

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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">↓ Grade</th> <th style="width: 40%;">↓ Which protected characteristics fare well</th> <th style="width: 35%;">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Undeveloped</td> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td style="text-align: center;">Developing</td> <td>Disability</td> <td>Race</td> </tr> <tr> <td style="text-align: center;">Achieving</td> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td style="text-align: center;">Excelling</td> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td></td> <td>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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1.2	<p>Individual people's health needs are assessed and met in appropriate and effective ways</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">↓ Grade</th> <th style="width: 40%;">↓ Which protected characteristics fare well</th> <th style="width: 35%;">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Undeveloped</td> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td style="text-align: center;">Developing</td> <td>Disability</td> <td>Race</td> </tr> <tr> <td style="text-align: center;">Achieving</td> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td style="text-align: center;">Excelling</td> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td></td> <td>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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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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">↓ Grade</th> <th style="width: 40%;">↓ Which protected characteristics fare well</th> <th style="width: 35%;">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Undeveloped</td> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td style="text-align: center;">Developing</td> <td>Disability</td> <td>Race</td> </tr> <tr> <td style="text-align: center;">Achieving</td> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td style="text-align: center;">Excelling</td> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td></td> <td>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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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="465 296 712 336">Grade</th> <th colspan="2" data-bbox="712 296 1285 336">Which protected characteristics fare well</th> <th data-bbox="1285 296 1942 336">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 336 712 392">Undeveloped</td> <td data-bbox="712 336 958 392">Age</td> <td data-bbox="958 336 1285 392">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 584" rowspan="4"></td> </tr> <tr> <td data-bbox="465 392 712 448">Developing</td> <td data-bbox="712 392 958 448">Disability</td> <td data-bbox="958 392 1285 448">Race</td> </tr> <tr> <td data-bbox="465 448 712 504">Achieving</td> <td data-bbox="712 448 958 520">Gender reassignment</td> <td data-bbox="958 448 1285 520">Religion or belief</td> </tr> <tr> <td data-bbox="465 504 712 584">Excelling</td> <td data-bbox="712 504 958 584">Marriage and civil partnership</td> <td data-bbox="958 504 1285 584">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="465 695 712 735">Grade</th> <th colspan="2" data-bbox="712 695 1285 735">Which protected characteristics fare well</th> <th data-bbox="1285 695 1942 735">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 735 712 791">Undeveloped</td> <td data-bbox="712 735 958 791">Age</td> <td data-bbox="958 735 1285 791">Pregnancy and maternity</td> <td data-bbox="1285 735 1942 983" rowspan="4"></td> </tr> <tr> <td data-bbox="465 791 712 847">Developing</td> <td data-bbox="712 791 958 847">Disability</td> <td data-bbox="958 791 1285 847">Race</td> </tr> <tr> <td data-bbox="465 847 712 903">Achieving</td> <td data-bbox="712 847 958 919">Gender reassignment</td> <td data-bbox="958 847 1285 919">Religion or belief</td> </tr> <tr> <td data-bbox="465 903 712 983">Excelling</td> <td data-bbox="712 903 958 983">Marriage and civil partnership</td> <td data-bbox="958 903 1285 983">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 1142 712 1182">Grade</th> <th colspan="2" data-bbox="712 1142 1285 1182">Which protected characteristics fare well</th> <th data-bbox="1285 1142 1942 1182">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1182 712 1238">Undeveloped</td> <td data-bbox="712 1182 958 1238">Age</td> <td data-bbox="958 1182 1285 1238">Pregnancy and maternity</td> <td data-bbox="1285 1182 1942 1430" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1238 712 1294">Developing</td> <td data-bbox="712 1238 958 1294">Disability</td> <td data-bbox="958 1238 1285 1294">Race</td> </tr> <tr> <td data-bbox="465 1294 712 1350">Achieving</td> <td data-bbox="712 1294 958 1366">Gender reassignment</td> <td data-bbox="958 1294 1285 1366">Religion or belief</td> </tr> <tr> <td data-bbox="465 1350 712 1430">Excelling</td> <td data-bbox="712 1350 958 1430">Marriage and civil partnership</td> <td data-bbox="958 1350 1285 1430">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="465 363 712 395">Undeveloped</td> <td data-bbox="712 363 949 395">Age</td> <td data-bbox="949 363 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 422 712 454">Developing</td> <td data-bbox="712 422 949 454">Disability</td> <td data-bbox="949 422 1285 454">Race</td> </tr> <tr> <td data-bbox="465 481 712 513">Achieving</td> <td data-bbox="712 481 949 513">Gender reassignment</td> <td data-bbox="949 481 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 541 712 572">Excelling</td> <td data-bbox="712 541 949 572">Marriage and civil partnership</td> <td data-bbox="949 541 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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2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <table border="1"> <thead> <tr> <th data-bbox="465 1023 712 1059">Grade</th> <th colspan="2" data-bbox="712 1023 1285 1059">Which protected characteristics fare well</th> <th data-bbox="1285 1023 1942 1059">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1082 712 1114">Undeveloped</td> <td data-bbox="712 1082 949 1114">Age</td> <td data-bbox="949 1082 1285 1114">Pregnancy and maternity</td> <td data-bbox="1285 1082 1942 1299" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1141 712 1173">Developing</td> <td data-bbox="712 1141 949 1173">Disability</td> <td data-bbox="949 1141 1285 1173">Race</td> </tr> <tr> <td data-bbox="465 1200 712 1232">Achieving</td> <td data-bbox="712 1200 949 1232">Gender reassignment</td> <td data-bbox="949 1200 1285 1232">Religion or belief</td> </tr> <tr> <td data-bbox="465 1259 712 1291">Excelling</td> <td data-bbox="712 1259 949 1291">Marriage and civil partnership</td> <td data-bbox="949 1259 1285 1291">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						
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	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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