

Equality Delivery System 2 (EDS2) grading results 2016-2017

Equality Delivery System 2 Goal	Final goal grade:	Submitted:
1. - 'Better health outcomes for all'	Achieving	24/3/2017 (Health Watch)
Individual Outcome grades for Goal 1:		Grade
EDS2 Outcome 1.1 "Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities"	Achieving	
EDS2 Outcome 1.2 "Individual patients" health needs are assessed, and resulting services provided, in appropriate and effective ways"	Achieving	
EDS2 Outcome 1.3 "Changes across services for individual patients are discussed with them, and transitions are made smoothly"	Achieving	
EDS2 Outcome 1.4 "The safety of patients is prioritised and assured. In particular, patients are free from abuse, harassment, bullying, violence from other patients and staff, with redress being open and fair to all"	Achieving	
EDS2 Outcome 1.5 "Public health, vaccination and screening programmes reach and benefit all local communities and groups"	Achieving	

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2. 'Improved patient access and experience'	Achieving	24/3/2017 (Health Watch)
Individual Outcome grades for Goal 2:		Grade
EDS2 Outcome 2.1 "Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds"	Achieving	
EDS2 Outcome 2.2 "Patients are informed and supported to be as involved as they wish to be in their diagnosis and decisions about their care, and to exercise choice about treatments and places of treatment"	Achieving	
EDS2 Outcome 2.3 "Patients and carers report positive experiences of their treatment and care outcomes and of being listened to and respected and of how their privacy and dignity is prioritised"	Achieving	
EDS2 Outcome 2.4 "Patients" and carers" complaints about services, and subsequent claims for redress, should be handled respectfully and efficiently"	Achieving	

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3.'Empowered, engaged and well-supported staff'	Achieving	24/3/2017 (Health Watch)
Individual Outcome grades for Goal 3:		Grade
EDS2 Outcome 3.1 "Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades"	Achieving	
EDS2 Outcome 3.2 "Levels of pay and related terms and conditions are fairly determined for all posts, with staff doing equal work and work rated as of equal value being entitled to equal pay"	Achieving	
EDS2 Outcome 3.3 "Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately"	Achieving	
EDS2 Outcome 3.4 "Staff are free from abuse, harassment, bullying, violence from both patients and their relatives and colleagues, with redress being open and fair to all"	Achieving	
EDS2 Outcome 3.5 "Flexible working options are made available to all staff, consistent with the needs of the service, and the way people lead their lives"	Achieving	
EDS2 Outcome 3.6 "Staff report positive experiences of their membership of the workforce"	Excelling	

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4. 'Inclusive leadership at all levels'	Excelling	24/3/2017 (Health Watch)
Individual Outcome grades for Goal 4:		Grade
EDS2 Outcome 4.1 "Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond"	Excelling	
EDS2 Outcome 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"	Excelling	
EDS2 Outcome 4.3 "Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination"	Excelling	

Recorded date of Stakeholder EDS2 grading sessions:

- Countess staff Equality Local Champions (ELCs) – 3rd February 2017
- TransForum, Unique TG & Encompass LGBT- 13th February 2017
- Hospital Volunteers – 10th February 2017
- West Chester Access Group (WCAG) / DIAL House West Chester (1) – 22nd March 2017
- Alzheimer's Society – 24th March 2017
- Irish Community Care (ICC) – 27th February 2017
- Countess FT Governors assessment phase (17/2/17–24/3/17)
- Grades submission date to Health Watch – 24th March 2017

(1) EDS2 assessment session monitored by Health Watch