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 rea	Grade and reasons for rating					
Better health outcomes	1.1	Services are con local communiti Grade Undeveloped Developing Achieving Excelling	es	characteristics fare well Pregnancy and maternity Race Religion or belief Sex Sexual orientation	I delivered to meet the health needs of I delivered to meet			
	1.2	Individual peop ↓ Grade Undeveloped Developing Achieving Excelling		s are assessed and r characteristics fare well Pregnancy and maternity Race Religion or belief Sex Sexual orientation	met in appropriate and effective ways ✓ Evidence drawn upon for rating			
	1.3	Transitions from with everyone v ◆ Grade Undeveloped Developing Achieving Excelling	well-informed	another, for people characteristics fare well Pregnancy and maternity Race Religion or belief Sex Sexual orientation	on care pathways, are made smoothly Evidence drawn upon for rating			

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				
outcomes, continued	1.4	<pre></pre>	Which protected characteristics fare well ↓ Evidence drawn upon for rating Age Pregnancy and maternity Disability Race Gender Religion or belief reassignment Sex Marriage and Sexual orientation			
Better health outco	1.5		ation and other health promotion services reach and benefit all local Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender Religion or belief reassignment Sex Marriage and Sexual orientation			

	Evidence drawn upon for rating
Operation Undeveloped Age Pregnancy and maternity Developing Disability Race Achieving Gender Religion or belief Excelling Marriage and Sex Excelling 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				
		↓ Grade		characteristics fare well	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 p	ositive experier	nces of the NHS		
ess a	2.3	↓ Grade	↓ Which protected	characteristics fare well	Evidence drawn upon for rating	
Improved patient access		Undeveloped Developing Achieving Excelling	Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation		
OVe		People's compla	aints about serv	ices are handled res	pectfully and efficiently	
br		↓ Grade		characteristics fare well	Evidence drawn upon for rating	
<u>E</u>	2.4	Undeveloped Developing Achieving Excelling	Age Disability Gender reassignment Marriage and civil partnership	Pregnancy and maternity Race Religion or belief Sex Sexual orientation		

Goal	Outcome	Grade and reasons for rating				
		Fair NHS recruitment and selection processes lead to a more representative workforce at all levels				
		↓ Grade		characteristics fare well	Evidence drawn upon for rating	
supported workforce	3.1	Undeveloped Developing Achieving	Age Disability Gender reassignment Marriage and	Pregnancy and maternity Race Religion or belief Sex		
		Excelling	civil partnership	Sexual orientation		
oorte				pay for work of equ heir legal obligations	al value and expects employers to use	
representative and supp	3.2	↓ Grade		characteristics fare well	Evidence drawn upon for rating	
		Undeveloped Developing	Age Disability Gender	Pregnancy and maternity Race Religion or belief		
		Achieving Excelling	reassignment Marriage and civil partnership	Sex Sexual orientation		
les		Training and de	velopment opp	ortunities are taken	up and positively evaluated by all staff	
rep		↓ Grade	♦ Which protected	characteristics fare well	✤ Evidence drawn upon for rating	
Ā	3.3	Undeveloped Developing Achieving	Age Disability Gender reassignment Marriage and	Pregnancy and maternity Race Religion or belief Sex		
		Excelling	civil partnership	Sexual orientation		

Goal	Outcome	Grade and reasons for rating				
vorkforce	3.4	When at work, Grade Undeveloped Developing Achieving Excelling		and maternity belief		
representative and supported workforce	3.5		◆ Which protected characteristic	and maternity belief		
A represer	3.6	Staff report pos ↓ Grade Undeveloped Developing Achieving Excelling	Which protected characteristic	and maternity belief		

Goal	Outcome	Grade and reasons for rating				
		Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations				
		↓ Grade		characteristics fare well	Evidence drawn upon for rating	
	1 1	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	↓ Grade	➡ Which protected	characteristics fare well	Evidence drawn upon for rating	
ea		Undeveloped	Age	Pregnancy and maternity		
Ve		Developing	Disability	Race		
Inclusive leadership		Achieving	Gender reassignment	Religion or belief Sex		
		Excelling	Marriage and civil partnership	Sexual orientation		
		_		- · · ·	their staff to work in culturally	
		competent way	rs within a work	environment free fre	om discrimination	
		↓ Grade	✤ Which protected	characteristics fare well	Evidence drawn upon for rating	
	4.3	Undeveloped	Age	Pregnancy and maternity		
	4.5	Developing	Disability	Race		
		Achieving	Gender reassignment	Religion or belief Sex		
		Excelling	Marriage and civil partnership	Sexual orientation		