

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="465 411 712 703"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 411 1283 703"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 411 1942 703"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <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="465 778 712 1070"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 778 1283 1070"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 778 1942 1070"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <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="465 1177 712 1469"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 1177 1283 1469"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 1177 1942 1469"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <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"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 363 712 395">Undeveloped</td> <td data-bbox="712 363 965 395">Age</td> <td data-bbox="965 363 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 576" rowspan="4"></td> </tr> <tr> <td data-bbox="465 422 712 454">Developing</td> <td data-bbox="712 422 965 454">Disability</td> <td data-bbox="965 422 1285 454">Race</td> </tr> <tr> <td data-bbox="465 481 712 513">Achieving</td> <td data-bbox="712 481 965 513">Gender reassignment</td> <td data-bbox="965 481 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 541 712 572">Excelling</td> <td data-bbox="712 541 965 572">Marriage and civil partnership</td> <td data-bbox="965 541 1285 572">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	Sexual orientation	
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1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</p> <table border="1"> <thead> <tr> <th data-bbox="465 699 712 735">Grade</th> <th colspan="2" data-bbox="712 699 1285 735">Which protected characteristics fare well</th> <th data-bbox="1285 699 1942 735">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 762 712 794">Undeveloped</td> <td data-bbox="712 762 965 794">Age</td> <td data-bbox="965 762 1285 794">Pregnancy and maternity</td> <td data-bbox="1285 762 1942 975" rowspan="4"></td> </tr> <tr> <td data-bbox="465 821 712 853">Developing</td> <td data-bbox="712 821 965 853">Disability</td> <td data-bbox="965 821 1285 853">Race</td> </tr> <tr> <td data-bbox="465 880 712 912">Achieving</td> <td data-bbox="712 880 965 912">Gender reassignment</td> <td data-bbox="965 880 1285 912">Religion or belief</td> </tr> <tr> <td data-bbox="465 940 712 971">Excelling</td> <td data-bbox="712 940 965 971">Marriage and civil partnership</td> <td data-bbox="965 940 1285 971">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	Sexual orientation		
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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"> <thead> <tr> <th data-bbox="465 1145 712 1182">Grade</th> <th colspan="2" data-bbox="712 1145 1285 1182">Which protected characteristics fare well</th> <th data-bbox="1285 1145 1942 1182">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1209 712 1241">Undeveloped</td> <td data-bbox="712 1209 965 1241">Age</td> <td data-bbox="965 1209 1285 1241">Pregnancy and maternity</td> <td data-bbox="1285 1209 1942 1422" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1268 712 1300">Developing</td> <td data-bbox="712 1268 965 1300">Disability</td> <td data-bbox="965 1268 1285 1300">Race</td> </tr> <tr> <td data-bbox="465 1327 712 1359">Achieving</td> <td data-bbox="712 1327 965 1359">Gender reassignment</td> <td data-bbox="965 1327 1285 1359">Religion or belief</td> </tr> <tr> <td data-bbox="465 1386 712 1418">Excelling</td> <td data-bbox="712 1386 965 1418">Marriage and civil partnership</td> <td data-bbox="965 1386 1285 1418">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	Sexual orientation	
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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"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 363 712 400">Undeveloped</td> <td data-bbox="712 363 958 400">Age</td> <td data-bbox="958 363 1285 400">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 421 712 458">Developing</td> <td data-bbox="712 421 958 458">Disability</td> <td data-bbox="958 421 1285 458">Race</td> </tr> <tr> <td data-bbox="465 478 712 515">Achieving</td> <td data-bbox="712 478 958 515">Gender reassignment</td> <td data-bbox="958 478 1285 515">Religion or belief</td> </tr> <tr> <td data-bbox="465 536 712 572">Excelling</td> <td data-bbox="712 536 958 572">Marriage and civil partnership</td> <td data-bbox="958 536 1285 572">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	Sexual orientation	
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2.3	<p>People report positive experiences of the NHS</p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 730 712 767">Undeveloped</td> <td data-bbox="712 730 958 767">Age</td> <td data-bbox="958 730 1285 767">Pregnancy and maternity</td> <td data-bbox="1285 730 1942 948" rowspan="4"></td> </tr> <tr> <td data-bbox="465 788 712 825">Developing</td> <td data-bbox="712 788 958 825">Disability</td> <td data-bbox="958 788 1285 825">Race</td> </tr> <tr> <td data-bbox="465 845 712 882">Achieving</td> <td data-bbox="712 845 958 882">Gender reassignment</td> <td data-bbox="958 845 1285 882">Religion or belief</td> </tr> <tr> <td data-bbox="465 903 712 940">Excelling</td> <td data-bbox="712 903 958 940">Marriage and civil partnership</td> <td data-bbox="958 903 1285 940">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	Sexual orientation		
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2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 1094 712 1131">Undeveloped</td> <td data-bbox="712 1094 958 1131">Age</td> <td data-bbox="958 1094 1285 1131">Pregnancy and maternity</td> <td data-bbox="1285 1094 1942 1295" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1152 712 1189">Developing</td> <td data-bbox="712 1152 958 1189">Disability</td> <td data-bbox="958 1152 1285 1189">Race</td> </tr> <tr> <td data-bbox="465 1209 712 1246">Achieving</td> <td data-bbox="712 1209 958 1246">Gender reassignment</td> <td data-bbox="958 1209 1285 1246">Religion or belief</td> </tr> <tr> <td data-bbox="465 1267 712 1303">Excelling</td> <td data-bbox="712 1267 958 1303">Marriage and civil partnership</td> <td data-bbox="958 1267 1285 1303">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	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	When at work, staff are free from abuse, harassment, bullying and violence from any source						
		↓ 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; width: 100%;"></div>				
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives						
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	3.6	Staff report positive experiences of their membership of the workforce						
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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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