

## 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	A	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	A	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	A	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	A	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	A	D	Not graded in 2015	D	Not graded in 2017
	2.4 People's complaints about services are handled respectfully and efficiently	A	Not graded in 2014	Not graded in 2015	D	Not graded in 2017
3 A representative and supported workforce	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	A	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 levels	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
	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



## NHS North Staffordshire CCG

### Equality Delivery System 2 (EDS2) Grading 2017 Summary

#### Appendix 3.2: 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	A	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	A	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	U	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	A	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	A	D	Not graded in 2015	D	Not graded in 2017
	2.4 People's complaints about services are handled respectfully and efficiently	A	Not graded in 2014	Not graded in 2015	D	Not graded in 2017
3 A representative and supported workforce	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	A	Not graded in 2014	Not graded in 2015	Not graded in 2016	To be graded 2017
	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	D
	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	A
	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	U
	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	A
	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

 Underdeveloped
  Developing
  Achieving
  Excelling

4 Inclusive leadership at all levels	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
	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

