

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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1.3	<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"> <tr> <td data-bbox="465 296 712 585"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 296 1285 585"> ↓ Which protected characteristics fare well Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief Sex Sexual orientation </td> <td data-bbox="1285 296 1942 585"> ↓ 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 Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief 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="465 695 712 984"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 695 1285 984"> ↓ Which protected characteristics fare well Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief Sex Sexual orientation </td> <td data-bbox="1285 695 1942 984"> ↓ 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 Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief 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 1142 712 1431"> ↓ Grade Undeveloped Developing Achieving Excelling </td> <td data-bbox="712 1142 1285 1431"> ↓ Which protected characteristics fare well Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief Sex Sexual orientation </td> <td data-bbox="1285 1142 1942 1431"> ↓ 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 Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief Sex Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px;"></div>	
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2.3	<p>People report positive experiences of the NHS</p> <table border="1"> <tr> <th data-bbox="465 667 712 715">Grade</th> <th colspan="2" data-bbox="712 667 1285 715">Which protected characteristics fare well</th> <th data-bbox="1285 667 1942 715">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 715 712 778">Undeveloped</td> <td data-bbox="712 715 958 778">Age</td> <td data-bbox="958 715 1285 778">Pregnancy and maternity</td> <td data-bbox="1285 715 1942 954" rowspan="4"></td> </tr> <tr> <td data-bbox="465 778 712 842">Developing</td> <td data-bbox="712 778 958 842">Disability</td> <td data-bbox="958 778 1285 842">Race</td> </tr> <tr> <td data-bbox="465 842 712 906">Achieving</td> <td data-bbox="712 842 958 906">Gender reassignment</td> <td data-bbox="958 842 1285 906">Religion or belief</td> </tr> <tr> <td data-bbox="465 906 712 959">Excelling</td> <td data-bbox="712 906 958 959">Marriage and civil partnership</td> <td data-bbox="958 906 1285 959">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 1034 712 1082">Grade</th> <th colspan="2" data-bbox="712 1034 1285 1082">Which protected characteristics fare well</th> <th data-bbox="1285 1034 1942 1082">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 1082 712 1145">Undeveloped</td> <td data-bbox="712 1082 958 1145">Age</td> <td data-bbox="958 1082 1285 1145">Pregnancy and maternity</td> <td data-bbox="1285 1082 1942 1305" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1145 712 1209">Developing</td> <td data-bbox="712 1145 958 1209">Disability</td> <td data-bbox="958 1145 1285 1209">Race</td> </tr> <tr> <td data-bbox="465 1209 712 1273">Achieving</td> <td data-bbox="712 1209 958 1273">Gender reassignment</td> <td data-bbox="958 1209 1285 1273">Religion or belief</td> </tr> <tr> <td data-bbox="465 1273 712 1310">Excelling</td> <td data-bbox="712 1273 958 1310">Marriage and civil partnership</td> <td data-bbox="958 1273 1285 1310">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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3.2	<p>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</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="712 762 958 794">Age</td> <td data-bbox="958 762 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="712 821 958 853">Disability</td> <td data-bbox="958 821 1285 853">Race</td> </tr> <tr> <td data-bbox="465 880 712 912">Achieving</td> <td data-bbox="712 880 958 912">Gender reassignment</td> <td data-bbox="958 880 1285 912">Religion or belief</td> </tr> <tr> <td data-bbox="465 940 712 971">Excelling</td> <td data-bbox="712 940 958 971">Marriage and civil partnership</td> <td data-bbox="958 940 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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3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <table border="1"> <thead> <tr> <th data-bbox="465 1050 712 1086">Grade</th> <th colspan="2" data-bbox="712 1050 1285 1086">Which protected characteristics fare well</th> <th data-bbox="1285 1050 1942 1086">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1114 712 1145">Undeveloped</td> <td data-bbox="712 1114 958 1145">Age</td> <td data-bbox="958 1114 1285 1145">Pregnancy and maternity</td> <td data-bbox="1285 1114 1942 1326" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1173 712 1204">Developing</td> <td data-bbox="712 1173 958 1204">Disability</td> <td data-bbox="958 1173 1285 1204">Race</td> </tr> <tr> <td data-bbox="465 1232 712 1264">Achieving</td> <td data-bbox="712 1232 958 1264">Gender reassignment</td> <td data-bbox="958 1232 1285 1264">Religion or belief</td> </tr> <tr> <td data-bbox="465 1291 712 1323">Excelling</td> <td data-bbox="712 1291 958 1323">Marriage and civil partnership</td> <td data-bbox="958 1291 1285 1323">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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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="465 719 712 751">Undeveloped</td> <td data-bbox="712 719 958 751">Age</td> <td data-bbox="958 719 1285 751">Pregnancy and maternity</td> <td data-bbox="1285 711 1942 946" rowspan="4"></td> </tr> <tr> <td data-bbox="465 767 712 799">Developing</td> <td data-bbox="712 767 958 799">Disability</td> <td data-bbox="958 767 1285 799">Race</td> </tr> <tr> <td data-bbox="465 815 712 847">Achieving</td> <td data-bbox="712 815 958 847">Gender reassignment</td> <td data-bbox="958 815 1285 847">Religion or belief</td> </tr> <tr> <td data-bbox="465 863 712 895">Excelling</td> <td data-bbox="712 863 958 895">Marriage and civil partnership</td> <td data-bbox="958 863 1285 895">Sex</td> </tr> <tr> <td data-bbox="465 895 712 943"></td> <td data-bbox="712 895 958 943"></td> <td data-bbox="958 895 1285 943">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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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective	
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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