

NHS Stoke-on-Trent CCG

Equality Delivery System 2 (EDS2) Grading 2017 Summary

Appendix 3.1: The Goals and Outcomes of EDS2

Objective	Outcome	2013 (SA)	2014*	Oct 2015* joint CCGs	May 2016* joint CCGs	May 2017* joint CCGs
1 Better health outcomes	1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Α	D	D	Not graded in 2016	Not graded in 2017
	1.2 Individual people's health needs are assessed and met in appropriate and effective ways	Α	D	D	Not graded in 2016	Not graded in 2017
	1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	А	D	D	Not graded in 2016	Not graded in 2017
	1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse	А	Not graded in 2014	A	Not graded in 2016	Not graded in 2017
	1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	E	Not graded in 2014	Not graded in 2015 as Public Health	Not graded in 2016	Not graded in 2017
2 Improved patient access and experience	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	D	D	Not graded in 2015	A	Not graded in 2017
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	D	D	Not graded in 2015	D	Not graded in 2017
	2.3 People report positive experiences of the NHS	Α	D	Not graded in 2015	D	Not graded in 2017
	2.4 People's complaints about services are handled respectfully and efficiently	Α	Not graded in 2014	Not graded in 2015	D	Not graded in 2017
3 A representa tive and supported workforce	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Α	Not graded in 2014	Not graded in 2015	Not graded in 2016	D
	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	A	Not graded in 2014	Not graded in 2015	Not graded in 2016	A
	3.3 Training and development opportunities are taken up and positively evaluated by all staff	D	Not graded in 2014	Not graded in 2015	Not graded in 2016	U
	3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	D	Not graded in 2014	Not graded in 2015	Not graded in 2016	A
	3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	D	Not graded in 2014	Not graded in 2015	Not graded in 2016	D
	3.6 Staff report positive experiences of their membership of the workforce	D	Not graded in 2014	Not graded in 2015	Not graded in 2016	D

4 Inclusive leadership at all	4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	D	D	A	Not graded in 2016	Not graded in 2017
levels	4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are managed	D	Not graded in 2014	A	Not graded in 2016	Not graded in 2017
	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	U	Not graded in 2014	A	Not graded in 2016	Not graded in 2017

Key

means external public grading by trained EDS stakeholder group

SA means internal self-assessment of evidence

Underdeveloped **Achieving Developing** Approved by CCG's Governing Body



NHS North Staffordshire CCG

Equality Delivery System 2 (EDS2) Grading 2017 Summary

Appendix 3.2: The Goals and Outcomes of EDS2

Objective	Outcome	2013	2014 *	Oct 2015 *	May 2016 *	May 2017 *
		(SA)		joint CCGs	joint CCGs	joint CCGs
1 Better	1.1 Services are commissioned,	Α	D	D	Not graded in	Not graded in
health	procured, designed and delivered to				2016	2017
outcomes	meet the health needs of local					\mathbf{O}
	communities				Net and delta	Not we do d'e
	1.2 Individual people's health needs	Α	D	D	Not graded in 2016	Not graded in 2017
	are assessed and met in appropriate				2010	2017
	and effective ways		_		Not graded in	Not areded in
	1.3 Transitions from one service to	U	D	D	Not graded in 2016	Not graded in 2017
	another, for people on care pathways, are made smoothly with everyone well-				2010	2017
	informed)	
	1.4 When people use NHS services	Α	Not	Α	Not graded in	Not graded in
	their safety is prioritised and they are	^	graded	^	2016	2017
	free from mistakes, mistreatment and		in 2014			
	abuse					
	1.5 Screening, vaccination and other	Е	Not	Not graded in	Not graded in	Not graded in
	health promotion services reach and		graded	2015 as	2016	2017
	benefit all local communities		in 2014	Public Health		
2	2.1 People, carers and communities	D	D	Not graded in	Α	Not graded in
Improved	can readily access hospital, community			2015		2017
patient	health or primary care services and					
access	should not be denied access on					
and	unreasonable grounds					
experience	2.2 People are informed and supported	D	D	Not graded in	D	Not graded in
	to be as involved as they wish to be in			2015		2017
	decisions about their care					
	2.3 People report positive experiences	Α	D	Not graded in	D	Not graded in
	of the NHS		.	2015		2017
	2.4 People's complaints about services	Α	Not graded	Not graded in 2015	D	Not graded in 2017
	are handled respectfully and efficiently		in 2014	2015		2017
3 A	3.1 Fair NHS recruitment and selection	Α	Not	Not graded in	Not graded in	To be graded
representa tive and	processes lead to a more	•	graded	2015	2016	2017
	representative workforce at all levels		in 2014			
supported			NI-+	Not one ded to	Not are dedic	
workforce	3.2 The NHS is committed to equal pay	Α	Not graded	Not graded in 2015	Not graded in 2016	D
	for work of equal value and expects employers to use equal pay audits to		in 2014	2013	2010	
	help fulfil their legal obligations					
	3.3 Training and development	D	Not	Not graded in	Not graded in	Α
	opportunities are taken up and	U	graded	2015	2016	A
	positively evaluated by all staff		in 2014			
	3.4 When at work, staff are free from	D	Not	Not graded in	Not graded in	U
	abuse, harassment, bullying and		graded	2015	2016	U
	violence from any source		in 2014			
	3.5 Flexible working options are	D	Not	Not graded in	Not graded in	Α
	available to all staff consistent with the		graded	2015	2016	
	needs of the service and the way		in 2014			
	people lead their lives					
	3.6 Staff report positive experiences of	D	Not	Not graded in	Not graded in	D
	their membership of the workforce		graded	2015	2016	
			in 2014			

4 Inclusive leadership at all	4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	D	A	A	Not graded in 2016	Not graded in 2017
levels	4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are managed	D	Not graded in 2014	A	Not graded in 2016	Not graded in 2017
	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	U	Not graded in 2014	A	Not graded in 2016	Not graded in 2017

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