



Wirral Community  
Health and Care  
NHS Foundation Trust

# Wirral Community Health & Care NHS Foundation Trust

## Equality Delivery System 2022

# Scoring

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

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

## EDS 2022 assessment programme and results

The Trust held 3 assessment events on:

- January 2023 for EDS Domain 1
- February 2022 for EDS Domain 2
- February 2022 for EDS Domain 3

The Trust scored a combination of 22

This score rated the Trust overall the EDS 2022, as **Achieving**

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

**Equality Delivery System (EDS) – Summary Results for Wirral Community Health & Care NHS Foundation Trust, January 2022.**

Our 2022 submission was assessed by internal and external stakeholders

**Domain 1: Commissioned or provided services  
Community Cardiac Rehabilitation & Bladder & Bowel Services – Best scores**

Outcome	Undeveloped	Developing	Achieving	Excelling
1A. Patients (service users) have required levels of access to the service			✓	
1B. Individual patients (service user's) health needs are met			✓	
1C. When patients (service users) use the service, they are free from harm				✓
1D. Patients (service users) report positive experiences of the service			✓	

*Completed Service Review templates with detailed evidence are available on request*

**Domain 1: Commissioned or provided services actions**

- Continue to improve completion rates of our AIS and Inclusion Information template which collects data on all protected characteristics and on marginalised groups identified in the Core20Plus5 e.g., deprived areas representing health inequalities
- Continue to develop the Inclusion & Partnership forum and support service to engage with community stakeholder groups to identify further improvement actions to remove barriers and tackle inequalities. To include Age concern, Tomorrows Women Wirral, Wirral Multicultural Organisation and the Homeless hotels and Liaison Nurse
- Review the Bladder & Bowel service entry on the Trusts public facing website to ensure its clear, accessible, and inclusive
- Deliver a Cardiac Rehab equality development session in 2023 to include local stakeholder groups to support development of service improvement plan

## Domain 2: Workforce Health and Wellbeing

Outcome	Undeveloped	Developing	Achieving	Excelling
2A When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions			✓	
2B When at work, staff are free from abuse, harassment, bullying and physical violence from any source			✓	
2C Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source			✓	
2D Staff recommend the organisation as a place to work and receive treatment		✓		

## Domain 2: Workforce actions

- Continue to promote campaigns in relation to the 5 health conditions targeted at the workforce
- Promote work life balance, healthy lifestyles and opportunity to exercise
- Support the use of Health & Wellbeing conversation ensuring all managers are equipped to support individualised needs amongst the workforce
- Increase our Exit interview uptake to be able to compare experiences of staff with protected characteristics

### Domain 3: Inclusive Leadership

Outcome	Undeveloped	Developing	Achieving	Excelling
3A 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			✓	
3B Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed			✓	
3C Board members, system and senior leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients			✓	

### Domain 3: Inclusive Leadership actions

- Develop & deliver a revised reciprocal mentoring scheme to engage senior leaders with staff members with protected characteristics
- Continue to develop the Inclusion dashboard and embed scrutiny at divisional SOG meetings