

Equality Delivery System for the NHS

EDS2 Summary Report



Implementation of the Equality Delivery System – EDS2 is a requirement on both NHS commissioners and NHS providers. Organisations are encouraged to follow the implementation of EDS2 in accordance with the '9 Steps for EDS2 Implementation' as outlined in the 2013 EDS2 guidance document. The document can be found at: <http://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

This *EDS2 Summary Report* is designed to give an overview of the organisation's most recent EDS2 implementation. It is recommended that once completed, this Summary Report is published on the organisation's website.

NHS organisation name:

Organisation's Board lead for EDS2:

Organisation's EDS2 lead (name/email):

Level of stakeholder involvement in EDS2 grading and subsequent actions:

Organisation's Equality Objectives (including duration period):

**Headline good practice examples of EDS2 outcomes
(for patients/community/workforce):**

Date of EDS2 grading

Date of next EDS2 grading

Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective													
Better health outcomes	1.1	<p>Services are commissioned, procured, designed and delivered to meet the health needs of local communities</p> <table border="0"> <tr> <td data-bbox="465 416 712 699"> <p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p> </td> <td data-bbox="712 416 1283 699"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 416 1942 699"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>	<input type="checkbox"/>
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1.2	<p>Individual people's health needs are assessed and met in appropriate and effective ways</p> <table border="0"> <tr> <td data-bbox="465 783 712 1066"> <p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p> </td> <td data-bbox="712 783 1283 1066"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 783 1942 1066"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>	<input type="checkbox"/>	
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1.3	<p>Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed</p> <table border="0"> <tr> <td data-bbox="465 1182 712 1465"> <p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p> </td> <td data-bbox="712 1182 1283 1465"> <p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td data-bbox="1283 1182 1942 1465"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div> </td> </tr> </table>	<p>↓ Grade</p> <p><input type="checkbox"/> Undeveloped</p> <p><input type="checkbox"/> Developing</p> <p><input type="checkbox"/> Achieving</p> <p><input type="checkbox"/> Excelling</p>	<p>↓ Which protected characteristics fare well</p> <table border="0"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px;"></div>	<input type="checkbox"/>	
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Goal	Outcome	Grade and reasons for rating	Outcome links to an Equality Objective
Better health outcomes, continued	1.4	<p>When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity Developing <input type="checkbox"/> Disability <input type="checkbox"/> Race Achieving <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief Excelling <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	
	1.5	<p>Screening, vaccination and other health promotion services reach and benefit all local communities</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity Developing <input type="checkbox"/> Disability <input type="checkbox"/> Race Achieving <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief Excelling <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	
Improved patient access and experience	2.1	<p>People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity Developing <input type="checkbox"/> Disability <input type="checkbox"/> Race Achieving <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief Excelling <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	

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Improved patient access and experience	2.2	<p>People are informed and supported to be as involved as they wish to be in decisions about their care</p> <p>↓ Grade</p> <p>Undeveloped Developing Achieving Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	
	2.3	<p>People report positive experiences of the NHS</p> <p>↓ Grade</p> <p>Undeveloped Developing Achieving Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	
	2.4	<p>People's complaints about services are handled respectfully and efficiently</p> <p>↓ Grade</p> <p>Undeveloped Developing Achieving Excelling</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p>	

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A representative and supported workforce	3.1	<p>Fair NHS recruitment and selection processes lead to a more representative workforce at all levels</p> <p>↓ Grade</p> <p>Undeveloped (Red) Developing (Orange) Achieving (Green) Excelling (Purple)</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>
	3.2	<p>The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations</p> <p>↓ Grade</p> <p>Undeveloped (Red) Developing (Orange) Achieving (Green) Excelling (Purple)</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>
	3.3	<p>Training and development opportunities are taken up and positively evaluated by all staff</p> <p>↓ Grade</p> <p>Undeveloped (Red) Developing (Orange) Achieving (Green) Excelling (Purple)</p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>

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A representative and supported workforce	3.4	<p>When at work, staff are free from abuse, harassment, bullying and violence from any source</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Developing <input type="checkbox"/> Achieving <input type="checkbox"/> Excelling <input type="checkbox"/></p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>
	3.5	<p>Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Developing <input type="checkbox"/> Achieving <input type="checkbox"/> Excelling <input type="checkbox"/></p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>
	3.6	<p>Staff report positive experiences of their membership of the workforce</p> <p>↓ Grade</p> <p>Undeveloped <input type="checkbox"/> Developing <input type="checkbox"/> Achieving <input type="checkbox"/> Excelling <input type="checkbox"/></p> <p>↓ Which protected characteristics fare well</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Religion or belief <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation</p> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div>	<input type="checkbox"/>

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Inclusive leadership	4.1	<p>Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div> </td> </tr> </table>	<p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div>	<p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div>	<input type="checkbox"/>
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4.2	<p>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</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div> </td> </tr> </table>	<p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div>	<p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div>	<input type="checkbox"/>	
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4.3	<p>Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table> </td> <td style="width: 33%; vertical-align: top;"> <p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div> </td> </tr> </table>	<p>↓ Grade</p> <div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> Undeveloped</div> <div style="display: flex; align-items: center;"> Developing</div> <div style="display: flex; align-items: center;"> Achieving</div> <div style="display: flex; align-items: center;"> Excelling</div> </div>	<p>↓ Which protected characteristics fare well</p> <table border="0" style="width: 100%;"> <tr> <td><input type="checkbox"/> Age</td> <td><input type="checkbox"/> Pregnancy and maternity</td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Race</td> </tr> <tr> <td><input type="checkbox"/> Gender reassignment</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Marriage and civil partnership</td> <td><input type="checkbox"/> Sex</td> </tr> <tr> <td></td> <td><input type="checkbox"/> Sexual orientation</td> </tr> </table>	<input type="checkbox"/> Age	<input type="checkbox"/> Pregnancy and maternity	<input type="checkbox"/> Disability	<input type="checkbox"/> Race	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Marriage and civil partnership	<input type="checkbox"/> Sex		<input type="checkbox"/> Sexual orientation	<p>↓ Evidence drawn upon for rating</p> <div style="border: 1px solid #ccc; height: 100px; width: 100%;"></div>	<input type="checkbox"/>	
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