

## EDS2 Dashboard and Assessment 2016/17

DHCFT Equality Delivery System2 Rating 2016/17 ( Updated 31/8/2016), Approved 7/9/2016 - Board (this is an internal assessment).

### Delivering our vision through EDS2: Are services and employment equally good, working well for everyone?

| Goal 1: Better Health Outcomes<br>Healthy living & results for all REGARDS groups.   |   |        | Goal 2 : Improved patient access and experience<br>REGARDS Group - getting, using and experiencing our services. |   |        |
|--|---|--------|--|---|--------|
| 1.1  | Services are commissioned, procured, designed and delivered to meet the health needs of local communities.                                | U      | 2.1  | People, carers and communities can rapidly access hospital, community health or primary care services and should not be denied on unreasonable grounds. | G↑     |
| 1.2  | Individuals' people's health needs are assessed and met in appropriate and effective ways.  | A<br>↔ | 2.2  | People report positive experiences of the NHS.  | A<br>↔ |
| 1.3  | Transitions from one service to another, for people on care pathways, are made smoothly with everyone informed.                           | A<br>↔ | 2.3  | People's complaints about services are handled respectfully and efficiently.  | A<br>↔ |
| 1.4  | When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse.                         | A<br>↔ |  |   |        |
| 1.5  | Screening, vaccination and other health promotion services reach and benefit all communities.   | U      |  |   |        |
| Goal 3: A representative and supported workforce *<br>Is the Trust a good and fair employer for all REGARDS groups?                                    |   |        | Goal 4: Inclusive leadership<br>Leaders engaging and responding to the needs of the diverse REGARDS Communities. |   |        |
| 3.1  | Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.                                       | A<br>↔ | 4.1  | Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.                           | A<br>↔ |
| 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 obligations. | A<br>↔ | 4.2  | Papers that come to the Board and other major committees identify equality related impacts including risks and say how these risks are to be managed.   | U      |
| 3.3  | Training and development opportunities are taken up and positively evaluated by all staff.  | A<br>↔ | 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      |
| 3.4  | When at work, staff are free from abuse, harassment, bullying and violence from any source.   | 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.         | A<br>↔ |  |   |        |
| 3.6  | Staff report positive experiences of their membership workforce.*   | U      |  |   |        |
| <b>EDS2 GRADING Grading Key:</b> RED = Undeveloped    Amber = Developing    Green = Achieving    Purple = Excelling<br>Previous year score - All Amber |   |        |  |   |        |