

# 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="456 411 712 710">           ↓ Grade   <b>Undeveloped</b>   <b>Developing</b>   <b>Achieving</b>   <b>Excelling</b> </td> <td data-bbox="712 411 1285 710">           ↓ Which protected characteristics fare well             Age                      Pregnancy and maternity            Disability                Race            Gender reassignment    Religion or belief            Sex            Marriage and civil partnership    Sexual orientation         </td> <td data-bbox="1285 411 1951 710">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ 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 #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="456 778 712 1075">           ↓ Grade   <b>Undeveloped</b>   <b>Developing</b>   <b>Achieving</b>   <b>Excelling</b> </td> <td data-bbox="712 778 1285 1075">           ↓ Which protected characteristics fare well             Age                      Pregnancy and maternity            Disability                Race            Gender reassignment    Religion or belief            Sex            Marriage and civil partnership    Sexual orientation         </td> <td data-bbox="1285 778 1951 1075">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ 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 #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="456 1182 712 1476">           ↓ Grade   <b>Undeveloped</b>   <b>Developing</b>   <b>Achieving</b>   <b>Excelling</b> </td> <td data-bbox="712 1182 1285 1476">           ↓ Which protected characteristics fare well             Age                      Pregnancy and maternity            Disability                Race            Gender reassignment    Religion or belief            Sex            Marriage and civil partnership    Sexual orientation         </td> <td data-bbox="1285 1182 1951 1476">           ↓ Evidence drawn upon for rating   <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	↓ 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 #ccc; height: 100px;"></div>		
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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="712 336 965 392">Age</td> <td data-bbox="965 336 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="712 392 965 448">Disability</td> <td data-bbox="965 392 1285 448">Race</td> </tr> <tr> <td data-bbox="465 448 712 504"><b>Achieving</b></td> <td data-bbox="712 448 965 520">Gender reassignment</td> <td data-bbox="965 448 1285 520">Religion or belief</td> </tr> <tr> <td data-bbox="465 504 712 584"><b>Excelling</b></td> <td data-bbox="712 504 965 584">Marriage and civil partnership</td> <td data-bbox="965 504 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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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="712 735 965 791">Age</td> <td data-bbox="965 735 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="712 791 965 847">Disability</td> <td data-bbox="965 791 1285 847">Race</td> </tr> <tr> <td data-bbox="465 847 712 903"><b>Achieving</b></td> <td data-bbox="712 847 965 919">Gender reassignment</td> <td data-bbox="965 847 1285 919">Religion or belief</td> </tr> <tr> <td data-bbox="465 903 712 983"><b>Excelling</b></td> <td data-bbox="712 903 965 983">Marriage and civil partnership</td> <td data-bbox="965 903 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 965 1238">Age</td> <td data-bbox="965 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 965 1294">Disability</td> <td data-bbox="965 1238 1285 1294">Race</td> </tr> <tr> <td data-bbox="465 1294 712 1350"><b>Achieving</b></td> <td data-bbox="712 1294 965 1366">Gender reassignment</td> <td data-bbox="965 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 965 1430">Marriage and civil partnership</td> <td data-bbox="965 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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2.3	<p><b>People report positive experiences of the NHS</b></p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 730 712 767"><b>Undeveloped</b></td> <td data-bbox="712 730 958 767">Age</td> <td data-bbox="958 730 1285 767">Pregnancy and maternity</td> <td data-bbox="1285 730 1942 943" rowspan="4"></td> </tr> <tr> <td data-bbox="465 794 712 831"><b>Developing</b></td> <td data-bbox="712 794 958 831">Disability</td> <td data-bbox="958 794 1285 831">Race</td> </tr> <tr> <td data-bbox="465 858 712 895"><b>Achieving</b></td> <td data-bbox="712 858 958 895">Gender reassignment</td> <td data-bbox="958 858 1285 895">Religion or belief</td> </tr> <tr> <td data-bbox="465 922 712 959"><b>Excelling</b></td> <td data-bbox="712 922 958 959">Marriage and civil partnership</td> <td data-bbox="958 922 1285 959">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 1034 712 1070">Grade</th> <th colspan="2" data-bbox="712 1034 1285 1070">Which protected characteristics fare well</th> <th data-bbox="1285 1034 1942 1070">Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1098 712 1134"><b>Undeveloped</b></td> <td data-bbox="712 1098 958 1134">Age</td> <td data-bbox="958 1098 1285 1134">Pregnancy and maternity</td> <td data-bbox="1285 1098 1942 1294" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1161 712 1198"><b>Developing</b></td> <td data-bbox="712 1161 958 1198">Disability</td> <td data-bbox="958 1161 1285 1198">Race</td> </tr> <tr> <td data-bbox="465 1225 712 1262"><b>Achieving</b></td> <td data-bbox="712 1225 958 1262">Gender reassignment</td> <td data-bbox="958 1225 1285 1262">Religion or belief</td> </tr> <tr> <td data-bbox="465 1289 712 1326"><b>Excelling</b></td> <td data-bbox="712 1289 958 1326">Marriage and civil partnership</td> <td data-bbox="958 1289 1285 1326">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 colspan="2" data-bbox="712 256 1285 304">↓ Which protected characteristics fare well</th> <th data-bbox="1285 256 1942 304">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 320 712 360"><b>Undeveloped</b></td> <td data-bbox="712 320 965 360">Age</td> <td data-bbox="965 320 1285 360">Pregnancy and maternity</td> <td data-bbox="1285 312 1942 547" rowspan="4"></td> </tr> <tr> <td data-bbox="465 376 712 416"><b>Developing</b></td> <td data-bbox="712 376 965 416">Disability</td> <td data-bbox="965 376 1285 416">Race</td> </tr> <tr> <td data-bbox="465 432 712 472"><b>Achieving</b></td> <td data-bbox="712 432 965 472">Gender reassignment</td> <td data-bbox="965 432 1285 472">Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 528"><b>Excelling</b></td> <td data-bbox="712 488 965 528">Marriage and civil partnership</td> <td data-bbox="965 488 1285 528">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 colspan="2" data-bbox="712 655 1285 703">↓ Which protected characteristics fare well</th> <th data-bbox="1285 655 1942 703">↓ Evidence drawn upon for rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 719 712 759"><b>Undeveloped</b></td> <td data-bbox="712 719 965 759">Age</td> <td data-bbox="965 719 1285 759">Pregnancy and maternity</td> <td data-bbox="1285 711 1942 946" rowspan="4"></td> </tr> <tr> <td data-bbox="465 775 712 815"><b>Developing</b></td> <td data-bbox="712 775 965 815">Disability</td> <td data-bbox="965 775 1285 815">Race</td> </tr> <tr> <td data-bbox="465 831 712 871"><b>Achieving</b></td> <td data-bbox="712 831 965 871">Gender reassignment</td> <td data-bbox="965 831 1285 871">Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 927"><b>Excelling</b></td> <td data-bbox="712 887 965 927">Marriage and civil partnership</td> <td data-bbox="965 887 1285 927">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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3.6	<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 1110"><b>Undeveloped</b></td> <td data-bbox="712 1070 965 1110">Age</td> <td data-bbox="965 1070 1285 1110">Pregnancy and maternity</td> <td data-bbox="1285 1062 1942 1297" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1126 712 1166"><b>Developing</b></td> <td data-bbox="712 1126 965 1166">Disability</td> <td data-bbox="965 1126 1285 1166">Race</td> </tr> <tr> <td data-bbox="465 1182 712 1222"><b>Achieving</b></td> <td data-bbox="712 1182 965 1222">Gender reassignment</td> <td data-bbox="965 1182 1285 1222">Religion or belief</td> </tr> <tr> <td data-bbox="465 1238 712 1278"><b>Excelling</b></td> <td data-bbox="712 1238 965 1278">Marriage and civil partnership</td> <td data-bbox="965 1238 1285 1278">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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<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>		
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	<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>