



Stakeholder and Local Involvement Network (LINK) Equality Delivery System (EDS) Grading results (2013)



we **respect** each other
we have a **can do** attitude
we strive for **improvement**
we take **pride** in the service we provide
we are welcoming, friendly and **caring**
we put **patients** at the heart of everything we do

Equality Delivery System Goal	Final goal grade:	Verified on:
1. 'Better health outcomes for all'	Achieving	14/3/2013 (LINK)
Individual Outcome grades for Goal 1:	Grade	
EDS 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	
EDS Outcome 1.2 "Individual patients" health needs are assessed, and resulting services provided, in appropriate and effective ways"	Achieving	
EDS Outcome 1.3 "Changes across services for individual patients are discussed with them, and transitions are made smoothly"	Achieving	
EDS 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	
EDS Outcome 1.5 "Public health, vaccination and screening programmes reach and benefit all local communities and groups"	Achieving	



Equality Delivery System Goal	Final goal grade:	Verified on:
2. 'Improved patient access and experience'	Achieving	14/3/2013 (LINK)
Individual Outcome grades for Goal 2:	Grade	
EDS Outcome 2.1 "Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds"	Achieving	
EDS 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	
EDS 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	
EDS Outcome 2.4 "Patients" and carers" complaints about services, and subsequent claims for redress, should be handled respectfully and efficiently"	Achieving	



Equality Delivery System Goal	Final goal grade:	Verified on:
3. 'Empowered, engaged and well-supported staff'	Achieving	14/3/2013 (LINK)
Individual Outcome grades for Goal 3:	Grade	
EDS 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	
EDS 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	
EDS 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	
EDS 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	
EDS 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	
EDS Outcome 3.6 "The workforce is supported to remain healthy, with a focus on addressing major health and lifestyle issues that affect individual staff and the wider population"	Achieving	

Equality Delivery System Goal	Final goal grade:	Verified on:
4. 'Inclusive leadership at all levels'	Achieving	14/3/2013 (LINK)
Individual Outcome grades for Goal 4:		Grade
EDS 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
EDS Outcome 4.2 "Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination"		Achieving
EDS Outcome 4.3 "The organisation uses the Competency Framework for Equality and Diversity Leadership to recruit, develop and support strategic leaders to advance equality outcomes"		Achieving



Recorded date of Stakeholder EDS grading:

TransForum, Unique TG & Encompass LGBT- 28/1/13

Countess FT Governors - 29/1/13

Irish Community Care Merseyside (ICCM) - 30/1/13

Countess staff Equality Local Champions (ELC) - 1/2/13

Chester Accessibility Action Group (CAAG) / DIAL House
Chester - 7/2/13

Hospital Volunteers - 4/3/13

Alzheimer's Society - 6/3/13

Verification date from LINK – 14/3/2013

