

## Appendix 3: Annual E&I Publication Dec 2017

### EDS Annual Public Grading Dashboard Oct 2015 to May 2017 North Staffordshire CCG and Stoke-on-Trent CCG (first, second & third joint grading of equality performance evidence) 'How do people from protected groups fare compared to people overall?'

Goal 1: Better health outcomes (Oct 2015)	Grading	Goal 2: Improved patient access and experience (May 2016)	Grading
1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities <b>(Developing)</b>	●	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 <b>(Achieving)</b>	●
1.2 Individual people's health needs are assessed and met in appropriate and effective ways <b>(Developing)</b>	●	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care <b>(Developing)</b>	●
1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed <b>(Developing)</b>	●	2.3 People report positive experiences of the NHS <b>(Developing)</b>	●
1.4 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse <b>(Achieving)</b>	●	2.4 People's complaints about services are handled respectfully and efficiently <b>(Developing)</b>	●

Grading level key: ● **Underdeveloped** ● **Developing** ● **Achieving** ● **Excelling**



Goal 3: A representative and supported workforce (May 2017)	Grading	Goal 4: Inclusive leadership at all levels (Oct 2015)	Grading
3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels <b>(Developing)</b>	●	4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations <b>(Achieving)</b>	●
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 <b>(Achieving)</b>	●	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 <b>(Achieving)</b>	●
3.3 Training and development opportunities are taken up and positively evaluated by all staff <i>(insufficient evidence)</i> <b>(Underachieving)</b>	●	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination <b>(Achieving)</b>	●
3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source <b>(Achieving)</b>	●		
3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives <b>(Developing)</b>	●		

3.6 Staff report positive experiences of their membership of the workforce <b>(Developing)</b>	●		
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Grading	Underdeveloped	Developing	Achieving	Excelling
	Majority of people from only 2 or less protected groups fare well compared with people overall OR evidence is not available	Majority of people from only some (3 to 5) protected groups fare as well as people overall	Majority of people from most (6 to 8) protected groups fare as well as people overall	Majority of people from all (9) protected groups fare as well as people overall

Who are groups protected under the Equality Act 2010?

### New: Protected Characteristic Groups

- Age
- Gender (M/F)
- Gender Reassignment
- Disability
- Race
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy maternity & breastfeeding mums



Approved

governing Body 10

2018