

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="465 411 712 703"> <p>↓ Grade</p> <p>Undeveloped</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>Undeveloped</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>Individual people's health needs are assessed and met in appropriate and effective ways</p> <table border="1"> <tr> <td data-bbox="465 778 712 1070"> <p>↓ Grade</p> <p>Undeveloped</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>Undeveloped</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>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="465 1177 712 1469"> <p>↓ Grade</p> <p>Undeveloped</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>Undeveloped</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>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="465 300 712 336">↓ 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="465 336 712 395">Undeveloped</td> <td data-bbox="712 336 965 395">Age</td> <td data-bbox="965 336 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 395 712 454">Developing</td> <td data-bbox="712 395 965 454">Disability</td> <td data-bbox="965 395 1285 454">Race</td> </tr> <tr> <td data-bbox="465 454 712 513">Achieving</td> <td data-bbox="712 454 965 513">Gender reassignment</td> <td data-bbox="965 454 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 513 712 580">Excelling</td> <td data-bbox="712 513 965 580">Marriage and civil partnership</td> <td data-bbox="965 513 1285 580">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="465 699 712 735">↓ 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="465 735 712 794">Undeveloped</td> <td data-bbox="712 735 965 794">Age</td> <td data-bbox="965 735 1285 794">Pregnancy and maternity</td> <td data-bbox="1285 735 1942 979" rowspan="4"></td> </tr> <tr> <td data-bbox="465 794 712 853">Developing</td> <td data-bbox="712 794 965 853">Disability</td> <td data-bbox="965 794 1285 853">Race</td> </tr> <tr> <td data-bbox="465 853 712 912">Achieving</td> <td data-bbox="712 853 965 912">Gender reassignment</td> <td data-bbox="965 853 1285 912">Religion or belief</td> </tr> <tr> <td data-bbox="465 912 712 979">Excelling</td> <td data-bbox="712 912 965 979">Marriage and civil partnership</td> <td data-bbox="965 912 1285 979">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 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 1179 712 1238">Undeveloped</td> <td data-bbox="712 1179 965 1238">Age</td> <td data-bbox="965 1179 1285 1238">Pregnancy and maternity</td> <td data-bbox="1285 1179 1942 1423" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1238 712 1297">Developing</td> <td data-bbox="712 1238 965 1297">Disability</td> <td data-bbox="965 1238 1285 1297">Race</td> </tr> <tr> <td data-bbox="465 1297 712 1356">Achieving</td> <td data-bbox="712 1297 965 1356">Gender reassignment</td> <td data-bbox="965 1297 1285 1356">Religion or belief</td> </tr> <tr> <td data-bbox="465 1356 712 1423">Excelling</td> <td data-bbox="712 1356 965 1423">Marriage and civil partnership</td> <td data-bbox="965 1356 1285 1423">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 587" 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 954" 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 1302" 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 1310">Excelling</td> <td data-bbox="712 1292 958 1310">Marriage and civil partnership</td> <td data-bbox="958 1292 1285 1310">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="712 320 958 360">Age</td> <td data-bbox="958 320 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="712 376 958 416">Disability</td> <td data-bbox="958 376 1285 416">Race</td> </tr> <tr> <td data-bbox="465 432 712 472">Achieving</td> <td data-bbox="712 432 958 472">Gender reassignment</td> <td data-bbox="958 432 1285 472">Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 528">Excelling</td> <td data-bbox="712 488 958 528">Marriage and civil partnership</td> <td data-bbox="958 488 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="712 719 958 759">Age</td> <td data-bbox="958 719 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="712 775 958 815">Disability</td> <td data-bbox="958 775 1285 815">Race</td> </tr> <tr> <td data-bbox="465 831 712 871">Achieving</td> <td data-bbox="712 831 958 871">Gender reassignment</td> <td data-bbox="958 831 1285 871">Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 927">Excelling</td> <td data-bbox="712 887 958 927">Marriage and civil partnership</td> <td data-bbox="958 887 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 958 1110">Age</td> <td data-bbox="958 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 958 1166">Disability</td> <td data-bbox="958 1126 1285 1166">Race</td> </tr> <tr> <td data-bbox="465 1182 712 1222">Achieving</td> <td data-bbox="712 1182 958 1222">Gender reassignment</td> <td data-bbox="958 1182 1285 1222">Religion or belief</td> </tr> <tr> <td data-bbox="465 1238 712 1278">Excelling</td> <td data-bbox="712 1238 958 1278">Marriage and civil partnership</td> <td data-bbox="958 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		
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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;"></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;"></div>