

# 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><b>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</b></p> <table border="1"> <tr> <td data-bbox="465 411 712 703"> <p>↓ Grade</p> <p><b>Undeveloped</b></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><b>Undeveloped</b></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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1.2	<p><b>Individual people’s health needs are assessed and met in appropriate and effective ways</b></p> <table border="1"> <tr> <td data-bbox="465 778 712 1070"> <p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 778 1283 1070"> <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 778 1942 1070"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><b>Undeveloped</b></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><b>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</b></p> <table border="1"> <tr> <td data-bbox="465 1177 712 1469"> <p>↓ Grade</p> <p><b>Undeveloped</b></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><b>Undeveloped</b></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><b>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</b></p> <table border="1"> <tr> <td data-bbox="465 300 712 587">           ↓ Grade   <b>Undeveloped</b>             Developing             Achieving             Excelling         </td> <td data-bbox="712 300 1285 587">           ↓ Which protected characteristics fare well             Age Pregnancy and maternity            Disability Race            Gender reassignment Religion or belief            Marriage and civil partnership Sex            Sexual orientation         </td> <td data-bbox="1285 300 1942 587">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade  <b>Undeveloped</b>  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 black; height: 100px;"></div>	
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1.5	<p><b>Screening, vaccination and other health promotion services reach and benefit all local communities</b></p> <table border="1"> <tr> <td data-bbox="465 699 712 986">           ↓ Grade   <b>Undeveloped</b>             Developing             Achieving             Excelling         </td> <td data-bbox="712 699 1285 986">           ↓ Which protected characteristics fare well             Age Pregnancy and maternity            Disability Race            Gender reassignment Religion or belief            Marriage and civil partnership Sex            Sexual orientation         </td> <td data-bbox="1285 699 1942 986">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade  <b>Undeveloped</b>  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 black; height: 100px;"></div>		
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Improved patient access and experience	2.1	<p><b>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</b></p> <table border="1"> <tr> <td data-bbox="465 1145 712 1433">           ↓ Grade   <b>Undeveloped</b>             Developing             Achieving             Excelling         </td> <td data-bbox="712 1145 1285 1433">           ↓ Which protected characteristics fare well             Age Pregnancy and maternity            Disability Race            Gender reassignment Religion or belief            Marriage and civil partnership Sex            Sexual orientation         </td> <td data-bbox="1285 1145 1942 1433">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid black; height: 100px;"></div> </td> </tr> </table>	↓ Grade  <b>Undeveloped</b>  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 black; height: 100px;"></div>	
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Improved patient access and experience	2.2	<p><b>People are informed and supported to be as involved as they wish to be in decisions about their care</b></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="465 363 712 400"><b>Undeveloped</b></td> <td data-bbox="712 363 958 400">Age</td> <td data-bbox="958 363 1285 400">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 421 712 458"><b>Developing</b></td> <td data-bbox="712 421 958 458">Disability</td> <td data-bbox="958 421 1285 458">Race</td> </tr> <tr> <td data-bbox="465 477 712 513"><b>Achieving</b></td> <td data-bbox="712 477 958 513">Gender reassignment</td> <td data-bbox="958 477 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 533 712 569"><b>Excelling</b></td> <td data-bbox="712 533 958 569">Marriage and civil partnership</td> <td data-bbox="958 533 1285 569">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation	
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2.3	<p><b>People report positive experiences of the NHS</b></p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 730 712 767"><b>Undeveloped</b></td> <td data-bbox="712 730 958 767">Age</td> <td data-bbox="958 730 1285 767">Pregnancy and maternity</td> <td data-bbox="1285 730 1942 948" rowspan="4"></td> </tr> <tr> <td data-bbox="465 786 712 823"><b>Developing</b></td> <td data-bbox="712 786 958 823">Disability</td> <td data-bbox="958 786 1285 823">Race</td> </tr> <tr> <td data-bbox="465 842 712 879"><b>Achieving</b></td> <td data-bbox="712 842 958 879">Gender reassignment</td> <td data-bbox="958 842 1285 879">Religion or belief</td> </tr> <tr> <td data-bbox="465 898 712 935"><b>Excelling</b></td> <td data-bbox="712 898 958 935">Marriage and civil partnership</td> <td data-bbox="958 898 1285 935">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation		
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2.4	<p><b>People's complaints about services are handled respectfully and efficiently</b></p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 1094 712 1131"><b>Undeveloped</b></td> <td data-bbox="712 1094 958 1131">Age</td> <td data-bbox="958 1094 1285 1131">Pregnancy and maternity</td> <td data-bbox="1285 1094 1942 1295" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1150 712 1187"><b>Developing</b></td> <td data-bbox="712 1150 958 1187">Disability</td> <td data-bbox="958 1150 1285 1187">Race</td> </tr> <tr> <td data-bbox="465 1206 712 1243"><b>Achieving</b></td> <td data-bbox="712 1206 958 1243">Gender reassignment</td> <td data-bbox="958 1206 1285 1243">Religion or belief</td> </tr> <tr> <td data-bbox="465 1262 712 1299"><b>Excelling</b></td> <td data-bbox="712 1262 958 1299">Marriage and civil partnership</td> <td data-bbox="958 1262 1285 1299">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation		
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A representative and supported workforce	3.1	<b>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</b>			
		↓ Grade  <b>Undeveloped</b>  <b>Developing</b>  <b>Achieving</b>  <b>Excelling</b>	↓ 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 black; height: 100px; width: 100%;"></div>	
	3.2	<b>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</b>			
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3.3	<b>Training and development opportunities are taken up and positively evaluated by all staff</b>				
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A representative and supported workforce	3.4	<b>When at work, staff are free from abuse, harassment, bullying and violence from any source</b>						
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	3.5	<b>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</b>						
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	3.6	<b>Staff report positive experiences of their membership of the workforce</b>						
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<b>Inclusive leadership</b>	<b>4.1</b>	<b>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</b>		
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	<b>4.2</b>	<b>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</b>		
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<b>4.3</b>	<b>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</b>			
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