

Equality Delivery System for the NHS

EDS2 Summary Report



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

NHS organisation name:

Organisation's Equality Objectives (including duration period):

Organisation's Board lead for EDS2:

Organisation's EDS2 lead (name/email):

Level of stakeholder involvement in EDS2 grading and subsequent actions:

Headline good practice examples of EDS2 outcomes (for patients/community/workforce):

Date of EDS2 grading

Date of next EDS2 grading

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective			
Better health outcomes	1.1	<p>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</p> <table border="1"> <tr> <td data-bbox="456 411 712 710"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 411 1285 710"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 411 1951 710"> ↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div>	
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	1.2	<p>Individual people’s health needs are assessed and met in appropriate and effective ways</p> <table border="1"> <tr> <td data-bbox="456 778 712 1075"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 778 1285 1075"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 778 1951 1075"> ↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div>	
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1.3	<p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <table border="1"> <tr> <td data-bbox="456 1182 712 1476"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 1182 1285 1476"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 1182 1951 1476"> ↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid #ccc; height: 100px;"></div>		
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Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</p> <table border="1"> <tr> <td data-bbox="465 300 712 587"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 300 1285 587"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 300 1942 587"> ↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div>	
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1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</p> <table border="1"> <tr> <td data-bbox="465 699 712 986"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 699 1285 986"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 699 1942 986"> ↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div>		
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Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p> <table border="1"> <tr> <td data-bbox="465 1145 712 1433"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 1145 1285 1433"> ↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation </td> <td data-bbox="1285 1145 1942 1433"> ↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div>	
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Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <table border="1"> <tr> <th data-bbox="465 300 712 336">Grade</th> <th colspan="2" data-bbox="712 300 1285 336">Which protected characteristics fare well</th> <th data-bbox="1285 300 1942 336">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 336 712 395">Undeveloped</td> <td data-bbox="712 336 958 395">Age</td> <td data-bbox="958 336 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 587" rowspan="4"></td> </tr> <tr> <td data-bbox="465 395 712 454">Developing</td> <td data-bbox="712 395 958 454">Disability</td> <td data-bbox="958 395 1285 454">Race</td> </tr> <tr> <td data-bbox="465 454 712 513">Achieving</td> <td data-bbox="712 454 958 513">Gender reassignment</td> <td data-bbox="958 454 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 513 712 587">Excelling</td> <td data-bbox="712 513 958 587">Marriage and civil partnership</td> <td data-bbox="958 513 1285 587">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation	
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2.3	<p>People report positive experiences of the NHS</p> <table border="1"> <tr> <th data-bbox="465 667 712 703">Grade</th> <th colspan="2" data-bbox="712 667 1285 703">Which protected characteristics fare well</th> <th data-bbox="1285 667 1942 703">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 703 712 762">Undeveloped</td> <td data-bbox="712 703 958 762">Age</td> <td data-bbox="958 703 1285 762">Pregnancy and maternity</td> <td data-bbox="1285 703 1942 954" rowspan="4"></td> </tr> <tr> <td data-bbox="465 762 712 821">Developing</td> <td data-bbox="712 762 958 821">Disability</td> <td data-bbox="958 762 1285 821">Race</td> </tr> <tr> <td data-bbox="465 821 712 880">Achieving</td> <td data-bbox="712 821 958 880">Gender reassignment</td> <td data-bbox="958 821 1285 880">Religion or belief</td> </tr> <tr> <td data-bbox="465 880 712 954">Excelling</td> <td data-bbox="712 880 958 954">Marriage and civil partnership</td> <td data-bbox="958 880 1285 954">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation		
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2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <table border="1"> <tr> <th data-bbox="465 1031 712 1067">Grade</th> <th colspan="2" data-bbox="712 1031 1285 1067">Which protected characteristics fare well</th> <th data-bbox="1285 1031 1942 1067">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 1067 712 1126">Undeveloped</td> <td data-bbox="712 1067 958 1126">Age</td> <td data-bbox="958 1067 1285 1126">Pregnancy and maternity</td> <td data-bbox="1285 1067 1942 1302" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1126 712 1185">Developing</td> <td data-bbox="712 1126 958 1185">Disability</td> <td data-bbox="958 1126 1285 1185">Race</td> </tr> <tr> <td data-bbox="465 1185 712 1244">Achieving</td> <td data-bbox="712 1185 958 1244">Gender reassignment</td> <td data-bbox="958 1185 1285 1244">Religion or belief</td> </tr> <tr> <td data-bbox="465 1244 712 1302">Excelling</td> <td data-bbox="712 1244 958 1302">Marriage and civil partnership</td> <td data-bbox="958 1244 1285 1302">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation		
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A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels			
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	3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations			
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3.3	Training and development opportunities are taken up and positively evaluated by all staff				
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A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <table border="1"> <thead> <tr> <th data-bbox="465 256 712 304">Grade</th> <th colspan="2" data-bbox="712 256 1285 304">Which protected characteristics fare well</th> <th data-bbox="1285 256 1942 304">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 320 712 360">Undeveloped</td> <td data-bbox="712 320 965 360">Age</td> <td data-bbox="965 320 1285 360">Pregnancy and maternity</td> <td data-bbox="1285 312 1942 547" rowspan="4"></td> </tr> <tr> <td data-bbox="465 376 712 416">Developing</td> <td data-bbox="712 376 965 416">Disability</td> <td data-bbox="965 376 1285 416">Race</td> </tr> <tr> <td data-bbox="465 432 712 472">Achieving</td> <td data-bbox="712 432 965 472">Gender reassignment</td> <td data-bbox="965 432 1285 472">Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 528">Excelling</td> <td data-bbox="712 488 965 528">Marriage and civil partnership</td> <td data-bbox="965 488 1285 528">Sex Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation	
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3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <table border="1"> <thead> <tr> <th data-bbox="465 655 712 703">Grade</th> <th colspan="2" data-bbox="712 655 1285 703">Which protected characteristics fare well</th> <th data-bbox="1285 655 1942 703">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 719 712 759">Undeveloped</td> <td data-bbox="712 719 965 759">Age</td> <td data-bbox="965 719 1285 759">Pregnancy and maternity</td> <td data-bbox="1285 711 1942 946" rowspan="4"></td> </tr> <tr> <td data-bbox="465 775 712 815">Developing</td> <td data-bbox="712 775 965 815">Disability</td> <td data-bbox="965 775 1285 815">Race</td> </tr> <tr> <td data-bbox="465 831 712 871">Achieving</td> <td data-bbox="712 831 965 871">Gender reassignment</td> <td data-bbox="965 831 1285 871">Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 927">Excelling</td> <td data-bbox="712 887 965 927">Marriage and civil partnership</td> <td data-bbox="965 887 1285 927">Sex Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation		
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3.6	<p>Staff report positive experiences of their membership of the workforce</p> <table border="1"> <thead> <tr> <th data-bbox="465 1007 712 1054">Grade</th> <th colspan="2" data-bbox="712 1007 1285 1054">Which protected characteristics fare well</th> <th data-bbox="1285 1007 1942 1054">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1070 712 1110">Undeveloped</td> <td data-bbox="712 1070 965 1110">Age</td> <td data-bbox="965 1070 1285 1110">Pregnancy and maternity</td> <td data-bbox="1285 1062 1942 1297" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1126 712 1166">Developing</td> <td data-bbox="712 1126 965 1166">Disability</td> <td data-bbox="965 1126 1285 1166">Race</td> </tr> <tr> <td data-bbox="465 1182 712 1222">Achieving</td> <td data-bbox="712 1182 965 1222">Gender reassignment</td> <td data-bbox="965 1182 1285 1222">Religion or belief</td> </tr> <tr> <td data-bbox="465 1238 712 1278">Excelling</td> <td data-bbox="712 1238 965 1278">Marriage and civil partnership</td> <td data-bbox="965 1238 1285 1278">Sex Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation		
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Inclusive leadership	4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations		
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	4.2	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed		
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4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination			
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