

TRUSTWIDE

EQUALITY, DIVERSITY AND HUMAN RIGHTS POLICY

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1.0 Introduction

The Clatterbridge Cancer Centre respects and values the diversity of our patients, relatives, carers, visitors, staff and volunteers. We are committed to providing our services that are appropriate, accessible, fair and culturally sensitive.

We are committed to eliminating discrimination and encouraging diversity amongst our workforce and our aim is to have a workforce that is truly representative of all sections of society and that each employee feels respected and able to give of their best.

We recognise that discrimination is an obstruction to the aims of the Trust, and therefore ensure that we have the appropriate processes and policies in place to ensure equality, diversity and human rights is incorporated into all aspects of the Trust's work and informs our values and behaviours:-

- Putting people first
- Achieving excellence
- Passionate about what we do
- Always improving our care
- Looking to the future

We will ensure that all our staff whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability and all employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organisation. We will ensure that our staff are well trained in respect of equality, diversity and anti-discriminatory behaviour and operate a zero tolerance of discriminatory behaviour, including intimidation, bullying and harassment.

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The Trust also recognises that equality in the workplace is good management practice and makes sound business sense in that it enables all people to give of their best.

2.0 Purpose

Our equality, diversity and human rights goal is to ensure that these commitments, reinforced by our values and behaviours, are embedded in our day to day working practices with all our patients, members of the public, colleagues and partner organisations.

We will continue to be aware of the areas of discrimination that may be encountered including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Religion or belief (including philosophical belief)
- Sex
- Sexual orientation

All of these are covered by Law. We aim to create a working environment which:-

- Provides the best possible healthcare services we can that are accessible and are delivered in a way that respects the differing needs of the individual.
- Employs staff who are motivated because they feel valued for the contributions they make and the diversity they bring to the Trust; who are well trained and who reflect at all levels the diversity of the population the Trust serves.

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- Embeds our equality, diversity and human rights values into our policies and procedures and our everyday practice.
- Regularly monitors and reports on our Equality Objectives, on patient and workforce information and on Equality Analysis Assessments to evaluate how we are doing and to set goals and actions in response.
- Ensures that all services procured for the Trust and all staff working on behalf of the Trust understand and support the Trust’s commitment to promoting equality, diversity and human rights in everything we do.

3.0 Scope

3.1 This Policy applies to all staff including volunteers, staff, patients, visitors and other users of the Trust’s services.

3.2 The Trust will use this policy and other relevant policies to ensure fair and reasonable treatment of its patients, staff and members of the public.

3.3 The Trust values the diversity of its staff as an asset for the organisation to build upon and wishes to encourage all staff to reach their full potential. It encourages a healthy balance between home and work life through flexible working patterns and special leave arrangements where these are appropriate.

3.4 The Trust will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds

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4.0 Responsibilities

4.1 Organisational Responsibility

4.1.1 The Equality in Action Steering Group

Will oversee the implementation of all aspects of the national and local equality frameworks for service and employment. Specifically the Group's aim is to provide strategic leadership to drive the equality, diversity and human rights agenda across the Trust for patient care and services and for the workforce. The Group will meet four times a year and will report to the Integrated Governance Committee through select papers as appropriate.

4.2 Individual Responsibilities

4.2.1 The Chief Executive

Has overall responsibility for ensuring that the Trust complies with equality, diversity and human rights legislation.

4.2.2 The Director of Nursing and Quality

Has overall responsibility for this Policy and related procedures and their implementation which includes:

- ensuring that the Board are appropriately trained and updated in matters of equality and diversity and human rights.
- ensuring that all managers have access to the Policy and procedures and that they are aware of their responsibility to their staff. See section below.
- ensuring that staff views on equality and diversity and human rights in the Trust are captured in the annual Staff Survey and reported to the Equality, Diversity and Human Rights Steering Group.
- directing the implementation of this Policy and procedures and other related policies including Harassment and Bullying – Managing Incidents at Work to include providing monitoring information to the Equality, Diversity and Human Rights Steering Group.

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- Monitor compliance with all Equality & Diversity compliance across the Trust.

4.2.3 The Director of Workforce & Organisational Development

has responsibility for:

- Applying equality, diversity and human rights in all employment policies, processes and procedures and ensure this is reflected within corporate communication.
- Champion the mainstreaming of equality, diversity and human rights.
- Being responsible and accountable for the development of E & D in employment within the Trust

4.2.4 The Professional Clinical Lead (Strategy and Development)

is the Clinical Lead and has responsibility for:-

- Providing Clinical Leadership in the development of organisational policies and principles on the promotion of equality, diversity and human rights.
- Ensuring compliance with all relevant regulatory frameworks.
- Develop organisational strategy, policies and principles for the promotion of equality, diversity and human rights. Ensuring compliance with all relevant regulatory frameworks.
- Identifying how people would like to get involved and what skills and support they need, and, working with HR to facilitate this involvement
- Developing and implementing mechanisms that will enable us to gather a wide range of views
- Supporting the Patient Experience Manager in proactively engaging with patients, public and communities whose views are often under-represented
- Making use of available information available to advise on and make robust and informed decisions about the commissioning and delivery of local health services

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- Annually reviewing this policy, updating it as required

4.2.5 The Professional E & D HR Lead

is the Workforce & OD Lead and has responsibility for:-

- Support the Clinical Lead for E & D in developing organisational strategy, policies and principles on the promotion of equality, diversity and human rights. Ensuring compliance with all relevant regulatory frameworks.
- Foster constructive working relationships with key stakeholder groups including managers, Trade Unions and appropriate internal and external interest and partnership groups.
- Monitor, report and present on workforce equality, diversity and well-being data including analysis and benchmarking across the wider NHS to inform recommendations and action plans.
- Research, apply and promote workforce equality, diversity and wellbeing initiatives and to drive/share best practice across the organisation
- Provide expert employment advice and guidance on all matters relating to equality, diversity and human rights and ensure best practice initiatives fall within the legal framework relating to employment.
- Ensure the wider Workforce & OD department are able to provide up to date advice and guidance to managers on all aspects of equality, diversity and human rights matters.
- To lead on the development and implementation of the Workforce Race Equality Standard (WRES)

4.2.6 Heads of Department, all managers and supervisors

are directly responsible for:

- the effective implementation and monitoring of this Policy and procedures at operational level.
- familiarising themselves with the Policy and procedures and ensure that their staff are aware of how they can access them.

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- responsible for ensuring all staff attend mandatory training on equality and diversity and human rights and refresh this training as mandated. .
- undertaking equality analysis assessments on services, organisational change (service redesign) and on appropriate policies as policy authors.
- Promote a working atmosphere that encourages equality across all staff groups.
- Considering the impact of equality, diversity and human rights with all staff within their daily roles through the Performance Appraisal and Development review.
- Ensure that unacceptable behaviour is challenged and individuals are supported to change.

4.2.7 All staff

are responsible for:

- Treating everybody with respect, consideration and without prejudice and encourage the same levels of behaviour in colleagues
- Recognising the diverse needs and experiences of everyone they come in to contact with
- Taking appropriate action under Trust policy if they are aware of any contravening behaviours
- ensuring that they understand and act within the spirit of the Policy and Procedure and participate in equality, diversity and human rights training as mandated.

4.2.8 Trade Unions

are responsible for:

- ensuring that they understand and act within the spirit of the Policy and Procedures
- Championing equality, diversity and human rights principles in their Trade Union role

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4.3 Where the Trust uses external providers of services:-

They will be required to ensure that the equality, diversity and human rights standards identified in this Policy are met.

4.4 Corporate and Social Responsibility

Growing corporate and social responsibility and legislative requirements means that equality, diversity and human rights is a key business priority. We recognise that embracing equality, diversity and human rights is an essential part of carrying out an effective service.

5.0 Laws & Regulations

5.1 The Trust is committed to meeting the targets that relate to health inequalities in cancer care and treatment and the standards set out by the Care Quality Commission.

5.2 This Policy is based on the Equality Act 2010 including the Public Sector Duties that came into force in April 2011.

5.3 The Trust's approach to equality, diversity and human rights also draws on the policy of the NHS Executive, the NHS Constitution, the Agenda for Change Handbook and the relevant Codes of Practice that have been developed by organisations including the Commission for Equality and Human Rights and the Government Equalities Office.

6.0 Definitions

Discrimination definitions within the Equality Act 2010

6.1 Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of their age, disability, gender reassignment, marriage /

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civil partnership, pregnancy/maternity, race, religion or belief, sex and sexual orientation (known as protected characteristics).

6.2 Discrimination by association

This is direct discrimination against someone because they associate with another person who possesses one of the following protected characteristics: age, disability, gender reassignment, civil partnership and marriage, pregnancy and maternity, race, religion or belief, sex (formally referred to as gender) and sexual orientation.

6.3 Discrimination by Perception

This is direct discrimination against an individual because others think they possess one of the following protected characteristics: age, race, religion or belief, sexual orientation, disability, gender reassignment and sex. It applies even if the person does not actually possess that characteristic.

6.4 Indirect discrimination

Indirect discrimination can occur when you have a condition, rule, policy or even a practice that applies to everyone but particularly disadvantages people who share one of the following protected characteristics: age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability and gender reassignment.

6.5 Harassment

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”. Harassment applies to the following protected characteristics; age, disability, gender reassignment, race, religion or belief, sex and sexual orientation. Employees are now able to complain of behaviour that they find

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offensive even if it is not directed at them. Employees are also protected from harassment because of perception and association.

6.6 Third party harassment

The Equality Act 2010 makes us potentially liable for harassment of our employees by people (third parties) who are not employees of the Trust, such as patients or members of the public. We will be liable when harassment has occurred on at least two previous occasions, we are aware that it has taken place, and we have not taken reasonable steps to prevent it from happening again. This applies to sex, age, disability, gender reassignment, race, religion or belief and sexual orientation.

6.7 Victimisation

Victimisation occurs when an employee is treated badly (suffers a detriment) because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

6.8 Human Rights

Human rights are based on the principle of respect for the individual. Their fundamental assumption is that each person is a moral and rational being who deserves to be treated with dignity. They are called human rights because they are universal, these include cultural, economic, and political rights, such as right to life, liberty, education and equality before law, and right of association, belief, free speech, information, religion, movement, and nationality.

7.0 Our commitment

To provide services that are appropriate, accessible, fair and culturally sensitive and to create an environment in which individual differences and the contributions of all our staff are recognised and valued.

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- The Trust will ensure that its services are non-discriminatory, enabling equality of access and provision and meet the requirements of the general and specific duties of the Equality Act 2010.
- The Trust will ensure that that people with protected characteristics from our catchment population will know what is available from our service provision, ensuring where necessary the provision of information in accessible formats and have access to Interpreting and Translation services.
- The Trust will actively engage with diverse communities in order for them to influence and shape services for patients with cancer.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- As a good employer the Trust must take all reasonable steps to make adjustments legally and remove barriers that put disabled workers or job seekers at a disadvantage. The Trust will endeavor to retain the Disability two ticks symbol to meet the five commitments regarding the recruitment, employment, retention and career development of disabled people
- That the Trust supports staff through its Relations at Work (RAW) Group, a confidential service supported by the Trust Board, which continues to provide employees with an impartial sounding board and sign posting service for staff members who believe they may be affected in any way by bullying or harassment and thus provide a harmonious, respectful and successful working environment. The RAW Group also acts as Raising Concern Guardians to enable staff to access a diverse range of support with any concerns they may have. In addition, the Trust has a confidential employee assistance programme (EAP) which is free to all staff and available 24-7, 365 days a year.
- The Trust is committed to operating a fair and objective system for recruiting, which places emphasis on individual's skills, abilities and experience. Where the Trust identifies under-represented groups it will

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consider positive action initiatives to encourage applications from relevant communities, organisations and individuals.

- Training, development and progression opportunities are available to all staff.
- Training in Equality, Diversity and Human Rights will be part of the Mandatory Rolling training Programme and will be delivered using a blended learning approach.
- The Trust will implement the Equality Delivery System 2 (EDS 2) within the organisation as part of our commitment to meeting the Public Sector Duty of the Equality Act 2010
- The Trust will review all employment practices and procedures to ensure fairness and equity of approach in all employment matters. .
- The Equality in Action Steering Group together with the sub groups will be pro-active in all matters and report progress and concerns via the Integrated Governance Committee to the Trust Board.
- Equality Analysis assessments will be undertaken by managers and policy authors on new and existing policies, strategies, service redesigns and functions. These will be available on the Trust’s website.
- The Equality Action Plan with Equality Objectives is reviewed on an annual basis and renewed every 4 years.
- Key individuals with responsibility for equality, diversity and human rights will be set annual objectives in line with this policy. Managers will ensure appropriate resource, time and support is given to deliver these objectives.
- The Trust will maintain a dedicated Equality, Diversity & Human Rights web page on the intranet and Public web site and update on a bi-annual basis.

8.0 Training

Appropriate mandatory training will be provided by Learning and Development to ensure that all staff (including Trust Board and Governors) managers and volunteers understand their responsibilities under the Trust Equality, diversity

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and human rights Policy. Equality, diversity and human rights issues will be integrated as appropriate into other Trust learning and development programmes including Equality Analysis Workshops in order to meet the requirements of Equality Delivery System 2 (EDS 2) requirement).

9.0 Audit

9.1 Analysing data both from a service and a workforce perspective is essential for helping us to make decisions about our organisation. Monitoring information and data will be provided regularly to the Equality in Action Steering Group and will include information about our workforce, patients, members and national and local population data. This information will be published on the Trust's equality, diversity and human rights web pages to comply with the Equality Act 2010 requirements.

9.2 The requirements of the Equality Act 2010 require the publication of an annual Equality Duty Assurance Report and Workforce Analysis Report.

9.3 The Act also requires the publication of Equality objectives every 4 years commencing 2012, (these are contained within our 2012 - 2016 Equality Plan) and which should be reviewed annually with an update of progress towards these objectives.

9.4 Overall responsibility for audit of this policy rests with the Director of Nursing and Quality who may delegate this activity to the Professional Clinical Lead (Strategy and Development).

9.5 In line with legislative requirements it will be appropriate to audit policy on an annual basis so taking into account the review of Equality Objectives and the requirements of the Commissioner in relation to Equality Delivery System 2.

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9.6 The Audit Report will be reviewed by the Equality in Action Steering Group with the Report forwarded to the Integrated Governance Committee.

10.0 References

Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Equality Act 2010 Guidance <https://www.gov.uk/equality-act-2010-guidance>

Equality and Human Rights Commission <http://equalityhumanrights.com>

11.0 Appendices

11.1 Appendix a: Definitions of Equality & Diversity

11.2 Appendix b: Definitions of Discrimination

11.3 Appendix c: Protected Characteristics

11.4 Appendix d: Equality Delivery System 2 (EDS 2)

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11.1 Appendix a

Definitions of Equality and Diversity

Equality is essentially about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. It is backed by legislation designed to address unfair discrimination [past, present or potential] that is based on membership of a particular group. In some circumstances, positive action is encouraged to address discrimination. It is often summarised in terms of:

- Equal Access;
- Equal Treatment;
- Equal Shares;
- Equal Outcomes

Diversity is about the recognition and valuing of difference in its broadest sense. Diversity is based on the concept that people should be valued as individuals for reasons related to business interests as well as for moral and social reasons. Diversity recognises that people from different backgrounds can bring fresh ideas and creativity that taps in to hidden capacity for growth and improved services

Equality and Diversity are not inter-changeable but are inter-dependent. There is no equality of opportunity if difference isn't recognised and valued. Diversity is more about the collective mixture of individuals, cultures and or expertise – all the differences that make us unique and the commonalities that connect us for the benefit of the individual and the organisation.

The concept of 'Managing Diversity' requires that equality is dealt with in a strategic co-ordinated way it broadens the concept of equal opportunities beyond the requirements of compliance with the law.

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11.2 Appendix b

DEFINITIONS OF DISCRIMINATION

Discrimination can be direct, indirect, intentional or unintentional. Individuals, groups or whole institutions/organisations can be discriminatory. Perception is as important as intention. It is essential to take seriously the views of people who feel they face discrimination.

INDIVIDUAL DISCRIMINATION

Is personal attitudes of superiority, for example that disabled people are not as capable as non-disabled people, white people believe they are superior to black people, men believe they are better than women. It can also be where someone prejudices another person because of the group with which they are identified or with which they identify themselves.

GROUP DISCRIMINATION

Is where prejudicial attitudes and behaviours are shared and reinforced so that there is a culture within the group that encourages discrimination.

INSTITUTIONAL DISCRIMINATION

Institutional discrimination is the collective failure of an organisation to provide an appropriate service to people because of their differences including race, gender, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion or belief. It can be seen through processes, attitudes, behaviour and power imbalances that discriminate through unwitting prejudice, ignorance, thoughtlessness and stereotyping, which disadvantage these people.

WHAT IS RACISM?

Racism is a general term to describe the conduct, practice and attitude that places people at a disadvantage or advantage because of their skin colour, culture or ethnic origin. Institutional racism is the failure of an organisation to provide a service to people because of their skin colour, culture or ethnic origin. It can be seen in processes, attitudes, behaviour and power imbalances that discriminate through unwitting prejudice, ignorance and thoughtlessness – it leads to the disadvantage of black and minority ethnic people.

WHAT IS SEX DISCRIMINATION?

Sexism comes from the belief that one gender is superior to the other. Sexism can be seen in an organisation's power holders, structures, systems and

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practices. Monitoring sexual orientation in our staff and in our recruits is a significant step towards acknowledging lesbian, gay, bisexual and transgender staff within the Trust. We seek to become an exemplar employer and make sure our processes and practices are fair to all.

WHAT IS HETEROSEXISM AND HOMOPHOBIA?

Heterosexism is the belief that heterosexuality is the norm and any other form of sexuality is abnormal.

Homophobia is a collection of negative attitudes and prejudices that lead to discrimination against individuals on the grounds of their sexuality. We recognise that discrimination can take place both in service delivery and employment because of a person's sexual orientation. We acknowledge the discrimination that lesbians, gay men and bisexuals face and we will create a climate of respect in the workplace where all staff feel safe and supported to "come out" if they wish to. We know that negative attitudes can lead to sexual harassment and discrimination in access to jobs, training and services. We will strive to combat this through providing equal access to jobs, development and services. We will take lawful action to ensure any discriminatory barriers are overcome and we will monitor the results of our actions.

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WHAT IS DISABILITY DISCRIMINATION?

Many people who do not consider themselves to be disabled may be covered by the Equality Act 2010 because they have a health condition that has an impact on their lives. This may include people who are receiving treatment or using equipment (except glasses or contact lenses) that alleviates the effect of the impairment or a condition, people with an impairment or condition that is likely to recur, people who have conditions that will get worse over time and people with severe disfigurements. Employees with a disability or health condition are entitled in law to “reasonable adjustments” to address their needs for support in the workplace.

Physical barriers in the environment and attitudes in society lead to disability discrimination. Disabled people are disadvantaged by these factors rather than their impairment.

- We will make reasonable adjustments to jobs and working conditions to support disabled people at work and have a redeployment programme for staff who may become disabled to ensure we retain staff whenever possible.
- The Trust has been awarded the Two Ticks Disability symbol which ensures that all disabled applicants who meet the essential criteria for the post are guaranteed an interview.

The Employers’ Forum on Disability is the employers’ organisation focused on the issue of disability in the workplace. It is funded and managed by employers. The Forum is recognised as the authoritative voice on disability. Employers Forum on Disability at <http://www.efd.gov.uk>

WHAT IS RELIGIOUS DISCRIMINATION?

Making jokes about someone’s faith, belittling beliefs or unreasonably promoting your own faith can be offensive. To hold a religious or other belief is a basic human right and should be treated with respect and tolerance.

- We will endeavour to promote a culture where people can practice their religion or belief in safety and without fear of harassment and discrimination.
- We will also be sensitive when running events or promotion panels during periods of religious fasting as this may place people at a disadvantage at this time.

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WHAT IS DISCRIMINATION BASED ON GENDER REASSIGNMENT?

This is any action that places a transsexual person at a disadvantage by the Trust.

Gender re-assignment is where someone experiences such a deep conflict between their physical sex and their mental gender that they have no choice but to elect to re assign their gender. This is called Transsexualism.

- The Trust recognises that transsexualism is a genuine medical status. We will provide appropriate support to staff with this status.
- Transsexual employees will be treated with respect and dignity. We will strive to remove any barriers to employment opportunities.
- The Gender Trust at <http://www.gendertrust.org.uk>
- GIRES (UK) A registered charity that provides education based on research into gender identity and intersex issues. <http://www.gires.org.uk>

WHAT IS AGE DISCRIMINATION?

Assumptions can be made about people because of their age – in particular young people and older people. The assumptions can be that young people lack maturity and that older people lack flexibility and the ability to learn. These attitudes can become built into organisations and shown in their policies and practices – for example advertising jobs for a particular age range only.

- We recognise that ageism is harmful because it undervalues the contribution that young and older people make.
- We will ensure that there is not age bias in our recruitment advertising, job descriptions, person specifications, promotion opportunities, access to training and development and all Human Resource policies.
- Where clinical intervention would be shown to have a negative effect due to the patient's age, then an Equality Analysis Assessment would be carried out to support exclusion on the grounds of age and ensure that discrimination due to age alone does not occur.

The Employers Forum on Age (EFA) is an independent network of leading employers that aim to attract and retain experienced employees, regardless of their age. It highlights, through regular reports, studies and research, knowledge and understanding about the issue of age discrimination at work

<http://www.efa.org.uk>. Information for employers about employing older workers is available on the Business Link website www.businesslink.gov.uk.

Age positive publications including case studies research and statistics are available on the Department for Works and Pensions website

www.dwp.gov.uk/agepositive

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11.2 Appendix c

Definitions of Protected Characteristics

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

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Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

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11.3 Appendix d

Equality Delivery System 2 (EDS 2)

Refresh of the Equality Delivery System for the NHS

The Equality Delivery System (EDS) was rolled out to the NHS in July 2011 and formally launched in November 2011 and has been updated as the EDS2 This contains a core set of outcomes and a more streamlined grading system; and it will encourage organisations to use it flexibly and to embrace key local health inequalities. The Trust has a contractual obligation to complete the EDS2.

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