



right care
right place
right time
right outcome

**MERTON CLINICAL COMMISSIONING GROUP
GOVERNING BODY**

Date of Meeting: 23rd March 2017

Agenda No: 9.2

Attachment: 14

Title of Document: EDS2 Report and Action Plan 2016-17	Purpose of Report: To approve
Report Author: Yasmin Mahmood	Lead Deputy Director: Amanda Bland
Contact details: yasminmahmood@nhs.net	
<p>Executive Summary</p> <p>The Equality Delivery System (EDS2) is a performance assessment tool introduced by NHS England to assess the progress of equality and diversity within NHS organisations annually, through a review of evidence and stakeholder consultations.</p> <p>This report and its improvement plan is based on evidence gathered against the 18 outcomes of the EDS2 grouped under four goals through consultations with a range of stakeholders. Goals 1 and 2 relate to better health outcomes and improved patient access, Goal 3 relates to: a representative and supported workforce and Goal4 to Inclusive Leadership.</p> <p>Overall the CCG was graded as follows: Achieving for Goal 1, Developing/Achieving for Goal2 and Developing for Goals 3 and 4. Attachment 2 provides the feedback for Goal 4 from the external assessor (London Borough of Merton).</p> <p>Appendix 3 of the EDS2 report (Page 14-29) includes the EDS2 improvement plan for 2016-17.</p>	
<p>Key sections for particular note (paragraph/page), areas of concern etc:</p> <p>Page 7:</p> <p>It is of particular concern for the CCG to note that 3.3 <i>Training and development opportunities are taken up and positively evaluated by staff</i> and 3.4 <i>When at work staff are free from abuse, harassment, bullying and violence from any source</i> have deteriorated from <i>Achieving</i> in 2014 to <i>Undeveloped</i> in 2016.</p> <p>Merton CCG took part in a staff survey in March 2016. That survey raised a number of issues, including a small, but significant number of respondents saying that they were aware of bullying incidents in the workplace and concerns around the availability of training. The March 2016 staff survey was used as evidence for 3.3 and 3.4 and as a result, has prompted the deterioration.</p> <p>This report gives us an opportunity to discuss the results again, review the actions put in place and to further reinforce the message that bullying and harassment are unacceptable. A task and finish group has been established to specifically expedite improvements in this area.</p> <p>Actions in the EDS2 Goals 1-4 Improvement Plans 2016-17 aimed to address these goals and outcomes have been expedited</p>	
<p>Recommendation(s)</p> <p>To approve the report.</p>	

<p>Committees which have previously discussed/agreed the report: The EDS2 report and Action Plan 2016-17 has been considered by the Equality and Diversity Group, the Clinical Quality Committee and the Executive Management Team.</p>
<p>Financial Implications: Only those related to resourcing the EDS2 Action Plan</p>
<p>Implications for CCG Governing Body: To review progress, note improvement plans and approve both reports.</p>
<p>How has the Patient voice been considered in development of this paper: Yes, patient voice has informed the engagement events highlighted in the report.</p>
<p>Other Implications: Nil</p>
<p>Equality Assessment: Not required as the EDS2 is a performance improvement tool which requires CCG to undertake a 'deep dive' into its commissioning processes, employment and leadership practices to ensure it is meeting the Equality Act through an elaborate engagement and evidence gathering process.</p> <p>The areas for improvement identified will help to deliver change through a planned and systematic manner in commissioning priorities reviewed, employee concerns identified and governance and decision-making practices.</p>
<p>Information Privacy Issues: None</p>
<p>Communication Plan: The report will be publicised through the CCG's website.</p>