

# Equality Delivery System2 Grades

2021-22

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## 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
<b>3.1</b> Fair NHS recruitment and selection processes lead to a more representative workforce	Amber	Amber	Amber	Green	Green	Green	Green	Green	Green	Amber	Amber
<b>3.2</b> 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	Green	Green
<b>3.3</b> Training and Development opportunities are taken up and positively evaluated by staff	Amber	Amber	Green	Green	Green	Green	Green	Green	Amber	White	White
<b>3.4</b> When at work, staff are free from abuse, harassment, bullying and violence from any source	Amber	Amber	Amber	Amber	Amber	Green	Green	Amber	Amber	Green	Amber
<b>3.5</b> Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Green	Green	Amber	Green	Green	Green	Green	Green	Green	Green	Amber
<b>3.6</b> Staff report positive experiences of their membership of the workforce	Green	Green	Green	Green	Green	Green	Green	Green	Green	White	White

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

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

**Overall grade – Achieving**







**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 demonstrate their commitment to promoting equality within and beyond their organisations	Race										A
	Age										
	Transgender										
	Sex										
	Disability										
	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 before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed	Race										B
	Age										
	Transgender										
	Sex										
	Disability										
	Religion										
	Sexual Orientation										
	Marriages/Civil Partnership										
Pregnancy/Maternity											

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

