

Equality Delivery System for the NHS

EDS2 Summary Report



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

NHS organisation name:

NHS Doncaster Clinical Commissioning Group

Organisation's Board lead for EDS2:

Mrs Sarah Atkins Whatley, Chief of Corporate Services

Organisation's EDS2 lead (name/email):

Mr Curtis Henry Email: curtis.henry@doncasterccg.nhs.uk

Level of stakeholder involvement in EDS2 grading and subsequent actions:

The original self-assessment was completed with stakeholder involvement. The most recent self-assessment has not changed significantly and therefore was completed internally within the CCG. However evidence to populate the report is directly driven by feedback from patients and our population through our regular engagement activity, and through patient experience data and contracting data from our Providers.

Organisation's Equality Objectives (including duration period):

Objective 1: Make effective use of equality data within the commissioning cycle to prioritise commissioning of services and embed equality within Provider contracts.

Objective 2: Ensure appropriate and accessible targeted communication with local communities to empower patients.




Headline good practice examples of EDS2 outcomes (for patients/community/workforce):











- In commissioning: Embedding of equality requirements within the procurement process, equality analyses using a range of data, targeted early diagnosis & treatment campaigns, a range of targeted engagements / consultations.
 - Corporately: Engagement & Experience Committee, a range of equality leads across the organisation, an Assurance Framework risk on health inequalities.
 - For staff: Colleague Engagement Group, flexible working opportunities, cultural competence and unconscious bias training.
- In partnership: Member of the partnership Inclusion & Fairness Forum, partner in Well North, joint approach to health inequalities through Health & Wellbeing Board.

Date of EDS2 grading

Date of next EDS2 grading

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
Better health outcomes	1.1	<p>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>When planning healthcare services we consider an array of data including performance data, quality data, patient experience data and financial data. We give due regard to our Equality Duties within our strategies/plans and our business cases, undertaking equality analysis of the potential impact of our commissioning plans. We use a range of information to help us to better understand the communities for which we commission care and their needs.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	1.2	<p>Individual people’s health needs are assessed and met in appropriate and effective ways</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>We commission personalisation of care through the contracts which we hold with our Providers. As a Commissioner, we require, through our contractual mechanisms, that Providers take account of patients’ individual needs and make reasonable adaptations to meet these needs. We seek patient experience data and challenge Providers on the results. We have a focus on care closer to home within communities in response to patient feedback.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>
	1.3	<p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <p>As a Commissioner, we place a requirement upon Providers to work in partnership to ensure seamless care. Service specifications are developed which integrated of service, and large-scale changes are discussed with patients with feedback monitored by protected characteristic. We try to directly target under-represented groups by engaging with their local interest groups. We have established a Community Ambassador pilot to engage with seldom heard groups.</p> </div>	<div style="border: 1px solid #ccc; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <input checked="" type="checkbox"/> </div>

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective										
Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Quality & Safety Committee identifying the “smoke detectors” of poor care. • Regular meetings with Providers to consider Quality themes and trends. • Identification of equality objectives by CQUINS to address gaps/shortfalls. 	<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	
	<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity											
<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race												
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief												
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex												
	<input type="checkbox"/> Sexual orientation												
1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <p>We have continued our 2014/15 campaigns in 2015/16 - concentrating on Cancer and Dementia. Our early cancer diagnosis awareness campaigns have targeted bowel cancer, prostate cancer, lung cancer and breast cancer. We continue working in partnership with Doncaster Council to make Doncaster Dementia Friendly, and have targeted the campaign into under-represented groups such as BME communities.</p>	<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation		
<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity												
<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Race												
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief												
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex												
	<input type="checkbox"/> Sexual orientation												
Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> <p>↓ Evidence drawn upon for rating</p> <p>As a Commissioner, access requirements are included in our commissioning contracts. We monitor the performance of our contracts through our Performance Team, with reporting through our Quality & Performance Reports to our Governing Body. Choice Strategy. Equality analysis.</p>	<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	
<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity												
<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Race												
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief												
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex												
	<input type="checkbox"/> Sexual orientation												

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <p>↓ Grade</p> <p> Undeveloped  Developing  Achieving  Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <p>• A range of engagement methodologies. • Delivery of consultations to determine patient opinion within, for example: Dementia Strategy, Carers Strategy, Talking Points – our public facing engagements on topics issues which have included a Medicines Waste Campaign, “What is a Good Death” survey, and developing a vision for Care Homes commissioning.</p>	
	2.3	<p>People report positive experiences of the NHS</p> <p>↓ Grade</p> <p> Undeveloped  Developing  Achieving  Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <p>Communication, Engagement & Experience Strategy approved by our Governing Body which captures our strategic vision - a) Better Information, b) Engaged Communities, and c) Experience of appropriate and responsive services • Patient Experience Dashboard. • Positive evaluation of collation of stroke patient experience data across the stroke care pathway.</p>	
	2.4	<p>People’s complaints about services are handled respectfully and efficiently</p> <p>↓ Grade</p> <p> Undeveloped  Developing  Achieving  Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <p>We have an open complaints policy in place which is published on our website and supported by a patient leaflet Listening, Responding, Improving which explains the complaints process and responsible organisations for complaints in an accessible format. Feedback from patients through the complaints process is taken into consideration for the future commissioning of services and is fed back to Providers.</p>	

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
A representative and supported workforce	3.1	<p>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Human Resources Policies. • Commitment to the Workforce Race Equality Scheme. 	<input type="checkbox"/>
	3.2	<p>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</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Application of national Agenda for Change terms and conditions. • Remuneration Committee review of Governing Body remuneration benchmarked to national guidance and local benchmarks. 	<input type="checkbox"/>
	3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Investment in organisational development. • Personalised approach to development via Personal Development Plans. • Cultural competence and unconscious bias training. 	<input type="checkbox"/>

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership</p> <p><input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Range of Human Resources Policies. • Colleague Engagement Group (CEG). • Utilising results from staff surveys to our influence the direction of travel. 	□
	3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership</p> <p><input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Range of Human Resources Policies. • Flexible working opportunities. 	□
	3.6	<p>Staff report positive experiences of their membership of the workforce</p> <p>↓ Grade</p> <p><input checked="" type="radio"/> Undeveloped <input checked="" type="radio"/> Developing <input checked="" type="radio"/> Achieving <input type="radio"/> Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership</p> <p><input checked="" type="checkbox"/> Pregnancy and maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or belief <input checked="" type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <ul style="list-style-type: none"> • Colleague Engagement Group. • Staff Survey – action planning by Colleague Engagement Group members. 	□

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Inclusive leadership	4.1	<p>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Member of the partnership Inclusion & Fairness Forum. Well North. Assurance Framework risk on health inequalities. Governing Body members are trained in equality & diversity. </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Member of the partnership Inclusion & Fairness Forum. Well North. Assurance Framework risk on health inequalities. Governing Body members are trained in equality & diversity. </div>	<input type="checkbox"/>
	<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Member of the partnership Inclusion & Fairness Forum. Well North. Assurance Framework risk on health inequalities. Governing Body members are trained in equality & diversity. </div>			
	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity														
<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race															
<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief															
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex															
	<input type="checkbox"/> Sexual orientation															
4.2	<p>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</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Governing Body and Committee coversheets. Equality Analyses. </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Governing Body and Committee coversheets. Equality Analyses. </div>	<input type="checkbox"/>	
<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Governing Body and Committee coversheets. Equality Analyses. </div>				
<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity															
<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race															
<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief															
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex															
	<input type="checkbox"/> Sexual orientation															
4.3	<p>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Mandatory e-learning training. Additional 1:1 support available from Engagement & Equalities Officer. </div> </td> </tr> </table>	<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Mandatory e-learning training. Additional 1:1 support available from Engagement & Equalities Officer. </div>	<input type="checkbox"/>	
<p>↓ Grade</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Undeveloped <input type="radio"/> Developing <input type="radio"/> Achieving <input type="radio"/> Excelling 	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Age</td> <td><input checked="" type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Disability</td> <td><input checked="" type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input checked="" type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input checked="" type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> Mandatory e-learning training. Additional 1:1 support available from Engagement & Equalities Officer. </div>				
<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Pregnancy and maternity															
<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Race															
<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Religion or belief															
<input type="checkbox"/> Marriage and civil partnership	<input checked="" type="checkbox"/> Sex															
	<input type="checkbox"/> Sexual orientation															