

# 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"> <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"><b>Undeveloped</b></td> <td data-bbox="712 363 965 395">Age</td> <td data-bbox="965 363 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 579" rowspan="4"></td> </tr> <tr> <td data-bbox="465 419 712 451"><b>Developing</b></td> <td data-bbox="712 419 965 451">Disability</td> <td data-bbox="965 419 1285 451">Race</td> </tr> <tr> <td data-bbox="465 475 712 507"><b>Achieving</b></td> <td data-bbox="712 475 965 507">Gender reassignment</td> <td data-bbox="965 475 1285 507">Religion or belief</td> </tr> <tr> <td data-bbox="465 531 712 563"><b>Excelling</b></td> <td data-bbox="712 531 965 563">Marriage and civil partnership</td> <td data-bbox="965 531 1285 563">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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1.5	<p><b>Screening, vaccination and other health promotion services reach and benefit all local communities</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 699 712 735">Grade</th> <th colspan="2" data-bbox="712 699 1285 735">Which protected characteristics fare well</th> <th data-bbox="1285 699 1942 735">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 762 712 794"><b>Undeveloped</b></td> <td data-bbox="712 762 965 794">Age</td> <td data-bbox="965 762 1285 794">Pregnancy and maternity</td> <td data-bbox="1285 762 1942 978" rowspan="4"></td> </tr> <tr> <td data-bbox="465 818 712 850"><b>Developing</b></td> <td data-bbox="712 818 965 850">Disability</td> <td data-bbox="965 818 1285 850">Race</td> </tr> <tr> <td data-bbox="465 874 712 906"><b>Achieving</b></td> <td data-bbox="712 874 965 906">Gender reassignment</td> <td data-bbox="965 874 1285 906">Religion or belief</td> </tr> <tr> <td data-bbox="465 930 712 962"><b>Excelling</b></td> <td data-bbox="712 930 965 962">Marriage and civil partnership</td> <td data-bbox="965 930 1285 962">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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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"> <thead> <tr> <th data-bbox="465 1142 712 1179">Grade</th> <th colspan="2" data-bbox="712 1142 1285 1179">Which protected characteristics fare well</th> <th data-bbox="1285 1142 1942 1179">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1206 712 1238"><b>Undeveloped</b></td> <td data-bbox="712 1206 965 1238">Age</td> <td data-bbox="965 1206 1285 1238">Pregnancy and maternity</td> <td data-bbox="1285 1206 1942 1422" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1262 712 1294"><b>Developing</b></td> <td data-bbox="712 1262 965 1294">Disability</td> <td data-bbox="965 1262 1285 1294">Race</td> </tr> <tr> <td data-bbox="465 1318 712 1350"><b>Achieving</b></td> <td data-bbox="712 1318 965 1350">Gender reassignment</td> <td data-bbox="965 1318 1285 1350">Religion or belief</td> </tr> <tr> <td data-bbox="465 1374 712 1406"><b>Excelling</b></td> <td data-bbox="712 1374 965 1406">Marriage and civil partnership</td> <td data-bbox="965 1374 1285 1406">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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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="465 300 712 347">Grade</th> <th colspan="2" data-bbox="712 300 1285 347">Which protected characteristics fare well</th> <th data-bbox="1285 300 1942 347">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 347 712 411"><b>Undeveloped</b></td> <td data-bbox="712 347 949 411">Age</td> <td data-bbox="949 347 1285 411">Pregnancy and maternity</td> <td data-bbox="1285 347 1942 587" rowspan="4"></td> </tr> <tr> <td data-bbox="465 411 712 475"><b>Developing</b></td> <td data-bbox="712 411 949 475">Disability</td> <td data-bbox="949 411 1285 475">Race</td> </tr> <tr> <td data-bbox="465 475 712 539"><b>Achieving</b></td> <td data-bbox="712 475 949 539">Gender reassignment</td> <td data-bbox="949 475 1285 539">Religion or belief</td> </tr> <tr> <td data-bbox="465 539 712 592"><b>Excelling</b></td> <td data-bbox="712 539 949 592">Marriage and civil partnership</td> <td data-bbox="949 539 1285 592">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 1034 712 1082">Grade</th> <th colspan="2" data-bbox="712 1034 1285 1082">Which protected characteristics fare well</th> <th data-bbox="1285 1034 1942 1082">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1082 712 1145"><b>Undeveloped</b></td> <td data-bbox="712 1082 949 1145">Age</td> <td data-bbox="949 1082 1285 1145">Pregnancy and maternity</td> <td data-bbox="1285 1082 1942 1305" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1145 712 1209"><b>Developing</b></td> <td data-bbox="712 1145 949 1209">Disability</td> <td data-bbox="949 1145 1285 1209">Race</td> </tr> <tr> <td data-bbox="465 1209 712 1273"><b>Achieving</b></td> <td data-bbox="712 1209 949 1273">Gender reassignment</td> <td data-bbox="949 1209 1285 1273">Religion or belief</td> </tr> <tr> <td data-bbox="465 1273 712 1310"><b>Excelling</b></td> <td data-bbox="712 1273 949 1310">Marriage and civil partnership</td> <td data-bbox="949 1273 1285 1310">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	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><b>When at work, staff are free from abuse, harassment, bullying and violence from any source</b></p> <table border="1"> <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> <tr> <td data-bbox="465 320 712 352">Undeveloped</td> <td data-bbox="712 320 965 352">Age</td> <td data-bbox="965 320 1285 352">Pregnancy and maternity</td> <td data-bbox="1285 312 1942 547" rowspan="4"></td> </tr> <tr> <td data-bbox="465 368 712 400">Developing</td> <td data-bbox="712 368 965 400">Disability</td> <td data-bbox="965 368 1285 400">Race</td> </tr> <tr> <td data-bbox="465 416 712 448">Achieving</td> <td data-bbox="712 416 965 448">Gender reassignment</td> <td data-bbox="965 416 1285 448">Religion or belief</td> </tr> <tr> <td data-bbox="465 464 712 496">Excelling</td> <td data-bbox="712 464 965 496">Marriage and civil partnership</td> <td data-bbox="965 464 1285 496">Sex</td> </tr> <tr> <td data-bbox="465 496 712 544"></td> <td data-bbox="712 496 965 544"></td> <td data-bbox="965 496 1285 544">Sexual orientation</td> <td data-bbox="1285 496 1942 544"></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	Sex			Sexual orientation		
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3.5	<p><b>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</b></p> <table border="1"> <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> <tr> <td data-bbox="465 719 712 751">Undeveloped</td> <td data-bbox="712 719 965 751">Age</td> <td data-bbox="965 719 1285 751">Pregnancy and maternity</td> <td data-bbox="1285 711 1942 946" rowspan="4"></td> </tr> <tr> <td data-bbox="465 767 712 799">Developing</td> <td data-bbox="712 767 965 799">Disability</td> <td data-bbox="965 767 1285 799">Race</td> </tr> <tr> <td data-bbox="465 815 712 847">Achieving</td> <td data-bbox="712 815 965 847">Gender reassignment</td> <td data-bbox="965 815 1285 847">Religion or belief</td> </tr> <tr> <td data-bbox="465 863 712 895">Excelling</td> <td data-bbox="712 863 965 895">Marriage and civil partnership</td> <td data-bbox="965 863 1285 895">Sex</td> </tr> <tr> <td data-bbox="465 895 712 943"></td> <td data-bbox="712 895 965 943"></td> <td data-bbox="965 895 1285 943">Sexual orientation</td> <td data-bbox="1285 895 1942 943"></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	Sex			Sexual orientation			
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3.6	<p><b>Staff report positive experiences of their membership of the workforce</b></p> <table border="1"> <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> <tr> <td data-bbox="465 1070 712 1102">Undeveloped</td> <td data-bbox="712 1070 965 1102">Age</td> <td data-bbox="965 1070 1285 1102">Pregnancy and maternity</td> <td data-bbox="1285 1062 1942 1297" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1118 712 1150">Developing</td> <td data-bbox="712 1118 965 1150">Disability</td> <td data-bbox="965 1118 1285 1150">Race</td> </tr> <tr> <td data-bbox="465 1166 712 1198">Achieving</td> <td data-bbox="712 1166 965 1198">Gender reassignment</td> <td data-bbox="965 1166 1285 1198">Religion or belief</td> </tr> <tr> <td data-bbox="465 1214 712 1246">Excelling</td> <td data-bbox="712 1214 965 1246">Marriage and civil partnership</td> <td data-bbox="965 1214 1285 1246">Sex</td> </tr> <tr> <td data-bbox="465 1246 712 1294"></td> <td data-bbox="712 1246 965 1294"></td> <td data-bbox="965 1246 1285 1294">Sexual orientation</td> <td data-bbox="1285 1246 1942 1294"></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	Sex			Sexual orientation			
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
<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>	
		↓ Grade  <b>Undeveloped</b>  <b>Developing</b>  <b>Achieving</b>  <b>Excelling</b>	
	<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>	
↓ 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	
<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>		
	↓ 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