

Equality Delivery System2 Grades

2019-20

Equality Delivery System2 Grading by Protected Characteristic

Goal 3 – A representative and supported workforce

Outcome Measure	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	Yellow	Green	Green	Green	Green	Green	Green	Yellow	Yellow
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	Green	Green	Green	Green	Green	Green	Green	Green	Green
3.3 Training and Development opportunities are taken up and positively evaluated by staff	Green	Green	Green	Green	Green	Green	Yellow	White	White
3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Yellow	Yellow	Yellow	Green	Green	Yellow	Yellow	Green	Yellow
3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Yellow	Green	Green	Green	Green	Green	Green	Green	Yellow
3.6 Staff report positive experiences of their	Green	Green	Green	Green	Green	Green	Green	White	White

membership of the workforce										
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Excelling – Purple
 Achieving - Green
 Developing – Amber
 Undeveloped – Red
 Overall grade – Developing

Goal 4 – Inclusive Leadership at all Levels

Outcome Measure	Achieving - Green									
	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
3. Developing – Amber
4. 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 Fair NHS recruitment and selection processes lead to a more representative workforce	Race								
	Age								
	Trans								
	Sex								
	Disability								
	Religion								
	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 committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	Race								
	Age								
	Trans								
	Sex								
	Disability								
	Religion								
	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
3.3 - Training and Development opportunities are taken up and positively evaluated by staff	Race							n/a	
	Age								
	Trans								
	Sex								
	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
3.4 - When at work, staff are free from abuse, harassment, bullying and violence from any source	Race								
	Age								
	Transgender								
	Sex								
	Disability								
	Religion								
	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
3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Race								
	Age								
	Transgender								
	Sex								
	Disability								
	Religion								
	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
3.6 Staff report positive experiences of their membership of the workforce	Race							n/a	
	Age								
	Transgender								
	Sex								
	Disability								
	Religion								
	Sexual Orientation*								
	Marriages/Civil Partnership								
Pregnancy /									

Outcome	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall 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 senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Race							
	Age							
	Transgender							
	Sex							
	Disability							
	Religion							
	Sexual Orientation							
	Marriages/Civil Partnership							
	Pregnancy/Maternity							

Outcome	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
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	Race							
	Age							
	Transgender							
	Sex							
	Disability							
	Religion							
	Sexual Orientation							
	Marriages/Civil Partnership							
	Pregnancy/Maternity							

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

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