efforts are required to improve data collection processes and ensure equitable service delivery across all patient groups. Targeted initiatives, such as enhanced access to health data and ongoing work on personalised care, show promise for future improvement.

Domain 2: Workforce Health and Wellbeing

The Trust received an average of **Developing** Activity for this domain. While there has been some progress in supporting staff wellbeing and fostering a positive work environment,

feedback indicates the need for a more robust approach to tackling issues such as bullying, harassment, and discrimination. New initiatives, including the introduction of a Sexual Misconduct Policy and enhanced reporting systems, are expected to drive improvements in staff experience and wellbeing.

Domain 3: Inclusive Leadership

The Trust's rating for this domain was **Developing** Activity, indicating room for growth in inclusive leadership practices. While senior leaders have demonstrated a commitment to EDI through Board development, engagement and governance structures, greater consistency in leadership engagement and more visible support for staff networks are key areas for improvement. Plans are in place continue the roll out of Inclusive Leadership Training and embed EDI objectives into annual appraisals for senior leaders.

There has been a slight decrease of 2 points (in Domain One 1 point & in Domain three 1 point) since the last EDS2 review was conducted at DCH in 2022, No EDS2 review was undertaken in 2023 as the EDI Lead role was vacant and it was not a contractual requirement at that time.

3. Methodology

For Domains 2 and 3, data from the 2023 staff survey and an additional anonymous EDS2 survey conducted in October 2024, which was provided to 587 members of staff, were used to address key questions. The results were compared and discussed in a workshop held in November 2024, attended by 35 invitees representing a diverse range of roles and responsibilities across various services within DCH, as outlined in the EDS2 framework. This included staff network chairs and co-chairs. The attendees reviewed the survey outcomes and aligned them with the rating guidance narratives. All decisions were made unanimously.

4. Conclusion

The EDS 2024 review highlights important areas for development while acknowledging the positive steps already taken. The Trust recognises that improving its EDI performance requires a sustained, organisation-wide effort. With a comprehensive action plan aligned with the Joint Inclusion and Belonging Strategy, there is a clear path forward to address identified gaps, enhance staff and patient experiences, and strengthen the Trust's culture of inclusion.

Despite the challenges, DCH remains optimistic about its future. By introducing the Joint Inclusion and Belonging Strategy and action plan in 2024, the Trust aims to embed EDI principles into everyday practices and continue to engage meaningfully with stakeholders. It is expected that the Trust will make significant progress in the coming year.

5. Recommendation

Following on from review & approval by PCCiC on 27th January, the Board is recommended to receive the EDS2 2024 report and the accompanying action plan for **assurance**, noting the Trust's continued commitment to making tangible improvements in EDI.

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Date: January 2025

Appendices

Appendix 1 – Equality Delivery System (EDS2) Report and Action Plan