

EDS2 peer-assessed grades summary (2014 and 2017)

The evidence on which these grades are based can be found in the EDS2 Summary Report (November 2017).

Grading methods used:

- Assessed by the North Somerset Equality Expert Group (2014 – Goals 1, 2 and 4)
- Assessed by the North Somerset Peer Assessors (2017 – Goals 1 and 2)
- Self-assessed by the CCG, then reviewed by the CCG’s Equality Delivery Group (2017 – Goals 3 and 4)

EDS2 Goals	EDS2 Outcomes	Equality Expert Group’s Grades 2014	Peer Assessors’ Grades 2017
1	1.1 Services are commissioned and procured to meet the health needs of local communities	Developing	Achieving
	1.2 In the services commissioned by NHS North Somerset CCG, individual people’s health needs are assessed and met in appropriate and effective ways	Developing	Achieving
	1.3 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed	Developing	Developing
	1.4 When people use NHS services, their safety is prioritised and they are free from mistakes, mistreatment and abuse	Undeveloped	Developing
	1.5 Screening, vaccination and other health promotion services reach and benefit all local communities	Undeveloped	Achieving
2	2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds	Developing	Developing
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving	Developing
	2.3 People report positive experiences of the NHS	Developing	Developing
	2.4 People’s complaints about services are handled respectfully and efficiently	Undeveloped	Developing

EDS2 Goals	EDS2 Outcomes	Equality Expert Group's Grades 2014	Equality Delivery Group's Grades 2017
3	3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	N/A	Achieving
	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	N/A	Achieving
	3.3 Training and development opportunities are taken up and positively evaluated by all staff	N/A	Achieving
	3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	N/A	Achieving
	3.5 Flexible working options are available to all staff, consistent with the needs of the service and the way people lead their lives	N/A	Achieving
	3.6 Staff report positive experiences of their membership of the workforce	N/A	Achieving
4	4.1 Governing Body members and senior leaders routinely demonstrate their commitment to promoting equality within and beyond the organisation	Undeveloped	Achieving
	4.2 Papers that come before the Governing Body, Quality and Governance Committee and other major committees identify equality-related impacts, including risks, and say how these will be managed	Developing	Achieving
	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Achieving	Achieving
OVERALL GRADE		DEVELOPING	ACHIEVING

What the grades mean:

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