The Newcastle upon Tyne Hospitals

Equality Delivery System2 Grades

2021-22

Equality Delivery System2 Grading by Protected Characteristic

Goal 3 – A representative and supported workforce

Outcome Measure											
	21-22	20-21	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 membership of the workforce											

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

Goal 4 – Inclusive Leadership at all Levels

Outcome Measure											
	21-22	20-21	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

- Excelling Purple
 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	2021/2022	20/21	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
3.1	Race										
Fair NHS recruitment	Age										
and selection processes lead to a more	Trans										
representative workforce	Sex										
	Disability										
	Religion										
	Sexual Orientation										
	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										

Outcome	2021/2022	20/21	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 equal pay	Age										
for work of equal value	Trans										
and expects employers	Sex										
to use equal pay audits	Disability										
to help fulfil their legal	Religion										
obligations	Sexual Orientation										
	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										

	2021/2022	20/21	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome											Grade
3.3 - Training and	Race									n/a	
Development	Age										
opportunities are taken	Trans										
up and positively	Sex										
evaluated by staff	Disability										
	Religion										
	Sexual Orientation										
	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										

_	2021/2022	20/21	19/20	18/19	17/18	15/16	15/16	14/15	13/14	12/13	Overall
Outcome											Grade
3.4 - When at work, staff	Race										
are free from abuse,	Age										
harassment, bullying	Transgender										
and violence from any	Sex										
source	Disability										
	Religion										
	Sexual Orientation										
	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										

Outcome	2021/2022	20/21	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	Race										
all staff consistent with	Age										
the needs of the service	Transgender										
and the way people lead their lives	Sex										
	Disability										
	Religion										
	Sexual Orientation										
	Marriages/Civil Partnership										
	Pregnancy/ Maternity										

Outcome	2021/2022	20/21	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
3.6 Staff report positive experiences	Race									n/a	
of their membership	Age										_
of the workforce	Transgender										
	Sex										
	Disability										
	Religion										
	Sexual Orientation*										
	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										

Goal 4 – Inclusive Leadership at all Levels

Outcome	2021/2022	2020/2021	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
4.1 Boards and senior leaders routinely	Race										
demonstrate their	Age										
commitment to	Transgender										
promoting equality	Sex										
within and beyond	Disability										
their organisations	Religion										
	Sexual Orientation										
	Marriages/Civil Partnership										
	Pregnancy/ Maternity										

Outcome	2021/2022	2020/2021	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall Grade
4.2 Papers that come	Race										Glade
before the Board and	Age										
other major	Transgender										
Committees identify	Sex										
equality-related	Disability										
impacts including	Religion										
risks, and say how	Sexual Orientation										
these risks are to be	Marriages/Civil										
managed	Partnership										
	Pregnancy/										
	Maternity										

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

	2021/2022	2020/2021	19/20	18/19	17/18	16/17	15/16	14/15	13/14	12/13	Overall
Outcome											Grade
4.3 Middle Managers	Race										
and other line	Age										
managers support	Transgender										
their staff to work in	Sex										
culturally competent	Disability										
ways within a work	Religion										
environment free from	Sexual Orientation										
discrimination	Marriages/Civil										
	Partnership										
	Pregnancy/										
	Maternity										