

Equality Delivery System2 Grades

2019-20

Equality Delivery System2 Grading by Protected Characteristic

Goal 3 – A representative and supported workforce

Outcome Measure									
Jaconio mododio	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12
3.1 Fair NHS recruitment and									
selection processes lead to a									
more									
representative									
workforce									
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									
3.3 Training and Development									
opportunities are									
taken up and									
positively evaluated									
by staff									
3.4 When at work, staff are free from									
abuse,									
harassment,									
bullying and									
violence from any source									
3.5 Flexible									
working options are									
available to all staff									
consistent with the needs of the									
service and the									
way people lead									
their lives									
3.6 Staff report positive									
experiences of their									
									<u> </u>

membership of the					
workforce					

Excelling – Purple Achieving - Green Developing – Amber Undeveloped – Red Overall grade – Developing

Goal 4 - Inclusive Leadership at all Levels

Outcome Measure									
	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	11/12
4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations									
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									
4.3 Middle Managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination									

Potential grades

- 1. Excelling Purple
- 2. Achieving Green
- Developing Amber
 Undeveloped Red

Overall grade - Achieving

Equality Delivery System (2) Grading by Protected Characteristic

Goal 3 - Empowered, Engaged and Well Supported Staff

Outcome	2019/2020	1819	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
3.1	Race								
Fair NHS	Age								
recruitment and selection	Trans								
processes lead to	Sex								
a more	Disability								
representative	Religion								
workforce	Sexual								
	Orientation								
	Marriages/Civil								
	Partnership								
	Pregnancy/								
	Maternity								

Outcome	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
3.2 - The NHS is	Race								
committed to	Age								
equal pay for	Trans								
work of equal value and expects	Sex								
employers to use	Disability								
equal pay audits	Religion								
to help fulfil their	Sexual								
legal obligations	Orientation								
	Marriages/Civi								
	I Partnership								
	Pregnancy/								
	Maternity								

Outcome	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
3.3 - Training and	Race							n/a	
Development	Age								
opportunities are	Trans								
taken up and positively	Sex								
evaluated by staff	Disability								
	Religion								
	Sexual								
	Orientation								
	Marriages/								
	Civil								
	Partnership								
	Pregnancy/								
	Maternity								

Outcome	19/20	18/19	17/18	15/16	15/16	14/15	13/14	12/13	Overall Grade
Outcome 3.4 - When at work, staff are free from abuse, harassment, bullying and violence from any source	Race Age Transgend er Sex Disability Religion Sexual Orientation Marriages/ Civil	18/19	17/18	15/16	15/16	14/15	13/14	12/13	
	Partnership								
	Pregnancy/ Maternity								

	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome									Grade
3.5 Flexible	Race								
working options	Age								
are available to all staff consistent	Transgend								
with the needs of	er								
the service and	Sex								
the way people lead their lives	Disability								
	Religion								
	Sexual								
	Orientatio								
	n								
	Marriages/								
	Civil Partnershi								
	n								
	Pregnancy								
	NA a t a maitre								
	Maternity								
		18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
Outcome 3.6 Staff report	19/20	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive	19/20 Race	18/19	17/18	16/17	15/16	14/15	13/14	12/13 n/a	
3.6 Staff report positive experiences of	19/20	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of	19/20 Race Age Transgend er Sex	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual Orientatio	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual Orientatio n*	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual Orientatio n* Marriages/	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual Orientatio n* Marriages/ Civil	18/19	17/18	16/17	15/16	14/15	13/14		
3.6 Staff report positive experiences of their membership	19/20 Race Age Transgend er Sex Disability Religion Sexual Orientatio n* Marriages/	18/19	17/18	16/17	15/16	14/15	13/14		

	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome									Grade
	Maternity								

Goal 4 - Inclusive Leadership at all Levels

Outcome	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
4.1 Boards and	Race							
senior leaders	Age							
routinely demonstrate their	Transgender							
commitment to	Sex							
promoting equality	Disability							
within and beyond	Religion							
their organisations	Sexual							
	Orientation							
	Marriages/Civ							
	il Partnership							
	Pregnancy/							
	Maternity							

	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome								Grade
4.2 Papers that	Race							
come before the	Age							
Board and other major Committees	Transgender							
identify equality-	Sex							
related impacts	Disability							
including risks,	Religion							
and say how these	Sexual							
risks are to be	Orientation							
managed	Marriages/Civ							
	il Partnership							
	Pregnancy/							
	Maternity							

• Equality Analysis requirements remain outstanding in some areas. Patient Services leading

Outoons	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
Outcome								Grade
4.3 Middle	Race							
Managers and	Age							
other line managers support	Transgender							
their staff to work	Sex							
in culturally	Disability							
competent ways	Religion							
within a work environment free	Sexual							
from discrimination	Orientation							
li di	Marriages/Civ							
	il Partnership							
	Pregnancy/							
	Maternity							