

DHCFT Equality Delivery System2 Dashboard: Grading Results 2017

Grading dates: 0-19 Universal Children's Services 23/11/2017 and workforce 3/11/2017 & 13/2/2018

Goal 1: Better health outcomes for everyone (Healthy living & results for all REGARDS groups)		Goal 2: Improved patient access and experience (REGARDS Group - getting, using and experiencing	
1:3 health service meets needs of local people in their communities	G	2:1 Everyone should be able to get into and use all our services	A
1:2 Each person has their health needs checked and met in the best way	G	2:2 People are told about choices they have in ways they understand	A
1:3 Moves to other services are done smoothly and everyone knows what is happening.	G	2:3 People have the support they need to make the choices they want.	G
1:4 People using service are safe, they are properly treated not abused or mistakes are not made	G	2:4 People say good things about the service they have used.	G
1:5 Health promotion and screening – everyone gets a chance to have their checks and the information they need.	G	2:5 Complaints are sorted out quickly and properly	A
Goal 3 :A representative and supported workforce (Trust a good and fair employer for all groups)		Goal 4 : Inclusive Leadership & Governance (Leaders responding and engaging with the needs of the diverse communities).	
3:1 Do we have fair recruitment & selection processes which lead to a more representative workforce at all levels?	A	4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.	A
3:2 Do equal pay audits show that staff from most REGARDS groups fare well as overall workforce?	G	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	A
3:3 Are personal development and leadership courses taken up and positively evaluated by all staff?	A	4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination.	A
3:4 When at work, staff are free from abuse, harassment, bullying and violence from any source.	A		
3:5 Are flexible working options available to all staff consistent with the needs of the service and the way they live their lives?	A		
3:6 Staff report positive experiences of their membership of the workforce.	A		

Outcomes 2.3 to 2.5 have been locally adapted for easy read and grading purposes as suggested by stakeholders. Approved BOD 1st May 2018