

Summary of Equality Delivery System (EDS2) Grades

The Grading System

There are four grades to assess how well people from the Equality Act 'protected groups' fare, compared with people overall:

1. Underdeveloped - no evidence, or only for two or less protected groups
2. Developing - evidence for 3-5 protected groups
3. Achieving - evidence for 6-8 protected groups
4. Excelling - evidence for all nine protected groups

Goal 1: Better Health Outcomes		
	2017	2018
1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving	Achieving
1.2 Individual people's health needs are assessed and met in appropriate and effective ways	Achieving	Achieving
1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well informed	Achieving	Achieving
1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	Developing	Developing
1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	Achieving	Achieving
Goal 2: Improved patient access and experience		
	2017	2018
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	Achieving	Achieving

2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving	Achieving
2.3 People report positive experiences of the NHS	Achieving	Achieving
2.4 People's complaints about services are handled respectfully and efficiently	Achieving	Achieving
Goal 3: A representative and supported workforce		
	2017	2018
3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Achieving	Achieving
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	Developing	Developing
3.3 Training and development opportunities are taken up and positively evaluated by all staff	Achieving	Achieving
3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving	Achieving
3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Achieving	Achieving
3.6 Staff report positive experiences of their membership of the workforce	Achieving	Achieving
Goal 4 Inclusive leadership		
	2017	2018
4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Achieving	Achieving
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	Achieving	Achieving
4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Achieving	Achieving