

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"> <tr> <td data-bbox="456 411 712 710"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 411 1285 710"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <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="1285 411 1951 710"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>		<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>	
	Age	Pregnancy and maternity													
	Disability	Race													
	Gender reassignment	Religion or belief													
Marriage and civil partnership	Sex														
	Sexual orientation														
1.2	<p>Individual people’s health needs are assessed and met in appropriate and effective ways</p>														
	<table border="1"> <tr> <td data-bbox="456 778 712 1075"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 778 1285 1075"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <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="1285 778 1951 1075"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>		<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>
<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>		
Age	Pregnancy and maternity														
Disability	Race														
Gender reassignment	Religion or belief														
Marriage and civil partnership	Sex														
	Sexual orientation														
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"> <tr> <td data-bbox="456 1182 712 1476"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 1182 1285 1476"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <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="1285 1182 1951 1476"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>		<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>
<p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <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>		
Age	Pregnancy and maternity														
Disability	Race														
Gender reassignment	Religion or belief														
Marriage and civil partnership	Sex														
	Sexual orientation														

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																	
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="712 448 958 504">Gender reassignment</td> <td data-bbox="958 448 1285 504">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	
	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																		
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="712 847 958 903">Gender reassignment</td> <td data-bbox="958 847 1285 903">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		
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																		
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 1350">Gender reassignment</td> <td data-bbox="958 1294 1285 1350">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	
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																		

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																	
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="465 300 712 347">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> <tr> <td data-bbox="465 347 712 411">Undeveloped</td> <td data-bbox="712 347 958 411">Age</td> <td data-bbox="958 347 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">Developing</td> <td data-bbox="712 411 958 475">Disability</td> <td data-bbox="958 411 1285 475">Race</td> </tr> <tr> <td data-bbox="465 475 712 539">Achieving</td> <td data-bbox="712 475 958 539">Gender reassignment</td> <td data-bbox="958 475 1285 539">Religion or belief</td> </tr> <tr> <td data-bbox="465 539 712 595">Excelling</td> <td data-bbox="712 539 958 595">Marriage and civil partnership</td> <td data-bbox="958 539 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	
	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																		
2.3	<p>People report positive experiences of the NHS</p> <table border="1"> <tr> <th data-bbox="465 667 712 715">Grade</th> <th colspan="2" data-bbox="712 667 1285 715">Which protected characteristics fare well</th> <th data-bbox="1285 667 1942 715">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 715 712 778">Undeveloped</td> <td data-bbox="712 715 958 778">Age</td> <td data-bbox="958 715 1285 778">Pregnancy and maternity</td> <td data-bbox="1285 715 1942 954" rowspan="4"></td> </tr> <tr> <td data-bbox="465 778 712 842">Developing</td> <td data-bbox="712 778 958 842">Disability</td> <td data-bbox="958 778 1285 842">Race</td> </tr> <tr> <td data-bbox="465 842 712 906">Achieving</td> <td data-bbox="712 842 958 906">Gender reassignment</td> <td data-bbox="958 842 1285 906">Religion or belief</td> </tr> <tr> <td data-bbox="465 906 712 959">Excelling</td> <td data-bbox="712 906 958 959">Marriage and civil partnership</td> <td data-bbox="958 906 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		
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																		
2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <table border="1"> <tr> <th data-bbox="465 1023 712 1070">Grade</th> <th colspan="2" data-bbox="712 1023 1285 1070">Which protected characteristics fare well</th> <th data-bbox="1285 1023 1942 1070">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 1070 712 1134">Undeveloped</td> <td data-bbox="712 1070 958 1134">Age</td> <td data-bbox="958 1070 1285 1134">Pregnancy and maternity</td> <td data-bbox="1285 1070 1942 1294" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1134 712 1198">Developing</td> <td data-bbox="712 1134 958 1198">Disability</td> <td data-bbox="958 1134 1285 1198">Race</td> </tr> <tr> <td data-bbox="465 1198 712 1262">Achieving</td> <td data-bbox="712 1198 958 1262">Gender reassignment</td> <td data-bbox="958 1198 1285 1262">Religion or belief</td> </tr> <tr> <td data-bbox="465 1262 712 1315">Excelling</td> <td data-bbox="712 1262 958 1315">Marriage and civil partnership</td> <td data-bbox="958 1262 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		
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																		

Goal	Outcome	Grade and reasons for rating			Outcome links to an Equality Objective	
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels				
		↓ 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 black; height: 100px;"></div>		
	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				
	↓ 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 black; height: 100px;"></div>			
3.3	Training and development opportunities are taken up and positively evaluated by all staff					
	↓ 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 black; height: 100px;"></div>			

Goal	Outcome	Grade and reasons for rating			Outcome links to an Equality Objective	
A representative and supported workforce	3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source				
		↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Sex Marriage and civil partnership Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px; width: 100%;"></div>		
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives				
		↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Sex Marriage and civil partnership Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px; width: 100%;"></div>		
	3.6	Staff report positive experiences of their membership of the workforce				
		↓ Grade Undeveloped Developing Achieving Excelling	↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Sex Marriage and civil partnership Sexual orientation	↓ Evidence drawn upon for rating <div style="border: 1px solid black; height: 100px; width: 100%;"></div>		

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 black; 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 black; height: 100px; width: 100%;"></div>