

# Equality Delivery System for the NHS

## *EDS2 Summary Report*



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

**NHS organisation name:**

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

**Organisation's Board lead for EDS2:**

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

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

**Headline good practice examples of EDS2 outcomes (for patients/community/workforce):**

Date of EDS2 grading

Date of next EDS2 grading

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Better health outcomes	1.1	<p><b>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</b></p> <table border="1"> <tr> <td data-bbox="465 411 712 703"> <p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 411 1283 703"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 411 1942 703"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>	
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1.2	<p><b>Individual people’s health needs are assessed and met in appropriate and effective ways</b></p> <table border="1"> <tr> <td data-bbox="465 778 712 1070"> <p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 778 1283 1070"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 778 1942 1070"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>		
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1.3	<p><b>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</b></p> <table border="1"> <tr> <td data-bbox="465 1177 712 1469"> <p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 1177 1283 1469"> <p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 1177 1942 1469"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><b>Undeveloped</b></p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="1"> <tr> <td>Age</td> <td>Pregnancy and maternity</td> </tr> <tr> <td>Disability</td> <td>Race</td> </tr> <tr> <td>Gender reassignment</td> <td>Religion or belief</td> </tr> <tr> <td>Marriage and civil partnership</td> <td>Sex</td> </tr> <tr> <td></td> <td>Sexual orientation</td> </tr> </table>	Age	Pregnancy and maternity	Disability	Race	Gender reassignment	Religion or belief	Marriage and civil partnership	Sex		Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>		
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Better health outcomes, continued	1.4	<p><b>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 296 712 336">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="712 448 958 520">Gender reassignment</td> <td data-bbox="958 448 1285 520">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">Sex 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	Sex Sexual orientation	
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1.5	<p><b>Screening, vaccination and other health promotion services reach and benefit all local communities</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 695 712 735">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="712 847 958 919">Gender reassignment</td> <td data-bbox="958 847 1285 919">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">Sex 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	Sex 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 1366">Gender reassignment</td> <td data-bbox="958 1294 1285 1366">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">Sex 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	Sex Sexual orientation	
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Improved patient access and experience	2.2	<p><b>People are informed and supported to be as involved as they wish to be in decisions about their care</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 300 712 336">Grade</th> <th colspan="2" data-bbox="712 300 1285 336">Which protected characteristics fare well</th> <th data-bbox="1285 300 1942 336">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 363 712 395"><b>Undeveloped</b></td> <td data-bbox="712 363 958 395">Age</td> <td data-bbox="958 363 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 422 712 454"><b>Developing</b></td> <td data-bbox="712 422 958 454">Disability</td> <td data-bbox="958 422 1285 454">Race</td> </tr> <tr> <td data-bbox="465 481 712 513"><b>Achieving</b></td> <td data-bbox="712 481 958 513">Gender reassignment</td> <td data-bbox="958 481 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 541 712 572"><b>Excelling</b></td> <td data-bbox="712 541 958 572">Marriage and civil partnership</td> <td data-bbox="958 541 1285 572">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation	
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2.3	<p><b>People report positive experiences of the NHS</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 671 712 708">Grade</th> <th colspan="2" data-bbox="712 671 1285 708">Which protected characteristics fare well</th> <th data-bbox="1285 671 1942 708">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 730 712 762"><b>Undeveloped</b></td> <td data-bbox="712 730 958 762">Age</td> <td data-bbox="958 730 1285 762">Pregnancy and maternity</td> <td data-bbox="1285 730 1942 948" rowspan="4"></td> </tr> <tr> <td data-bbox="465 790 712 821"><b>Developing</b></td> <td data-bbox="712 790 958 821">Disability</td> <td data-bbox="958 790 1285 821">Race</td> </tr> <tr> <td data-bbox="465 849 712 880"><b>Achieving</b></td> <td data-bbox="712 849 958 880">Gender reassignment</td> <td data-bbox="958 849 1285 880">Religion or belief</td> </tr> <tr> <td data-bbox="465 908 712 940"><b>Excelling</b></td> <td data-bbox="712 908 958 940">Marriage and civil partnership</td> <td data-bbox="958 908 1285 940">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation		
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2.4	<p><b>People's complaints about services are handled respectfully and efficiently</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 1023 712 1059">Grade</th> <th colspan="2" data-bbox="712 1023 1285 1059">Which protected characteristics fare well</th> <th data-bbox="1285 1023 1942 1059">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1082 712 1114"><b>Undeveloped</b></td> <td data-bbox="712 1082 958 1114">Age</td> <td data-bbox="958 1082 1285 1114">Pregnancy and maternity</td> <td data-bbox="1285 1082 1942 1299" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1141 712 1173"><b>Developing</b></td> <td data-bbox="712 1141 958 1173">Disability</td> <td data-bbox="958 1141 1285 1173">Race</td> </tr> <tr> <td data-bbox="465 1200 712 1232"><b>Achieving</b></td> <td data-bbox="712 1200 958 1232">Gender reassignment</td> <td data-bbox="958 1200 1285 1232">Religion or belief</td> </tr> <tr> <td data-bbox="465 1259 712 1291"><b>Excelling</b></td> <td data-bbox="712 1259 958 1291">Marriage and civil partnership</td> <td data-bbox="958 1259 1285 1291">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	<b>Undeveloped</b>	Age	Pregnancy and maternity		<b>Developing</b>	Disability	Race	<b>Achieving</b>	Gender reassignment	Religion or belief	<b>Excelling</b>	Marriage and civil partnership	Sexual orientation		
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A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels			
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	3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations			
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3.3	Training and development opportunities are taken up and positively evaluated by all staff				
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A representative and supported workforce	3.4	<p><b>When at work, staff are free from abuse, harassment, bullying and violence from any source</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 256 712 304">Grade</th> <th 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"><b>Undeveloped</b></td> <td data-bbox="712 320 1285 360">Age Pregnancy and maternity</td> <td data-bbox="1285 320 1942 360" rowspan="4"></td> </tr> <tr> <td data-bbox="465 376 712 416"><b>Developing</b></td> <td data-bbox="712 376 1285 416">Disability Race</td> </tr> <tr> <td data-bbox="465 432 712 472"><b>Achieving</b></td> <td data-bbox="712 432 1285 472">Gender reassignment Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 528"><b>Excelling</b></td> <td data-bbox="712 488 1285 528">Marriage and civil partnership Sex 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 Sex Sexual orientation	
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3.5	<p><b>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</b></p> <table border="1"> <thead> <tr> <th data-bbox="465 655 712 703">Grade</th> <th 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"><b>Undeveloped</b></td> <td data-bbox="712 719 1285 759">Age Pregnancy and maternity</td> <td data-bbox="1285 719 1942 759" rowspan="4"></td> </tr> <tr> <td data-bbox="465 775 712 815"><b>Developing</b></td> <td data-bbox="712 775 1285 815">Disability Race</td> </tr> <tr> <td data-bbox="465 831 712 871"><b>Achieving</b></td> <td data-bbox="712 831 1285 871">Gender reassignment Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 927"><b>Excelling</b></td> <td data-bbox="712 887 1285 927">Marriage and civil partnership Sex 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 Sex Sexual orientation		
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective	
<b>Inclusive leadership</b>	<b>4.1</b>	<b>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</b>		
		↓ Grade  <b>Undeveloped</b>  <b>Developing</b>  <b>Achieving</b>  <b>Excelling</b>		↓ Which protected characteristics fare well  Age Pregnancy and maternity  Disability Race  Gender reassignment Religion or belief  Marriage and civil partnership Sex Sexual orientation
	<b>4.2</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>		
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<b>4.3</b>	<b>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</b>			
	↓ Grade  <b>Undeveloped</b>  <b>Developing</b>  <b>Achieving</b>  <b>Excelling</b>		↓ Which protected characteristics fare well  Age Pregnancy and maternity  Disability Race  Gender reassignment Religion or belief  Marriage and civil partnership Sex Sexual orientation	↓ Evidence drawn upon for rating  <div style="border: 1px solid black; height: 100px; width: 100%;"></div>