

## NHS Equality Delivery System – Domains 2 and 3

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<b>Name of Integrated Care System</b>	Leicester, Leicestershire and Rutland (LLR)
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<b>EDS Cycle</b>	2025/26
<b>Dates of Stakeholder Engagement &amp; Grading Workshops</b>	<b>Domains 2 &amp; 3:</b> 20 <sup>th</sup> January 2026
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### 1. Overview

1.1 This report summarises Leicestershire Partnership NHS Trust (LPT)'s evidence, grading results and improvement actions on Domains 2 and 3 of the Equality Delivery System for the 2025/26 cycle.

### 2 NHS Equality Delivery System (EDS)

2.1 The EDS is an evidence-based equality performance improvement framework, with the latest iteration, EDS 2022, comprising 11 outcomes across 3 domains:

Domains	Outcomes
1. Commissioned or provided services	<p><b>1a:</b> Patients (service users) have required levels of access to the service</p> <p><b>1b:</b> Individual patients (service user's) health needs are met</p> <p><b>1c:</b> When patients (service users) use the service, they are free from harm</p> <p><b>1d:</b> Patients (service users) report positive experiences of the service</p>
2. Workforce health and wellbeing	<p><b>2a:</b> When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions (response to Covid-19)</p> <p><b>2b:</b> When at work, staff are free from abuse, harassment, bullying and physical violence from any source</p> <p><b>2c:</b> Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source (response to Covid-19)</p> <p><b>2d:</b> Staff recommend the organisation as a place to work and receive treatment</p>
3. Inclusive leadership	<p><b>3a:</b> Board members, system leaders (Band 9 &amp; VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities</p> <p><b>3b:</b> Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed</p> <p><b>3c:</b> 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 (response to Covid-19)</p>

2.2 Further information about the EDS is accessible via [here](#). The EDS Technical Guidance is accessible [here](#) and information on the scoring/rating criteria is accessible via [here](#).

### 3 Domain 1

3.1 The focus of Domain 1 is patients as well as other people who access procured services. Domain 1 has four Outcomes and its scoring criteria and examples of the evidence that each of the Outcomes asks for is set out on in the EDS Technical Guidance.

3.1.1 Domain 1 grading is in progress and will be taken through the appropriate governance process when it is finalised.

## 4 **Domain 2**

4.1 Domain 2 is implemented at local organisational level, with focus on staff's health and wellbeing. LPT's Domain 2 Rating is 'Achieving/Developing', with a Domain 2 score of 1.75. This is a reduction compared to last year, because of a decrease in positive rating for outcome 2b, relating to staff being free from abuse, harassment, bullying and physical violence from any source. Therefore, this should be a key focus of action planning for 2026/27.

Of the colleagues who attended the joint grading workshop for Domains 2 and 3, more than 60 people participated in grading the evidence presented on Domain 2 (64 for 2a, 48 for 2b, 45 for 2c, and 43 for 2d), a decrease since last year (106 for 2a, 99 for 2b, 89 for 2c, and 81 for 2d), but an increase from 2023/24 when 28 people participated in scoring. A breakdown of the scores/ratings for the four Domain 2 Outcomes (2a-2d) is set out in Appendix 4.

## 5 **Domain 3**

5.1 Domain 3 is also implemented at local organisational level, with leadership as its focus. LPT's Domain 3 Rating is 'Achieving', with a Domain 3 score of 2. Of the colleagues who attended the joint grading workshop for Domains 2 and 3, at least 40 people participated in grading the evidence presented on Domain 3 (40 for 3a, 38 for 3b, and 35 for 3c), a decrease since last year (78 for 3a, 80 for 3b, and 72 for 3c) but an increase since 2023/24 when 19 people participated in scoring. A breakdown of the scores/ratings for the three Domain 3 Outcomes (3a-3c) is set out in Appendix 5.

5.2 Fewer people engaged with the process compared to last year, although communications and invitations were the same as 2024/25. It does correlate with a reduction in Staff Survey engagement compared to last year, which has been seen at LPT and also nationally. While we are pleased with the amount of engagement, if we want to increase this in 2026/27, it may be necessary to explore alternative ways of gathering feedback such as multiple feedback sessions, rather than one session with the option to complete later. Only a small number of people completed the feedback forms after the session, most preferred to attend the session and complete the forms live.

## 6 **LPT's Overall EDS Organisational Rating**

6.1 LPT's Overall EDS Organisational Rating will be determined once all three domains have been scored.

