



Equality Delivery System 2 (2017):

Stakeholder EDS2 assessment for 2016-2017



Equality Delivery System 2 Goal	Final goal grade:	Graded on:
3. 'Empowered, engaged and well-supported staff'	Achieving	28/2/2017
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”	Excelling	
EDS2 Outcome 3.6 “The staff report positive experiences of their membership of the workforce”	Achieving	

Equality Delivery System 2 Goal	Final goal grade:	Graded on:
4. 'Inclusive leadership at all levels'	Achieving	28/02/2017
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"	Achieving	
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"	Achieving	
EDS2 Outcome 4.3 "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	

EDS2 stakeholder assessors 2016-2017:

28th February 2017 – EDS2 outcomes - FT
Governors & Staff panel

2nd March 2016 – EDS2 outcomes –
Equality and Diversity Sub Committee
Stakeholder Groups and Healthwatch



Further information is available:

Sophie Hunter

Equality + Diversity Specialist
Warrington & Halton Hospitals
NHS Foundation Trust

Sophie.Hunter@whh.nhs.uk

Tel 01925 275229

