NHS
Imperial College Healthcare
NHS Trust

Equality Delivery System 2 (EDS2) Assessment Summary 2020	
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1. Background to EDS2 and Scoring Criteria

EDS2 is a set of nationally agreed goals and outcomes which provides participating Trusts with a systematic way of meeting the public sector equality duty under the Equality Act 2010. It comprises of eighteen outcomes over four goals within patient and workforce areas. The four goals under EDS2 are:

- Better health outcomes
- Improved patient access and experience
- A representative and supportive workforce
- Inclusive leadership.

Each outcome is graded based on how well people from the nine protected characteristic groups fare compared with people overall. The below table outlines the scoring criteria.

In response to the question, how well do people from protected groups fare compared with people overall, the answer is:

Grade	Criteria
Undeveloped	If there is no evidence one way or another for any protected group of how people fare or if evidence shows that the majority of people in only two or less protected groups fare well
Developing	If evidence shows that the majority of people in three to five protected groups fare well
Achieving	If evidence shows that the majority of people in six to eight protected groups fare well
Excelling	If evidence shows that the majority of people in all nine protected groups fare well

2. EDS2 Grades 2020

The below grades were assigned to each EDS2 outcome through engaging with key stakeholders on the available evidence to base the assessment, and through the Trust's Equality, Diversity and Inclusion Committee.

EDS2 Criteria	Outcome	Grade
1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving
1.2	Individual people's health needs are assessed and met in appropriate and effective ways	Achieving
1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	Developing
1.4	When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	Achieving
1.5	Screening, vaccination and other health promotion services reach and benefit all local communities	Developing
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
2.2	People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving
2.3	People report positive experiences of the NHS	Achieving
2.4	People's complaints about services are handled respectfully and efficiently	Achieving
3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Undeveloped
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	Achieving
3.3	Training and development opportunities are taken up and positively evaluated by all staff	Developing
3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source	Undeveloped
3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Developing
3.6	Staff report positive experiences of their membership of the workforce	Developing
4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Developing
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	Undeveloped
4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.	Developing

3. EDS2 Outcome Priorities 2020-2023

The five outcomes under EDS2 that will be prioritised are:

1.1 Ensuring that BAME patients who do not speak English are able to access appropriate support so that they have a clear understanding of their treatments and options

1.3 Transitions from one service to another for people on care pathways, are made smoothly with everyone informed- Protected characteristic being considered

2.3 Patients and carers report positive experiences of the NHS, were they are listened to and respected and their privacy and dignity is prioritised

3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels

3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source