Royal Cornwall Hospitals NHS Trust

Summary EDS Report 2023/24

Full report is available on Trust website.

SUMMARY EDS REPORT 2023/24

Equality Delivery Standard 2023/24

Summary Report

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Equality Delivery System

The Equality Delivery System (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.

EDS Scoring Criteria

Each outcome is to be scored based on the evidence provided. Once each outcome has a score, they are added together to gain domain ratings. Domain scores are then added together to provide the overall score, or the EDS Organisation Rating. Ratings in accordance to scores are below The scoring system allows organisations to identify gaps and areas requiring action.

Undeveloped activity – organisations score 0 for each outcome	Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped**
Developing activity – organisations score 1 for each outcome	Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing**
Achieving activity – organisations score 2 for each outcome	Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving**
Excelling activity – organisations score 3 for each outcome	Those who score **33 and above,** adding all outcome scores in all domains, are rated **Excelling**

Third Party Consultations for RCHT 2023/24

Domain 1 Consultations: To complete the review of services for Domain 1, the service leads for each area were contacted and provided evidence to support each question. Friends and Family Test data, complaints, and Patient Safety Incidents relating to each service was also included. The score card and a summary report was reviewed and approved by the Trust's Patient Experience Group members in November 2023.

Engaging directly with relevant patient groups was not possible but will be planned in for the next year's cycle.

Domains 2 and 3 consultation with staff took place over a two week period in November, with a survey shared to staff networks and social media, to establish if staff are aware of the services provided. Generally, staff are aware of services, but indicate that better, clearer communication is needed regarding the availability of support for certain health conditions outlined within the CORE20PLUS5. This is supported by the majority of staff responding “unsure” as to the quality of support for these conditions. Additionally, responses indicate that staff have less confidence in a managers’ demonstration of understanding and commitment to EDI, reducing with seniority of manager (when given categories of Line Management, Band 9 / Very Senior Management, Board Members).

JCNC members were asked to comment on the domain 3 rating, this was completed in January 2024.

A Peer review was completed by the University Hospitals Plymouth NHS Trust, in January 2024.

Following completion of staff engagement via JCNC and peer review a final version of this report with any comments or amendments will be drafted for consideration and approval for publication by Trust Board.

Summary Results for Royal Cornwall Hospitals NHS Trust, February 2023 The Trust had a combined score of 21. This score rated the Trust overall the EDS 2022, as **Developing.**

Individual scores, domain ratings and assessor recommended EDS 2022 actions, follow in this report.