

**Somerset Partnership NHS Foundation Trust and Taunton and Somerset NHS  
Foundation Trust**

**Equality, Diversity and Inclusion**

**1. Progress Against the Equality Delivery System 2**

**1.1 EDS2 Outcomes**

The EDS2 has four goals;

- Better health outcomes
- Improved patient access and experience
- A representative and supported workforce
- Inclusive leadership

Sitting under these four goals are 18 outcomes which Trusts are required to self-assess themselves against using the following grading criteria:

- Underdeveloped – People from all protected groups fare poorly compared with people overall OR evidence is not available (two or fewer groups fare well)
- Developing – People from only some protected groups fare as well as people overall (three to five groups fare well)
- Achieving – People from most protected groups fare as well as people overall (six to eight groups fare well)
- Excelling – People from all protected groups fare as well as people overall (all nine groups fare well)

**1.2 Implementation of the EDS**

There are nine recommended steps to implementing the EDS2:

1. Confirm governance arrangements and leadership commitment
2. Identify local stakeholders
3. Assemble evidence
4. Agree roles with the local authority
5. Analyse performance
6. Agree grades
7. Prepare equality objectives and more immediate plans
8. Integrate equality work into mainstream business planning
9. Publish grades, equality objectives and plans

For EDS2 to be effective the key is engagement with local stakeholders, including patients, carers, members of community groups, other members of the public, representatives of voluntary and community organisations, NHS colleagues and

representatives of staff-side organisations, and encompass all protected groups. In completing the EDS self-assessment neither organisation has included this full range of stakeholders or representatives of the 10 protected groups.

### 1.3 Grading

The following table sets out the grading for last year and this year for both Trusts.

<b>EDS2 Grading 2018</b>			
<b>Somerset Partnership NHS Foundation Trust</b>		<b>Taunton and Somerset NHS Foundation Trust</b>	
<b>2016/2017</b>	<b>2017/2018</b>	<b>2016/2017</b>	<b>2017/2018</b>
<b>Outcome 1.1: Services are commissioned, procured and delivered to meet the health needs of local communities.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 1.2: Individual people's health needs are assessed and met in appropriate and effective ways.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 1.3: Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 1.4: When people use NHS Services their safety is prioritised and they are free from mistakes, mistreatment and abuse.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 1.5: Screening, vaccination and other health promotion service reach and benefit all local communities.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 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.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 2.2: People are informed and supported to be as involved as they wish to be in decisions about their care.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 2.3: People report positive experiences of the NHS.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 2.4: Peoples' complaints about services are handled respectfully and efficiently.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 3.1: Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
<b>Outcome 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.</b>			
DEVELOPING	ACHIEVING	ACHIEVING	ACHIEVING
<b>Outcome 3.3: Training and development opportunities are taken up and positively evaluated by the staff.</b>			

DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
Outcome 3.4: <b>When at work, staff are free from abuse, harassment, bullying and violence from any source.</b>			
DEVELOPING	DEVELOPING	UNDER DEVELOPED	UNDER DEVELOPED
Outcome 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.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
Outcome 3.6: <b>Staff report positive experiences of their membership of the workforce.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
Outcome 4.1: <b>Board and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
Outcome 4.2: <b>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.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING
Outcome 4.3: <b>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.</b>			
DEVELOPING	DEVELOPING	DEVELOPING	DEVELOPING