

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"> <thead> <tr> <th data-bbox="465 411 712 459">Grade</th> <th colspan="2" data-bbox="712 411 1285 459">Which protected characteristics fare well</th> <th data-bbox="1285 411 1942 459">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 459 712 515">Undeveloped</td> <td data-bbox="712 459 958 515">Age</td> <td data-bbox="958 459 1285 515">Pregnancy and maternity</td> <td data-bbox="1285 459 1942 699" rowspan="4"></td> </tr> <tr> <td data-bbox="465 515 712 571">Developing</td> <td data-bbox="712 515 958 571">Disability</td> <td data-bbox="958 515 1285 571">Race</td> </tr> <tr> <td data-bbox="465 571 712 627">Achieving</td> <td data-bbox="712 571 958 627">Gender reassignment</td> <td data-bbox="958 571 1285 627">Religion or belief</td> </tr> <tr> <td data-bbox="465 627 712 699">Excelling</td> <td data-bbox="712 627 958 699">Marriage and civil partnership</td> <td data-bbox="958 627 1285 699">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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| 1.2 | <p>Individual people's health needs are assessed and met in appropriate and effective ways</p> <table border="1"> <thead> <tr> <th data-bbox="465 778 712 826">Grade</th> <th colspan="2" data-bbox="712 778 1285 826">Which protected characteristics fare well</th> <th data-bbox="1285 778 1942 826">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 826 712 882">Undeveloped</td> <td data-bbox="712 826 958 882">Age</td> <td data-bbox="958 826 1285 882">Pregnancy and maternity</td> <td data-bbox="1285 826 1942 1066" rowspan="4"></td> </tr> <tr> <td data-bbox="465 882 712 938">Developing</td> <td data-bbox="712 882 958 938">Disability</td> <td data-bbox="958 882 1285 938">Race</td> </tr> <tr> <td data-bbox="465 938 712 994">Achieving</td> <td data-bbox="712 938 958 994">Gender reassignment</td> <td data-bbox="958 938 1285 994">Religion or belief</td> </tr> <tr> <td data-bbox="465 994 712 1066">Excelling</td> <td data-bbox="712 994 958 1066">Marriage and civil partnership</td> <td data-bbox="958 994 1285 1066">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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| 1.3 | <p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <table border="1"> <thead> <tr> <th data-bbox="465 1185 712 1233">Grade</th> <th colspan="2" data-bbox="712 1185 1285 1233">Which protected characteristics fare well</th> <th data-bbox="1285 1185 1942 1233">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1233 712 1289">Undeveloped</td> <td data-bbox="712 1233 958 1289">Age</td> <td data-bbox="958 1233 1285 1289">Pregnancy and maternity</td> <td data-bbox="1285 1233 1942 1473" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1289 712 1345">Developing</td> <td data-bbox="712 1289 958 1345">Disability</td> <td data-bbox="958 1289 1285 1345">Race</td> </tr> <tr> <td data-bbox="465 1345 712 1401">Achieving</td> <td data-bbox="712 1345 958 1401">Gender reassignment</td> <td data-bbox="958 1345 1285 1401">Religion or belief</td> </tr> <tr> <td data-bbox="465 1401 712 1473">Excelling</td> <td data-bbox="712 1401 958 1473">Marriage and civil partnership</td> <td data-bbox="958 1401 1285 1473">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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| 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"> <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> <tr> <td data-bbox="465 336 712 411">Undeveloped</td> <td data-bbox="712 336 958 411">Age</td> <td data-bbox="958 336 1285 411">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 411 712 486">Developing</td> <td data-bbox="712 411 958 486">Disability</td> <td data-bbox="958 411 1285 486">Race</td> </tr> <tr> <td data-bbox="465 486 712 561">Achieving</td> <td data-bbox="712 486 958 561">Gender reassignment</td> <td data-bbox="958 486 1285 561">Religion or belief</td> </tr> <tr> <td data-bbox="465 561 712 595">Excelling</td> <td data-bbox="712 561 958 595">Marriage and civil partnership</td> <td data-bbox="958 561 1285 595">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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| 2.3 | <p>People report positive experiences of the NHS</p> <table border="1"> <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> <tr> <td data-bbox="465 703 712 778">Undeveloped</td> <td data-bbox="712 703 958 778">Age</td> <td data-bbox="958 703 1285 778">Pregnancy and maternity</td> <td data-bbox="1285 703 1942 948" rowspan="4"></td> </tr> <tr> <td data-bbox="465 778 712 853">Developing</td> <td data-bbox="712 778 958 853">Disability</td> <td data-bbox="958 778 1285 853">Race</td> </tr> <tr> <td data-bbox="465 853 712 928">Achieving</td> <td data-bbox="712 853 958 928">Gender reassignment</td> <td data-bbox="958 853 1285 928">Religion or belief</td> </tr> <tr> <td data-bbox="465 928 712 959">Excelling</td> <td data-bbox="712 928 958 959">Marriage and civil partnership</td> <td data-bbox="958 928 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 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> <tr> <td data-bbox="465 1067 712 1142">Undeveloped</td> <td data-bbox="712 1067 958 1142">Age</td> <td data-bbox="958 1067 1285 1142">Pregnancy and maternity</td> <td data-bbox="1285 1067 1942 1295" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1142 712 1217">Developing</td> <td data-bbox="712 1142 958 1217">Disability</td> <td data-bbox="958 1142 1285 1217">Race</td> </tr> <tr> <td data-bbox="465 1217 712 1292">Achieving</td> <td data-bbox="712 1217 958 1292">Gender reassignment</td> <td data-bbox="958 1217 1285 1292">Religion or belief</td> </tr> <tr> <td data-bbox="465 1292 712 1315">Excelling</td> <td data-bbox="712 1292 958 1315">Marriage and civil partnership</td> <td data-bbox="958 1292 1285 1315">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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| 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 | <p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <table border="1"> <thead> <tr> <th data-bbox="465 256 712 304">Grade</th> <th colspan="2" data-bbox="712 256 1285 304">Which protected characteristics fare well</th> <th data-bbox="1285 256 1942 304">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 320 712 360">Undeveloped</td> <td data-bbox="712 320 965 360">Age</td> <td data-bbox="965 320 1285 360">Pregnancy and maternity</td> <td data-bbox="1285 312 1942 547" rowspan="4"></td> </tr> <tr> <td data-bbox="465 376 712 416">Developing</td> <td data-bbox="712 376 965 416">Disability</td> <td data-bbox="965 376 1285 416">Race</td> </tr> <tr> <td data-bbox="465 432 712 472">Achieving</td> <td data-bbox="712 432 965 472">Gender reassignment</td> <td data-bbox="965 432 1285 472">Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 528">Excelling</td> <td data-bbox="712 488 965 528">Marriage and civil partnership</td> <td data-bbox="965 488 1285 528">Sex 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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| 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="465 719 712 759">Undeveloped</td> <td data-bbox="712 719 965 759">Age</td> <td data-bbox="965 719 1285 759">Pregnancy and maternity</td> <td data-bbox="1285 711 1942 946" rowspan="4"></td> </tr> <tr> <td data-bbox="465 775 712 815">Developing</td> <td data-bbox="712 775 965 815">Disability</td> <td data-bbox="965 775 1285 815">Race</td> </tr> <tr> <td data-bbox="465 831 712 871">Achieving</td> <td data-bbox="712 831 965 871">Gender reassignment</td> <td data-bbox="965 831 1285 871">Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 927">Excelling</td> <td data-bbox="712 887 965 927">Marriage and civil partnership</td> <td data-bbox="965 887 1285 927">Sex 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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| 3.6 | <p>Staff report positive experiences of their membership of the workforce</p> <table border="1"> <thead> <tr> <th data-bbox="465 1007 712 1054">Grade</th> <th colspan="2" data-bbox="712 1007 1285 1054">Which protected characteristics fare well</th> <th data-bbox="1285 1007 1942 1054">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1070 712 1110">Undeveloped</td> <td data-bbox="712 1070 965 1110">Age</td> <td data-bbox="965 1070 1285 1110">Pregnancy and maternity</td> <td data-bbox="1285 1062 1942 1297" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1126 712 1166">Developing</td> <td data-bbox="712 1126 965 1166">Disability</td> <td data-bbox="965 1126 1285 1166">Race</td> </tr> <tr> <td data-bbox="465 1182 712 1222">Achieving</td> <td data-bbox="712 1182 965 1222">Gender reassignment</td> <td data-bbox="965 1182 1285 1222">Religion or belief</td> </tr> <tr> <td data-bbox="465 1238 712 1278">Excelling</td> <td data-bbox="712 1238 965 1278">Marriage and civil partnership</td> <td data-bbox="965 1238 1285 1278">Sex 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 | | |
| 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 | | | | | | | | | | | | | | | | | | |

| 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 | | |
| | | ↓ 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 |
| | 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 | | |
| ↓ 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 #ccc; height: 100px; width: 100%;"></div> | |
| 4.3 | Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination | | | |
| | ↓ 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 #ccc; height: 100px; width: 100%;"></div> |