## 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):

Publication Gateway Reference Number: 03247

Date o	f EDS2 gradi	ling Date of next EDS2 grading	
Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
S	1.1	Services are commissioned, procured, designed and delivered to meet the health needs local communities   I Grade  Which protected characteristics fare well  Undeveloped  Developing  Achieving  Excelling  Marriage and civil partnership  Sexual orientation	of
Better health outcomes	1.2	Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people's health needs are assessed and met in appropriate and effective way  Individual people way are assessed and met in appropriate and effective way  Individual people way are assessed and met in appropriate and effective way  Individual people way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and met in appropriate and effective way are assessed and effecti	ys
B	1.3	Transitions from one service to another, for people on care pathways, are made smoot with everyone well-informed   Indeveloped	hly

Goal	Outcome	Grade and reasons for rating				
		When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse				
mes, continued	1.4		<ul> <li>→ Which protected</li> <li>Age</li> <li>Disability</li> <li>Gender reassignment</li> <li>Marriage and</li> </ul>	characteristics fare well  Pregnancy and maternity  Race  Religion or belief  Sex	◆ Evidence drawn upon for rating	
n outcomes,		Screening, vacci communities	civil partnership	er health promotion	services reach and benefit all local	
Better health	1.5		Age Disability Gender reassignment Marriage and civil partnership	characteristics fare well  Pregnancy and maternity Race Religion or belief Sex Sexual orientation	◆ Evidence drawn upon for rating	

SS		People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds				
ed		<b>♦</b> Grade	<b>♦</b> Which protecte	d characteristics fare well	<b>◆</b> Evidence drawn upon for rating	
Improve patient action and exper	2.1	Undeveloped	Age	Pregnancy and maternity		
		Developing	Disability	Race		
		Achieving	Gender reassignment	Religion or belief Sex		
		Excelling	Marriage and civil partnership	Sexual orientation		

Goal	Outcome	Grade and reasons for rating				
		People are informed and supported to be as involved as they wish to be in decisions about their care				
		<b>♦</b> Grade	<b>♦</b> Which protected	<b>◆</b> Evidence drawn upon for rating		
experience	2.2	Undeveloped  Developing  Achieving  Excelling	Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation		
and		People report positive experiences of the NHS				
patient access	2.3		Age Disability Gender reassignment Marriage and civil partnership	characteristics fare well  Pregnancy and maternity Race Religion or belief Sex Sexual orientation	◆ Evidence drawn upon for rating	
Improved	2.4	People's complate  Indeveloped  Developing  Achieving  Excelling		characteristics fare well Pregnancy and maternity Race Religion or belief Sex Sexual orientation	ectfully and efficiently	

Goal	Outcome	Grade and reasons for rating				
		Fair NHS recruitment and selection processes lead to a more representative workforce at all levels				
		<b>♦</b> Grade	<b>♦</b> Which protected	characteristics fare well	<b>◆</b> Evidence drawn upon for rating	
supported workforce	3.1	Undeveloped  Developing  Achieving  Excelling	Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation		
porte	3.2	equal pay audit	ts to help fulfil t	heir legal obligations		
representative and supl		<ul><li>✔ Grade</li><li>Undeveloped</li><li>Developing</li><li>Achieving</li><li>Excelling</li></ul>	Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation	◆ Evidence drawn upon for rating	
res		Training and de	velopment opp	ortunities are taken	up and positively evaluated by all staff	
A rep	3.3		Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation	◆ Evidence drawn upon for rating	

Goal	Outcome	Grade and reasons for rating				
workforce	3.4	When at work,		characteristics fare well Pregnancy and maternity Race Religion or belief	t, bullying and violence from any source	
		Achieving Excelling	reassignment Marriage and civil partnership	Sex Sexual orientation		
ative and supported workforce	3.5	and the way per	ople lead their	characteristics fare well Pregnancy and maternity Race Religion or belief Sex	represent with the needs of the service   ◆ Evidence drawn upon for rating	
A representative and	3.6	Staff report pos  ◆ Grade  Undeveloped  Developing  Achieving  Excelling		Sexual orientation  es of their membersh characteristics fare well Pregnancy and maternity Race Religion or belief Sex Sexual orientation	ip of the workforce	

Goal	Outcome	Grade and rea	Grade and reasons for rating					
		Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations						
		<b>♦</b> Grade	<b>♦</b> Which protected	characteristics fare well	<b>◆</b> Evidence drawn upon for rating			
	11	Undeveloped	Age	Pregnancy and maternity				
	4.1	Developing	Disability	Race				
		Achieving	Gender reassignment	Religion or belief Sex				
		Excelling	Marriage and civil partnership	Sexual orientation				
ship		-		oard and other major how these risks are	Committees identify equality-related to be managed			
der	4.2	<b>♦</b> Grade	<b>♦</b> Which protected	characteristics fare well	<b>♦</b> Evidence drawn upon for rating			
ea		Undeveloped	Age	Pregnancy and maternity				
Inclusive leadership		Developing	Disability Gender	Race Religion or belief				
lus lus		Achieving	reassignment	Sex				
<u> </u>		Excelling	Marriage and civil partnership	Sexual orientation				
				e managers support environment free fr	their staff to work in culturally om discrimination			
		<b>♦</b> Grade		characteristics fare well	<b>♦</b> Evidence drawn upon for rating			
	4.2	Undeveloped	Age	Pregnancy and maternity				
	4.3	Developing	Disability	Race				
		Achieving	Gender reassignment	Religion or belief Sex				
		Excelling	Marriage and civil partnership	Sexual orientation				