

# 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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| Gender reassignment  | Religion or belief   |  |   |   |                         |                         |                     |                                |                                |                                |                                |  |  |  |  |  |
| Marriage and civil partnership   | Sex  |  |   |   |                         |                         |                     |                                |                                |                                |                                |  |  |  |  |  |
|  | Sexual orientation   |  |   |   |                         |                         |                     |                                |                                |                                |                                |  |  |  |  |  |
| 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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| Marriage and civil partnership   | Sex  |  |   |   |                         |                         |                     |                                |                                |                                |                                |  |  |  |  |  |
|  | Sexual orientation   |  |   |   |                         |                         |                     |                                |                                |                                |                                |  |  |  |  |  |
| 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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| 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><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="465 296 712 336">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"><b>Undeveloped</b></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"><b>Developing</b></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"><b>Achieving</b></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"><b>Excelling</b></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 | <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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| <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  |   |   |                                |                                |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |                    |  |
| 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="465 695 712 735">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"><b>Undeveloped</b></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"><b>Developing</b></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"><b>Achieving</b></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"><b>Excelling</b></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 | <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 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"><b>Undeveloped</b></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"><b>Developing</b></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"><b>Achieving</b></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"><b>Excelling</b></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 | <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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| Goal                                   | Outcome   | Grade and reasons for rating   | Outcome links to an Equality Objective    |   |                                |                                |             |                         |                         |            |            |            |           |                     |                     |                    |                                |                                |                    |  |
|--|---|--|---|---|--------------------------------|--------------------------------|-------------|-------------------------|-------------------------|------------|------------|------------|-----------|---------------------|---------------------|--------------------|--------------------------------|--------------------------------|--------------------|--|
| 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"> <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="712 336 949 411">Age</td> <td data-bbox="949 336 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="712 411 949 486">Disability</td> <td data-bbox="949 411 1285 486">Race</td> </tr> <tr> <td data-bbox="465 486 712 561">Achieving</td> <td data-bbox="712 486 949 561">Gender reassignment</td> <td data-bbox="949 486 1285 561">Religion or belief</td> </tr> <tr> <td data-bbox="465 561 712 595">Excelling</td> <td data-bbox="712 561 949 595">Marriage and civil partnership</td> <td data-bbox="949 561 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><b>People report positive experiences of the NHS</b></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="712 703 949 778">Age</td> <td data-bbox="949 703 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="712 778 949 853">Disability</td> <td data-bbox="949 778 1285 853">Race</td> </tr> <tr> <td data-bbox="465 853 712 928">Achieving</td> <td data-bbox="712 853 949 928">Gender reassignment</td> <td data-bbox="949 853 1285 928">Religion or belief</td> </tr> <tr> <td data-bbox="465 928 712 959">Excelling</td> <td data-bbox="712 928 949 959">Marriage and civil partnership</td> <td data-bbox="949 928 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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| Achieving                              | Gender reassignment   | Religion or belief   |   |   |                                |                                |             |                         |                         |            |            |            |           |                     |                     |                    |                                |                                |                    |  |
| Excelling                              | Marriage and civil partnership  | Sexual orientation   |   |   |                                |                                |             |                         |                         |            |            |            |           |                     |                     |                    |                                |                                |                    |  |
| 2.4                                    | <p><b>People's complaints about services are handled respectfully and efficiently</b></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 949 1142">Age</td> <td data-bbox="949 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 949 1217">Disability</td> <td data-bbox="949 1142 1285 1217">Race</td> </tr> <tr> <td data-bbox="465 1217 712 1292">Achieving</td> <td data-bbox="712 1217 949 1292">Gender reassignment</td> <td data-bbox="949 1217 1285 1292">Religion or belief</td> </tr> <tr> <td data-bbox="465 1292 712 1315">Excelling</td> <td data-bbox="712 1292 949 1315">Marriage and civil partnership</td> <td data-bbox="949 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             |                    |  |
| 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<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b>  | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br>Disability<br>Race<br>Gender reassignment<br>Religion or belief<br>Marriage and civil partnership<br>Sex<br>Sexual orientation | ↓ Evidence drawn upon for rating<br><br><div style="border: 1px solid black; height: 100px; width: 100%;"></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<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b> | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br>Disability<br>Race<br>Gender reassignment<br>Religion or belief<br>Marriage and civil partnership<br>Sex<br>Sexual orientation | ↓ Evidence drawn upon for rating<br><br><div style="border: 1px solid black; height: 100px; width: 100%;"></div>  |  |  |
| 3.3                                      | Training and development opportunities are taken up and positively evaluated by all staff                  |   |   |  |  |
|  | ↓ Grade<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b> | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br>Disability<br>Race<br>Gender reassignment<br>Religion or belief<br>Marriage and civil partnership<br>Sex<br>Sexual orientation | ↓ Evidence drawn upon for rating<br><br><div style="border: 1px solid black; height: 100px; width: 100%;"></div>  |  |  |

| Goal                                     | Outcome   | Grade and reasons for rating  | Outcome links to an Equality Objective      |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
|--|---|---|---|---|----------------------------------|----------------------------------|--------------------|-------------------------|-------------------------|-------------------|-------------------|------------|------------------|---------------------|---------------------|--------------------|--------------------------------|--------------------------------|-----|--|--------------------|--------------------|--|--|
| 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"> <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="465 320 712 352"><b>Undeveloped</b></td> <td data-bbox="712 320 958 352">Age</td> <td data-bbox="958 320 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"><b>Developing</b></td> <td data-bbox="712 368 958 400">Disability</td> <td data-bbox="958 368 1285 400">Race</td> </tr> <tr> <td data-bbox="465 416 712 448"><b>Achieving</b></td> <td data-bbox="712 416 958 448">Gender reassignment</td> <td data-bbox="958 416 1285 448">Religion or belief</td> </tr> <tr> <td data-bbox="465 464 712 496"><b>Excelling</b></td> <td data-bbox="712 464 958 496">Marriage and civil partnership</td> <td data-bbox="958 464 1285 496">Sex</td> </tr> <tr> <td data-bbox="465 496 712 544"></td> <td data-bbox="712 496 958 544"></td> <td data-bbox="958 496 1285 544">Sexual orientation</td> <td data-bbox="1285 496 1942 544"></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 | Sex |  |                    | Sexual orientation |  |  |
|  | ↓ 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  | Sex   |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
|  |   | Sexual orientation  |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
| 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"> <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="465 719 712 751"><b>Undeveloped</b></td> <td data-bbox="712 719 958 751">Age</td> <td data-bbox="958 719 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"><b>Developing</b></td> <td data-bbox="712 767 958 799">Disability</td> <td data-bbox="958 767 1285 799">Race</td> </tr> <tr> <td data-bbox="465 815 712 847"><b>Achieving</b></td> <td data-bbox="712 815 958 847">Gender reassignment</td> <td data-bbox="958 815 1285 847">Religion or belief</td> </tr> <tr> <td data-bbox="465 863 712 895"><b>Excelling</b></td> <td data-bbox="712 863 958 895">Marriage and civil partnership</td> <td data-bbox="958 863 1285 895">Sex</td> </tr> <tr> <td data-bbox="465 895 712 943"></td> <td data-bbox="712 895 958 943"></td> <td data-bbox="958 895 1285 943">Sexual orientation</td> <td data-bbox="1285 895 1942 943"></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 | Sex                            |     |  | Sexual orientation |                    |  |  |
| ↓ 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  | Sex   |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
|  |   | Sexual orientation  |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
| 3.6                                      | <p><b>Staff report positive experiences of their membership of the workforce</b></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 1102"><b>Undeveloped</b></td> <td data-bbox="712 1070 958 1102">Age</td> <td data-bbox="958 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"><b>Developing</b></td> <td data-bbox="712 1118 958 1150">Disability</td> <td data-bbox="958 1118 1285 1150">Race</td> </tr> <tr> <td data-bbox="465 1166 712 1198"><b>Achieving</b></td> <td data-bbox="712 1166 958 1198">Gender reassignment</td> <td data-bbox="958 1166 1285 1198">Religion or belief</td> </tr> <tr> <td data-bbox="465 1214 712 1246"><b>Excelling</b></td> <td data-bbox="712 1214 958 1246">Marriage and civil partnership</td> <td data-bbox="958 1214 1285 1246">Sex</td> </tr> <tr> <td data-bbox="465 1246 712 1294"></td> <td data-bbox="712 1246 958 1294"></td> <td data-bbox="958 1246 1285 1294">Sexual orientation</td> <td data-bbox="1285 1246 1942 1294"></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 | Sex                            |     |  | Sexual orientation |                    |  |  |
| ↓ 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  | Sex   |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |
|  |   | Sexual orientation  |   |   |                                  |                                  |                    |                         |                         |                   |                   |            |                  |                     |                     |                    |                                |                                |     |  |                    |                    |  |  |

| 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<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b>  |   | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br><br>Disability<br>Race<br><br>Gender reassignment<br>Religion or belief<br><br>Marriage and civil partnership<br>Sex<br>Sexual orientation |
|  | <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<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b> |  | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br><br>Disability<br>Race<br><br>Gender reassignment<br>Religion or belief<br><br>Marriage and civil partnership<br>Sex<br>Sexual orientation | ↓ Evidence drawn upon for rating<br><br><div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div>   |   |
| <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<br><br><b>Undeveloped</b><br><br><b>Developing</b><br><br><b>Achieving</b><br><br><b>Excelling</b>   |   | ↓ Which protected characteristics fare well<br><br>Age<br>Pregnancy and maternity<br><br>Disability<br>Race<br><br>Gender reassignment<br>Religion or belief<br><br>Marriage and civil partnership<br>Sex<br>Sexual orientation | ↓ Evidence drawn upon for rating<br><br><div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div>   |