

# 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="465 300 712 336">↓ 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"><b>Undeveloped</b></td> <td data-bbox="712 336 958 395">Age</td> <td data-bbox="958 336 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 576" rowspan="4"></td> </tr> <tr> <td data-bbox="465 395 712 454"><b>Developing</b></td> <td data-bbox="712 395 958 454">Disability</td> <td data-bbox="958 395 1285 454">Race</td> </tr> <tr> <td data-bbox="465 454 712 513"><b>Achieving</b></td> <td data-bbox="712 454 958 513">Gender reassignment</td> <td data-bbox="958 454 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 513 712 576"><b>Excelling</b></td> <td data-bbox="712 513 958 576">Marriage and civil partnership</td> <td data-bbox="958 513 1285 576">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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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="465 699 712 735">↓ 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"><b>Undeveloped</b></td> <td data-bbox="712 735 958 794">Age</td> <td data-bbox="958 735 1285 794">Pregnancy and maternity</td> <td data-bbox="1285 735 1942 975" rowspan="4"></td> </tr> <tr> <td data-bbox="465 794 712 853"><b>Developing</b></td> <td data-bbox="712 794 958 853">Disability</td> <td data-bbox="958 794 1285 853">Race</td> </tr> <tr> <td data-bbox="465 853 712 912"><b>Achieving</b></td> <td data-bbox="712 853 958 912">Gender reassignment</td> <td data-bbox="958 853 1285 912">Religion or belief</td> </tr> <tr> <td data-bbox="465 912 712 975"><b>Excelling</b></td> <td data-bbox="712 912 958 975">Marriage and civil partnership</td> <td data-bbox="958 912 1285 975">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 1145 712 1182">↓ Grade</th> <th colspan="2" data-bbox="712 1145 1285 1182">↓ Which protected characteristics fare well</th> <th data-bbox="1285 1145 1942 1182">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1182 712 1241"><b>Undeveloped</b></td> <td data-bbox="712 1182 958 1241">Age</td> <td data-bbox="958 1182 1285 1241">Pregnancy and maternity</td> <td data-bbox="1285 1182 1942 1422" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1241 712 1300"><b>Developing</b></td> <td data-bbox="712 1241 958 1300">Disability</td> <td data-bbox="958 1241 1285 1300">Race</td> </tr> <tr> <td data-bbox="465 1300 712 1359"><b>Achieving</b></td> <td data-bbox="712 1300 958 1359">Gender reassignment</td> <td data-bbox="958 1300 1285 1359">Religion or belief</td> </tr> <tr> <td data-bbox="465 1359 712 1422"><b>Excelling</b></td> <td data-bbox="712 1359 958 1422">Marriage and civil partnership</td> <td data-bbox="958 1359 1285 1422">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	2.2	<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="465 363 712 400"><b>Undeveloped</b></td> <td data-bbox="712 363 958 400">Age</td> <td data-bbox="958 363 1285 400">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 421 712 458"><b>Developing</b></td> <td data-bbox="712 421 958 458">Disability</td> <td data-bbox="958 421 1285 458">Race</td> </tr> <tr> <td data-bbox="465 477 712 513"><b>Achieving</b></td> <td data-bbox="712 477 958 513">Gender reassignment</td> <td data-bbox="958 477 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 533 712 569"><b>Excelling</b></td> <td data-bbox="712 533 958 569">Marriage and civil partnership</td> <td data-bbox="958 533 1285 569">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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3.2	<p><b>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</b></p> <table border="1"> <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> <tr> <td data-bbox="465 762 712 799"><b>Undeveloped</b></td> <td data-bbox="712 762 958 799">Age</td> <td data-bbox="958 762 1285 799">Pregnancy and maternity</td> <td data-bbox="1285 762 1942 975" rowspan="4"></td> </tr> <tr> <td data-bbox="465 826 712 863"><b>Developing</b></td> <td data-bbox="712 826 958 863">Disability</td> <td data-bbox="958 826 1285 863">Race</td> </tr> <tr> <td data-bbox="465 890 712 927"><b>Achieving</b></td> <td data-bbox="712 890 958 927">Gender reassignment</td> <td data-bbox="958 890 1285 927">Religion or belief</td> </tr> <tr> <td data-bbox="465 954 712 991"><b>Excelling</b></td> <td data-bbox="712 954 958 991">Marriage and civil partnership</td> <td data-bbox="958 954 1285 991">Sexual orientation</td> </tr> </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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3.3	<p><b>Training and development opportunities are taken up and positively evaluated by all staff</b></p> <table border="1"> <tr> <th data-bbox="465 1050 712 1086">Grade</th> <th colspan="2" data-bbox="712 1050 1285 1086">Which protected characteristics fare well</th> <th data-bbox="1285 1050 1942 1086">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 1114 712 1150"><b>Undeveloped</b></td> <td data-bbox="712 1114 958 1150">Age</td> <td data-bbox="958 1114 1285 1150">Pregnancy and maternity</td> <td data-bbox="1285 1114 1942 1326" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1177 712 1214"><b>Developing</b></td> <td data-bbox="712 1177 958 1214">Disability</td> <td data-bbox="958 1177 1285 1214">Race</td> </tr> <tr> <td data-bbox="465 1241 712 1278"><b>Achieving</b></td> <td data-bbox="712 1241 958 1278">Gender reassignment</td> <td data-bbox="958 1241 1285 1278">Religion or belief</td> </tr> <tr> <td data-bbox="465 1305 712 1342"><b>Excelling</b></td> <td data-bbox="712 1305 958 1342">Marriage and civil partnership</td> <td data-bbox="958 1305 1285 1342">Sexual orientation</td> </tr> </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
A representative and supported workforce	3.4	<b>When at work, staff are free from abuse, harassment, bullying and violence from any source</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 Sex Marriage and civil partnership    Sexual orientation	↓ Evidence drawn upon for rating  <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	
	3.5	<b>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</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 Sex Marriage and civil partnership    Sexual orientation	↓ Evidence drawn upon for rating  <div style="border: 1px solid black; height: 100px; width: 100%;"></div>		
3.6	<b>Staff report positive experiences of their membership of the workforce</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 Sex Marriage and civil partnership    Sexual orientation	↓ Evidence drawn upon for rating  <div style="border: 1px solid black; height: 100px; width: 100%;"></div>		

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective	
<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>		
↓ 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 #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  <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 #ccc; height: 100px; width: 100%;"></div>