

Grading Template

Goal	Outcome	R	A	G	P
1 Better health outcomes for all	<b>1.1 Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities</b>				
	(a) *NHSC JSNA		A		
	(b) Weight Management – Children/LGM	R			
	(c) Commissioning of LD services			G	
	(d) NHSP JSNA	R			
	(e) Autism	R			
	(f) Long Term Conditions		A		
	(g) Cancer health inequalities	R			
	<b>1.2 Individual patients’ health needs are assessed, and resulting services provided, in appropriate and effective ways</b>				
	(a) *Needs Assessment			G	
	(b) EACH		A		
	(c) Screening – Digital retinopathy			G	
	(d) NHS Health Checks	R			
	(e) Cancer needs assessment	R			
	<b>1.3 Changes across services for individual patients are discussed with them, and transitions are made smoothly</b>				
	(a) Engagement/Comms		A		

	(b) Long Term Conditions – Cardiac/Stroke rehab		A		
	(c) Change of cancer services	R			
	<b>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</b>				
	(a) *Patient Safety			G	
	<b>1.5 Public health, vaccination and screening programmes reach and benefit all local communities and groups</b>				
	(a) PH Vaccs and screening programme			G	
	(b) Cancer screening programmes	R			
2 Improved patient access and experience	<b>2.1 Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds</b>				
	(a) Access to cancer services		A		
	(b) Interpretation services			G	
	<b>2.2 Patients are informed and supported to be as involved as they wish to be in their diagnoses and decisions about their care, and to exercise choice about treatments and places of treatment</b>				
	(a) PALS		A		
	(b) Patient choice/support		A		
	<b>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</b>				
	(a) Patient experience			G	
	<b>2.4 Patients' and carers' complaints about services, and subsequent claims for redress, should be handled respectfully and efficiently</b>				
	(a) Complaints		A		

3 Empowered, engaged and well-supported staff	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				
	(a) *Recruitment and selection – NHSP/C			G	
	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				
	(a) Levels of pay, terms and conditions etc			G	
	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				
	(a) *Staff support, Learning and Development		A		
	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				
	(a) Policies re harassment, bullying, abuse etc		A		
	3.5 Flexible working options are made available to all staff, consistent with the needs of the service, and the way that people lead their lives. (Flexible working may be a reasonable adjustment for disabled members of staff or carers.)				
	(a) Flexible working			G	
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					
(a) Workforce health and wellbeing	R				
4 Inclusive leadership at all levels	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				
	(a) Boards commitment to E&D	R			
	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				
(a) Top down awareness/commitment to E&D	R				

	<b>4.3 The organisation uses the 'Competency Framework for Equality and Diversity Leadership' to recruit, develop and support strategic leaders to advance equality outcomes</b>				
	(a) Use of Competency framework to recruit, support strategic leaders		A		

Key: \* Joint NHSC

Ratings: **Red** – undeveloped  
**Amber** – developing  
**Green** – achieving  
**Purple** - excelling