

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>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</p> <table border="1"> <tr> <td data-bbox="456 411 712 710"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 411 1285 710"> <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="1285 411 1951 710"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</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>	
	<p>↓ Grade</p> <p>Undeveloped</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>			
	Age	Pregnancy and maternity														
Disability	Race															
Gender reassignment	Religion or belief															
Marriage and civil partnership	Sex															
	Sexual orientation															
1.2	<p>Individual people’s health needs are assessed and met in appropriate and effective ways</p> <table border="1"> <tr> <td data-bbox="456 778 712 1075"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 778 1285 1075"> <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="1285 778 1951 1075"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</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>		
<p>↓ Grade</p> <p>Undeveloped</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>				
Age	Pregnancy and maternity															
Disability	Race															
Gender reassignment	Religion or belief															
Marriage and civil partnership	Sex															
	Sexual orientation															
1.3	<p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <table border="1"> <tr> <td data-bbox="456 1182 712 1476"> <p>↓ Grade</p> <p>Undeveloped</p> <p>Developing</p> <p>Achieving</p> <p>Excelling</p> </td> <td data-bbox="712 1182 1285 1476"> <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="1285 1182 1951 1476"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p>Undeveloped</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>		
<p>↓ Grade</p> <p>Undeveloped</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>				
Age	Pregnancy and maternity															
Disability	Race															
Gender reassignment	Religion or belief															
Marriage and civil partnership	Sex															
	Sexual orientation															

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																	
Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</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">Undeveloped</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">Developing</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">Achieving</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">Excelling</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	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation	
	Grade	Which protected characteristics fare well		Evidence drawn upon for rating																
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		
1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</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">Undeveloped</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">Developing</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">Achieving</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">Excelling</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	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation		
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		
Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</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">Undeveloped</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">Developing</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">Achieving</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">Excelling</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	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation	
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																				
Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <table border="1"> <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> <tr> <td data-bbox="465 336 712 373">Undeveloped</td> <td data-bbox="712 336 958 373">Age</td> <td data-bbox="958 336 1285 373">Pregnancy and maternity</td> <td data-bbox="1285 336 1942 580" rowspan="4"></td> </tr> <tr> <td data-bbox="465 373 712 410">Developing</td> <td data-bbox="712 373 958 410">Disability</td> <td data-bbox="958 373 1285 410">Race</td> </tr> <tr> <td data-bbox="465 410 712 446">Achieving</td> <td data-bbox="712 410 958 446">Gender reassignment</td> <td data-bbox="958 410 1285 446">Religion or belief</td> </tr> <tr> <td data-bbox="465 446 712 483">Excelling</td> <td data-bbox="712 446 958 483">Marriage and civil partnership</td> <td data-bbox="958 446 1285 483">Sex</td> </tr> <tr> <td data-bbox="465 483 712 520"></td> <td data-bbox="712 483 958 520"></td> <td data-bbox="958 483 1285 520">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex			Sexual orientation	
	Grade	Which protected characteristics fare well		Evidence drawn upon for rating																			
	Undeveloped	Age	Pregnancy and maternity																				
Developing	Disability	Race																					
Achieving	Gender reassignment	Religion or belief																					
Excelling	Marriage and civil partnership	Sex																					
		Sexual orientation																					
2.3	<p>People report positive experiences of the NHS</p> <table border="1"> <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> <tr> <td data-bbox="465 703 712 740">Undeveloped</td> <td data-bbox="712 703 958 740">Age</td> <td data-bbox="958 703 1285 740">Pregnancy and maternity</td> <td data-bbox="1285 703 1942 948" rowspan="4"></td> </tr> <tr> <td data-bbox="465 740 712 777">Developing</td> <td data-bbox="712 740 958 777">Disability</td> <td data-bbox="958 740 1285 777">Race</td> </tr> <tr> <td data-bbox="465 777 712 813">Achieving</td> <td data-bbox="712 777 958 813">Gender reassignment</td> <td data-bbox="958 777 1285 813">Religion or belief</td> </tr> <tr> <td data-bbox="465 813 712 850">Excelling</td> <td data-bbox="712 813 958 850">Marriage and civil partnership</td> <td data-bbox="958 813 1285 850">Sex</td> </tr> <tr> <td data-bbox="465 850 712 887"></td> <td data-bbox="712 850 958 887"></td> <td data-bbox="958 850 1285 887">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex			Sexual orientation		
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																				
Undeveloped	Age	Pregnancy and maternity																					
Developing	Disability	Race																					
Achieving	Gender reassignment	Religion or belief																					
Excelling	Marriage and civil partnership	Sex																					
		Sexual orientation																					
2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <table border="1"> <tr> <th data-bbox="465 1031 712 1067">Grade</th> <th colspan="2" data-bbox="712 1031 1285 1067">Which protected characteristics fare well</th> <th data-bbox="1285 1031 1942 1067">Evidence drawn upon for rating</th> </tr> <tr> <td data-bbox="465 1067 712 1104">Undeveloped</td> <td data-bbox="712 1067 958 1104">Age</td> <td data-bbox="958 1067 1285 1104">Pregnancy and maternity</td> <td data-bbox="1285 1067 1942 1295" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1104 712 1141">Developing</td> <td data-bbox="712 1104 958 1141">Disability</td> <td data-bbox="958 1104 1285 1141">Race</td> </tr> <tr> <td data-bbox="465 1141 712 1177">Achieving</td> <td data-bbox="712 1141 958 1177">Gender reassignment</td> <td data-bbox="958 1141 1285 1177">Religion or belief</td> </tr> <tr> <td data-bbox="465 1177 712 1214">Excelling</td> <td data-bbox="712 1177 958 1214">Marriage and civil partnership</td> <td data-bbox="958 1177 1285 1214">Sex</td> </tr> <tr> <td data-bbox="465 1214 712 1251"></td> <td data-bbox="712 1214 958 1251"></td> <td data-bbox="958 1214 1285 1251">Sexual orientation</td> </tr> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex			Sexual orientation		
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																				
Undeveloped	Age	Pregnancy and maternity																					
Developing	Disability	Race																					
Achieving	Gender reassignment	Religion or belief																					
Excelling	Marriage and civil partnership	Sex																					
		Sexual orientation																					

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																	
A representative and supported workforce	3.1	<p>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</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">Undeveloped</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 576" rowspan="4"></td> </tr> <tr> <td data-bbox="465 427 712 464">Developing</td> <td data-bbox="712 427 958 464">Disability</td> <td data-bbox="958 427 1285 464">Race</td> </tr> <tr> <td data-bbox="465 491 712 528">Achieving</td> <td data-bbox="712 491 958 528">Gender reassignment</td> <td data-bbox="958 491 1285 528">Religion or belief</td> </tr> <tr> <td data-bbox="465 555 712 592">Excelling</td> <td data-bbox="712 555 958 592">Marriage and civil partnership</td> <td data-bbox="958 555 1285 592">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation	
	Grade	Which protected characteristics fare well		Evidence drawn upon for rating																
	Undeveloped	Age	Pregnancy and maternity																	
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		
3.2	<p>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</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="465 762 712 799">Undeveloped</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">Developing</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">Achieving</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">Excelling</td> <td data-bbox="712 954 958 991">Marriage and civil partnership</td> <td data-bbox="958 954 1285 991">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation		
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		
3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td data-bbox="465 1114 712 1150">Undeveloped</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">Developing</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">Achieving</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">Excelling</td> <td data-bbox="712 1305 958 1342">Marriage and civil partnership</td> <td data-bbox="958 1305 1285 1342">Sexual orientation</td> </tr> </tbody> </table>	Grade	Which protected characteristics fare well		Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sexual orientation		
Grade	Which protected characteristics fare well		Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sexual orientation																		

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective																	
A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</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="465 320 712 352">Undeveloped</td> <td data-bbox="712 320 965 352">Age</td> <td data-bbox="965 320 1285 352">Pregnancy and maternity</td> <td data-bbox="1285 312 1942 547" rowspan="4"></td> </tr> <tr> <td data-bbox="465 376 712 408">Developing</td> <td data-bbox="712 376 965 408">Disability</td> <td data-bbox="965 376 1285 408">Race</td> </tr> <tr> <td data-bbox="465 432 712 464">Achieving</td> <td data-bbox="712 432 965 464">Gender reassignment</td> <td data-bbox="965 432 1285 464">Religion or belief</td> </tr> <tr> <td data-bbox="465 488 712 520">Excelling</td> <td data-bbox="712 488 965 520">Marriage and civil partnership</td> <td data-bbox="965 488 1285 520">Sex Sexual orientation</td> </tr> </tbody> </table>	↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation	
	↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating																
	Undeveloped	Age	Pregnancy and maternity																	
	Developing	Disability	Race																	
	Achieving	Gender reassignment	Religion or belief																	
	Excelling	Marriage and civil partnership	Sex Sexual orientation																	
3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</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">Undeveloped</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="465 775 712 807">Developing</td> <td data-bbox="712 775 965 807">Disability</td> <td data-bbox="965 775 1285 807">Race</td> </tr> <tr> <td data-bbox="465 831 712 863">Achieving</td> <td data-bbox="712 831 965 863">Gender reassignment</td> <td data-bbox="965 831 1285 863">Religion or belief</td> </tr> <tr> <td data-bbox="465 887 712 919">Excelling</td> <td data-bbox="712 887 965 919">Marriage and civil partnership</td> <td data-bbox="965 887 1285 919">Sex Sexual orientation</td> </tr> </tbody> </table>	↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation		
↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sex Sexual orientation																		
3.6	<p>Staff report positive experiences of their membership of the workforce</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 1102">Undeveloped</td> <td data-bbox="712 1070 965 1102">Age</td> <td data-bbox="965 1070 1285 1102">Pregnancy and maternity</td> <td data-bbox="1285 1062 1942 1297" rowspan="4"></td> </tr> <tr> <td data-bbox="465 1126 712 1158">Developing</td> <td data-bbox="712 1126 965 1158">Disability</td> <td data-bbox="965 1126 1285 1158">Race</td> </tr> <tr> <td data-bbox="465 1182 712 1214">Achieving</td> <td data-bbox="712 1182 965 1214">Gender reassignment</td> <td data-bbox="965 1182 1285 1214">Religion or belief</td> </tr> <tr> <td data-bbox="465 1238 712 1270">Excelling</td> <td data-bbox="712 1238 965 1270">Marriage and civil partnership</td> <td data-bbox="965 1238 1285 1270">Sex Sexual orientation</td> </tr> </tbody> </table>	↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating	Undeveloped	Age	Pregnancy and maternity		Developing	Disability	Race	Achieving	Gender reassignment	Religion or belief	Excelling	Marriage and civil partnership	Sex Sexual orientation		
↓ Grade	↓ Which protected characteristics fare well		↓ Evidence drawn upon for rating																	
Undeveloped	Age	Pregnancy and maternity																		
Developing	Disability	Race																		
Achieving	Gender reassignment	Religion or belief																		
Excelling	Marriage and civil partnership	Sex Sexual orientation																		

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective	
Inclusive leadership	4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations		
		↓ Grade Undeveloped Developing Achieving Excelling		↓ Which protected characteristics fare well Age Pregnancy and maternity Disability Race Gender reassignment Religion or belief Marriage and civil partnership Sex Sexual orientation
	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		
↓ Grade Undeveloped Developing Achieving Excelling		↓ 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>	
4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination			
	↓ Grade Undeveloped Developing Achieving Excelling		↓ 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>