

NHS

Rotherham



Better Health,
Better Lives

Equality Act 2010

Over the last four decades discrimination legislation has played an important role in helping to make Britain a more equal society. However, the legislation was complex and, despite the progress that has been made, inequality and discrimination persist and progress on some issues has been stubbornly slow.

The Equality Act 2010 is intended to provide a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

<http://homeoffice.gov.uk/equalities/>

What is the Equality Delivery System?

The NHS wants to make sure that everyone it helps is treated fairly. We want to make sure that people are not treated less well because of:

- *Religion or culture*
- *Age*
- *If you are a man or a woman (sex)*
- *Where you live*
- *Mobility*
- *Disability*
- *Who your boyfriend or girlfriend is*
- *If you are having a baby.*

We think that it is important that our services are fair to everyone. To help make this possible the NHS has introduced the Equality Delivery System (EDS). The EDS is designed to support NHS commissioners and providers to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse. The EDS is all about making positive differences to healthy living and working lives.

The EDS is a tool for both current and emerging NHS organisations – in partnership with patients, the public, staff and staff-side organisations - to use to review their equality performance and to identify future priorities and actions.

The EDS goals are:

- 1. Everyone will have the help they need to get better health.*
- 2. It will be easy for everyone to get good support with their health.*
- 3. Staff are happy at work and services support our staff to do a good job.*
- 4. Managers will help the service to get things right.*

Is it about people or processes?

The EDS focuses on people. It provides a tool to help organisations to be the best they can be for their patients and staff. It can be used to support commissioners identify local needs and priorities, particularly unmet needs of seldom-heard populations, and allow them to shape services around people's specific circumstances, and so help to deliver better outcomes. The purpose is to provide a tool that can be used to help make evidence-based decisions taking into account all relevant facts and matters.

<http://www.eastmidlands.nhs.uk/about-us/inclusion/eds/>

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