

# 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="712 336 965 392">Age</td> <td data-bbox="965 336 1285 392">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 576" 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="465 504 712 576"><b>Excelling</b></td> <td data-bbox="712 504 965 576">Marriage and civil partnership</td> <td data-bbox="965 504 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="465 695 712 735">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 975" 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="465 903 712 975"><b>Excelling</b></td> <td data-bbox="712 903 965 975">Marriage and civil partnership</td> <td data-bbox="965 903 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 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 1422" 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 1422"><b>Excelling</b></td> <td data-bbox="712 1350 965 1422">Marriage and civil partnership</td> <td data-bbox="965 1350 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="465 363 712 395"><b>Undeveloped</b></td> <td data-bbox="712 363 949 395">Age</td> <td data-bbox="949 363 1285 395">Pregnancy and maternity</td> <td data-bbox="1285 363 1942 576" rowspan="4"></td> </tr> <tr> <td data-bbox="465 422 712 454"><b>Developing</b></td> <td data-bbox="712 422 949 454">Disability</td> <td data-bbox="949 422 1285 454">Race</td> </tr> <tr> <td data-bbox="465 481 712 513"><b>Achieving</b></td> <td data-bbox="712 481 949 513">Gender reassignment</td> <td data-bbox="949 481 1285 513">Religion or belief</td> </tr> <tr> <td data-bbox="465 541 712 572"><b>Excelling</b></td> <td data-bbox="712 541 949 572">Marriage and civil partnership</td> <td data-bbox="949 541 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="465 667 712 703">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="465 730 712 762"><b>Undeveloped</b></td> <td data-bbox="712 730 949 762">Age</td> <td data-bbox="949 730 1285 762">Pregnancy and maternity</td> <td data-bbox="1285 730 1942 943" rowspan="4"></td> </tr> <tr> <td data-bbox="465 790 712 821"><b>Developing</b></td> <td data-bbox="712 790 949 821">Disability</td> <td data-bbox="949 790 1285 821">Race</td> </tr> <tr> <td data-bbox="465 849 712 880"><b>Achieving</b></td> <td data-bbox="712 849 949 880">Gender reassignment</td> <td data-bbox="949 849 1285 880">Religion or belief</td> </tr> <tr> <td data-bbox="465 908 712 940"><b>Excelling</b></td> <td data-bbox="712 908 949 940">Marriage and civil partnership</td> <td data-bbox="949 908 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 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 1129"><b>Undeveloped</b></td> <td data-bbox="712 1098 949 1129">Age</td> <td data-bbox="949 1098 1285 1129">Pregnancy and maternity</td> <td data-bbox="1285 1098 1942 1294" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1157 712 1189"><b>Developing</b></td> <td data-bbox="712 1157 949 1189">Disability</td> <td data-bbox="949 1157 1285 1189">Race</td> </tr> <tr> <td data-bbox="465 1216 712 1248"><b>Achieving</b></td> <td data-bbox="712 1216 949 1248">Gender reassignment</td> <td data-bbox="949 1216 1285 1248">Religion or belief</td> </tr> <tr> <td data-bbox="465 1275 712 1307"><b>Excelling</b></td> <td data-bbox="712 1275 949 1307">Marriage and civil partnership</td> <td data-bbox="949 1275 1285 1307">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	<b>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</b>			
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	3.2	<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>			
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3.3	<b>Training and development opportunities are taken up and positively evaluated by all staff</b>				
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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="465 719 712 751"><b>Undeveloped</b></td> <td data-bbox="712 719 965 751">Age</td> <td data-bbox="965 719 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="712 767 965 799">Disability</td> <td data-bbox="965 767 1285 799">Race</td> </tr> <tr> <td data-bbox="465 815 712 847"><b>Achieving</b></td> <td data-bbox="712 815 965 847">Gender reassignment</td> <td data-bbox="965 815 1285 847">Religion or belief</td> </tr> <tr> <td data-bbox="465 863 712 895"><b>Excelling</b></td> <td data-bbox="712 863 965 895">Marriage and civil partnership</td> <td data-bbox="965 863 1285 895">Sex</td> </tr> <tr> <td data-bbox="465 895 712 943"></td> <td data-bbox="712 895 965 943"></td> <td data-bbox="965 895 1285 943">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>		
↓ 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>