

Grading rating	Meaning
3	Excelling
2	Achieving
1	Developing
0	Undeveloped

Equality Delivery System 2022 (EDS 2022)

Domain 2: Workforce Health and Well-Being			
Name of organisation		Organisation Board Sponsor/Lead	
Cambridgeshire Community Services NHS Trust		Anita Pisani – Deputy Chief Executive (Trust EDI Lead)	
Name of Integrated Care System(s)		Selected Services for 2022-23	
Cambridgeshire and Peterborough ICS Norfolk and Waveney ICS Bedfordshire and Milton Keynes ICS		1.	
		2.	
EDS Lead (Domain 2) and role	At what level has this been completed? – <i>list organisations*</i>		
Angela Hartley Deputy Director of Workforce	Individual organisation	Cambridgeshire Community Services NHS Trust	
EDS Engagement Dates	Partnership* (two or more organisations)	n/a	
January 2023 via staff networks	Integrated Care System-wide*	n/a	
Date completed		Month and year published	February 2023
Date authorised		Revision date	

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Completed actions from the previous year	
Action/Activity	Linked to Equality Objectives (2022/23)
Ongoing Workforce Diversity and Inclusion Action plan to meet Workforce Race and Workforce Disability Equality Standards (WRES and WDES) and our Gender Pay gap report	1
Establishment of 3 staff networks, the most recent within 2022/23. Cultural Diversity, Disability and Long-Term Conditions and LGBTQI+	1
Commissioning of Cultural Intelligence Training as part of Cambridgeshire and Peterborough Integrated Care System	2
Completion of Violence Prevention Standards Self-assessment and actions to fill gaps in place	1
Agreed Stretch Disparity Targets for BAME staff % in job roles band 6-8A, % of staff opting to declare if they have a disability or not and the % of disabled staff who have adjustments made to support them	1
Action plan in place to implement the recommendations from the NHS review of potential discrimination in recruitment and on boarding “No More Tick Boxes	1

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Domain	Outcome	Evidence	Rating	Lead/Owner/Dept.
Domain 2: – Outcome 2A Workforce Health and Well-Being	2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions	<p>Staff wellbeing Programme (Live Life Well) and Web Pages</p> <p>Quarterly LLW newsletters</p> <p>Access to one of 2 commissioned Occupational Health services</p> <p>Access to one of 2 Counselling Services</p> <p>Access to ICS level Wellbeing Hub support</p> <p>Board level wellbeing guardian in post to hold the trust to account.</p> <p>Staff health and wellbeing work programme with annual objectives in place</p> <p>Wellbeing champions in place, most MH first aid lite trained.</p> <p>During covid, wellbeing risk assessments undertaken, and support put in place for those at higher risk.</p> <p>Wellbeing discussion a key part of management supervision and annual appraisal discussions.</p> <p>Access to in house Rapid access MSK support</p> <p>Well established Disability and Long Terms Conditions Staff Network</p> <p>WDES 2022 data report</p> <p>2021 Staff Survey Feedback</p>	2	Workforce Teams / Communications Team / Service Leads and Occupational Health Providers
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Domain 2: – Outcome 2B Workforce Health and Well-Being	<p>2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source</p>	<p>Dignity at Work policy in place, recently reviewed and updated in partnership with trade unions and considering feedback from staff survey and in line with civility and respect agenda.</p> <p>Disciplinary policy revised to encompass learning and to have a civility and respect focus. Trust action plan to meet the Violence Prevention from the public Standards, led by Director of Finance/ Health and Safety lead.</p> <p>Policy on how to deal with violence and aggression from members of the public in place and widely discussed/ publicised.</p> <p>Training/ support for teams experiencing aggression from patients, involving experts from Training and Education, HR, and PALs/ patient experience. External resilience training</p>	<p>2</p>	<p>Service leads/ Workforce teams / Health and Safety committee / Patient Experience and DATIX teams</p>
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Domain	Outcome	Evidence	Rating	Lead/Owner/Dept.
Domain 2: – Outcome 2C Workforce Health and Well-Being	2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source	<p>Access to trade unions and to trust staff side chair</p> <p>Access to confidential counselling services.</p> <p>Access to HR support, Freedom to speak up Guardian and champions, health, and wellbeing champions, See me first (Cultural diversity) champions.</p> <p>Access to CEO.</p> <p>Access to Deputy CEO who is also the FTSU Executive lead.</p> <p>Feedback from our “Learning from leavers” surveys.</p>	3	Workforce Teams /Trade Unions/FTSU Guardian /Service Leads

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Domain	Outcome	Evidence	Rating	Lead/Owner/Dept.
Domain 2: Workforce health and well-being	2D: Staff recommend the organisation as a place to work and receive treatment	Staff feedback through annual staff survey, quarterly pulse survey, learning from leavers surveys and plan to have “stay” surveys feedback by all other routes / champions. All feedback acted on. Staff networks, currently Cultural diversity, Disability and LTC, and LGBTQIA+, and a menopause café and emerging veteran’s network	3	Support and Clinical Service leads.

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Domain	Outcome	Objective	Action	Completion Date
Domain 2: Workforce health and well-being	2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions	We will enhance the support available to our people to manage their personal health and wellbeing, in particular those with affected by obesity, diabetes, asthma, COPD and mental health conditions.	<p>We will review our current offer to staff and our signposting to support.</p> <p>We will work with our 2 occupational health providers to agree targeted support in relation to obesity, diabetes, asthma, COPD and mental health conditions.</p> <p>We will offer refreshers Mental Health First Aid training to our Health and Wellbeing Champions</p>	March 2024
	2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source	We will take all reasonable steps to prevent abuse of any kind and will always act to support our people when it does occur.	<p>We will support staff who report incidents related to treated of them by the public and will continue to implement the Violence and Aggression Standards actions to ensure we are taking all reasonable steps to keep staff safe from abuse by the public.</p> <p>We will support staff who report incidents related to treated of them by colleagues and will</p>	March 2024

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			seek to resolve these at the earliest opportunity	
	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			