Appendix 2 - EDS2 – Grading

The EDS grading process provides the CCG's Governing Body with an assurance mechanism for compliance with the Equality Act 2010 and enables local people to co-design the CCG's equality objectives to ensure improvements in the experiences of patients, carers, employees and local people.

The four EDS2 goals are:

1.Better health outcomes	"The main purpose of the EDS was, and remains, to help local NHS organisations, in discussion with local partners including local people, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS, NHS organisations can also be helped to deliver on the public sector Equality Duty (PSED)."
2.Improved patient access and experience	
3.A representative and supported workforce	
4. Inclusive leadership	

Goal 1: Better health outcomes

	Undeveloped	Developing	Achieving	Excelling
Grading	People from all protected groups fare poorly compared with people overall OR evidence is not available	People from only some protected groups fare as well as people overall	People from most protected groups fare as well as people overall	People from all protected groups fare as well as people overall

Goal 2: Improved patient access and experience

	Undeveloped	Developing	Achieving	Excelling
Grading	People from all protected groups fare poorly compared with people overall OR evidence is not available	People from only some protected groups fare as well as people overall	People from most protected groups fare as well as people overall	People from all protected groups fare as well as people overall

Goal 3: A representative and supported workforce			
3.1 : Fair NHS recruitment and selection processes lead to a more representative workforce at all levels			
Undeveloped	**Developing**	**Achieving**	**Excelling**
Staff members from all protected groups fare poorly compared with their numbers in the local population and/or the overall workforce OR evidence is not available	Staff members from only some protected groups fare well compared their numbers in the local population and/or the overall workforce	People from most protected groups fare well compared their numbers in the local population and/or the overall workforce	People from all protected groups fare as well compared their numbers in the local population and/ or the overall 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			
Equal pay audits show that staff members from all protected groups fare poorly compared with the overall workforce OR equal pay audits are not carried out	Equal pay audits show that staff members from only some protected groups fare as well as the overall workforce	Equal pay audits show that staff members from most protected groups fare as well as the overall workforce	Equal pay audits show that staff members from all protected groups fare as well as the overall workforce
1.3 Training and development opportunities are taken up and positively evaluated by all staff **1.4 When at work, staff are free from abuse, harassment, bullying and violence from any source** **1.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives** **1.6 Staff report positive experiences of their membership of the workforce**			
Staff members from all protected groups fare poorly compared with the overall workforce OR evidence is not available	Staff members from only some protected groups fare as well as the overall workforce	Staff members from most protected groups fare as well as the overall workforce	Staff members from all protected groups fare as well as the overall workforce

Grading

Goal 4: Inclusive leadership
4.1: Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations

Grading	Undeveloped	Developing	Achieving	Excelling
	There are no examples of a strong and sustained commitment	Only some of the examples show a strong and sustained commitment	Many of the examples show a strong and sustained commitment	All of the examples show a strong and sustained commitment

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

	None of the papers took account of equality-related risks and their management	Only some of the papers took account of equality-related risks and their management	Many of the papers took account of equality-related risks and their management	All of the papers took account of equality-related risks and their management

4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination

	Staff members from all protected groups fare poorly compared with the overall workforce OR evidence is not available	Staff members from only some protected groups fare as well as the overall workforce	Staff members from most protected groups fare as well as the overall workforce	Staff members from all protected groups fare as well as the overall workforce