# 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 Board lead for EDS2:**

**Organisation's EDS2 lead (name/email):**

**Level of stakeholder involvement in EDS2 grading and subsequent actions:**

**Organisation's Equality Objectives (including duration period):**

**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** | **Services are commissioned, procured, designed and delivered to meet the health needs of local communities** | | | |
| | | ↓ Grade | ↓ Which protected characteristics fare well | ↓ Evidence drawn upon for rating | |
| | | **Undeveloped** **Developing** **Achieving** **Excelling** | Age Disability Gender reassignment Marriage and civil partnership | Pregnancy and maternity Race Religion or belief Sex Sexual orientation | |
| | **1.2** | **Individual people's health needs are assessed and met in appropriate and effective ways** | | | |
| | | ↓ Grade | ↓ Which protected characteristics fare well | ↓ Evidence drawn upon for rating | |
| | | **Undeveloped** **Developing** **Achieving** **Excelling** | Age Disability Gender reassignment Marriage and civil partnership | Pregnancy and maternity Race Religion or belief Sex Sexual orientation | |
| | **1.3** | **Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed** | | | |
| | | ↓ Grade | ↓ Which protected characteristics fare well | ↓ Evidence drawn upon for rating | |
| | | **Undeveloped** **Developing** **Achieving** **Excelling** | Age Disability Gender reassignment Marriage and civil partnership | Pregnancy and maternity Race Religion or belief Sex Sexual orientation | |

| Goal | Outcome | Grade and reasons for rating | Outcome links to an Equality Objective |
|------|---------|------------------------------|----------------------------------------|
| **Better health outcomes, continued** | **1.4** | **When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse** | |
| | | ↓ Grade | ↓ Which protected characteristics fare well | ↓ Evidence drawn upon for rating | |
| | | **Undeveloped** **Developing** **Achieving** **Excelling** | Age · Pregnancy and maternity · Disability · Race · Gender reassignment · Religion or belief · Sex · Marriage and civil partnership · Sexual orientation | | |

**Goal: Better health outcomes, continued**

**Outcome 1.4**

**When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse**

↓ Grade
- Undeveloped
- Developing
- Achieving
- Excelling

↓ Which protected characteristics fare well
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

↓ Evidence drawn upon for rating

**Outcome 1.5**

**Screening, vaccination and other health promotion services reach and benefit all local communities**

↓ Grade
- Undeveloped
- Developing
- Achieving
- Excelling

↓ Which protected characteristics fare well
- Age
- Disability
- Gender reassignment
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- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

↓ Evidence drawn upon for rating

**Goal: Improved patient access and experience**

**Outcome 2.1**

**People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds**

↓ Grade
- Undeveloped
- Developing
- Achieving
- Excelling

↓ Which protected characteristics fare well
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

↓ Evidence drawn upon for rating

| Goal | Outcome | Grade and reasons for rating | Outcome links to an Equality Objective |
|---|---|---|---|
| Improved patient access and experience | 2.2 | **People are informed and supported to be as involved as they wish to be in decisions about their care** | |
| | | ⬇ Grade — ⬇ Which protected characteristics fare well — ⬇ Evidence drawn upon for rating | |
| | | **Undeveloped** / **Developing** / **Achieving** / **Excelling** — Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation | |
| | 2.3 | **People report positive experiences of the NHS** | |
| | | ⬇ Grade — ⬇ Which protected characteristics fare well — ⬇ Evidence drawn upon for rating | |
| | | **Undeveloped** / **Developing** / **Achieving** / **Excelling** — Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation | |
| | 2.4 | **People's complaints about services are handled respectfully and efficiently** | |
| | | ⬇ Grade — ⬇ Which protected characteristics fare well — ⬇ Evidence drawn upon for rating | |
| | | **Undeveloped** / **Developing** / **Achieving** / **Excelling** — Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, 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, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation | |
| | | **↓ Evidence drawn upon for rating** | |
| | 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, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation | |
| | | **↓ Evidence drawn upon for rating** | |
| | 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, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation | |
| | | **↓ Evidence drawn upon for rating** | |

| 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** <br><br> ↓ Grade<br>**Undeveloped**<br>**Developing**<br>**Achieving**<br>**Excelling** <br> ↓ Which protected characteristics fare well<br>Age<br>Disability<br>Gender reassignment<br>Marriage and civil partnership<br>Pregnancy and maternity<br>Race<br>Religion or belief<br>Sex<br>Sexual orientation <br> ↓ Evidence drawn upon for rating | |
| | **3.5** | **Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives** <br><br> ↓ Grade<br>**Undeveloped**<br>**Developing**<br>**Achieving**<br>**Excelling** <br> ↓ Which protected characteristics fare well<br>Age<br>Disability<br>Gender reassignment<br>Marriage and civil partnership<br>Pregnancy and maternity<br>Race<br>Religion or belief<br>Sex<br>Sexual orientation <br> ↓ Evidence drawn upon for rating | |
| | **3.6** | **Staff report positive experiences of their membership of the workforce** <br><br> ↓ Grade<br>**Undeveloped**<br>**Developing**<br>**Achieving**<br>**Excelling** <br> ↓ Which protected characteristics fare well<br>Age<br>Disability<br>Gender reassignment<br>Marriage and civil partnership<br>Pregnancy and maternity<br>Race<br>Religion or belief<br>Sex<br>Sexual orientation <br> ↓ Evidence drawn upon for rating | |

| 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    **↓** Which protected characteristics fare well    **↓** Evidence drawn upon for rating<br><br>Undeveloped    Age    Pregnancy and maternity<br>Developing    Disability    Race<br>Achieving    Gender reassignment    Religion or belief    Sex<br>Excelling    Marriage and civil partnership    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    **↓** Which protected characteristics fare well    **↓** Evidence drawn upon for rating<br><br>Undeveloped    Age    Pregnancy and maternity<br>Developing    Disability    Race<br>Achieving    Gender reassignment    Religion or belief    Sex<br>Excelling    Marriage and civil partnership    Sexual orientation | |
| | **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    **↓** Which protected characteristics fare well    **↓** Evidence drawn upon for rating<br><br>Undeveloped    Age    Pregnancy and maternity<br>Developing    Disability    Race<br>Achieving    Gender reassignment    Religion or belief    Sex<br>Excelling    Marriage and civil partnership    Sexual orientation | |