

NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
ANNUAL EQUALITY, DIVERSITY AND INCLUSION REPORT 2017

Date of the meeting	17/01/2018
Author	R Kendall, Head of Assurance and Engagement
Sponsoring Board Member	E Spencer, Registered Nurse Member
Purpose of Report	The Equality and Diversity report has been produced to evidence how we comply with the Equality Act 2010 and the Public Sector Equality Duties.
Recommendation	The Governing Body is asked to approve the contents of the report which will be published on the CCG website.
Stakeholder Engagement	This report summarises the engagement and development activities with our stakeholders, staff, public and patients.
Previous GB / Committee/s, Dates	N/A

Monitoring and Assurance Summary

This report links to the following Strategic Principles	<ul style="list-style-type: none"> • Services designed around people • Preventing ill health and reducing inequalities • Sustainable healthcare services • Care closer to home 		
	Yes [e.g. ✓]	Any action required?	
		Yes Detail in report	No
All three Domains of Quality (Safety, Quality, Patient Experience)	✓		✓
Board Assurance Framework Risk Register	✓		✓
Budgetary Impact	✓		✓
Legal/Regulatory	✓		✓
People/Staff	✓		✓
Financial/Value for Money/Sustainability	✓		✓
Information Management & Technology	✓		✓
Equality Impact Assessment	✓		✓
Freedom of Information	✓		✓
I confirm that I have considered the implications of this report on each of the matters above, as indicated	✓		

Initials :RK

1. Introduction

- 1.1 NHS Dorset Clinical Commissioning Group's (CCG's) Equality, Diversity and Inclusion Annual Report sets out the CCG's compliance and how we have been demonstrating 'due regard' to the Public Sector Equality Duty, which requires all public sector organisations to publish their information annually.
- 1.2 The report is subject to review by NHS England and the Care Quality Commission (CQC) as part of their assurance processes.

2. Report

Legal and Regulatory requirements

- 2.1 The Equality, Diversity and Inclusion 2017 report attached as Appendix 1 details our policies, procedures and engagement activities that supports our compliance with the Equality Act, for staff, public and patients.
- 2.2 The general equality duty is set out in section 149 of the Equality Act. In summary, those subject to the general equality duty must have due regard to the need to:
 - eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between different groups;
 - foster good relations between different groups.
- 2.3 The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership. The Equality Act also gives Ministers the power to impose specific duties through regulations.
- 2.4 Following a Government consultation, the Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. The specific duties are legal requirements designed to help those public bodies covered by the specific duties meet the general duty. These require the publication of:
 - equality objectives, at least every four years;
 - information to demonstrate their compliance with the equality duty, at least annually.

What have we achieved?

- 2.5 During 2017 there have been many developments in terms of championing equality and diversity, raising awareness and building support systems for commissioners to make more equitable decisions. Highlights include:
 - reviewed and updated our approach to undertaking Equality Impact Assessments (EIAs), including the development of a standard template, and training programme;
 - extensive review and update of the clinical services review (CSR) EIA's including independent reviews by Public and Patient Engagement Group and the CCG legal advisor. The CSR EIAs were approved by Quality and Assurance Group in July and have been published on the CCG and Dorset Vision website;

- extensive engagement and communications with diverse groups and communities across Dorset including the clinical services review, mental health acute care pathway and dementia pathway;
- partnership working with providers to embed equality, diversity and inclusion across the system, including supporting implementation of the accessible information standard;
- continuing to implement the NHS Workforce Race Equality Standard and delivery of the action plan including implementing unconscious bias training, opportunities for BME staff to meet senior leaders, and raising awareness of job opportunities through partners such as Dorset Race Equality Council;
- continuing to support staff through training and development opportunities and supporting their health and wellbeing through a range of programmes including stress management and physical activity schemes;
- established the Freedom to Speak Up Guardian position.

3. Conclusion

3.1 The report has shown that the CCG continues to show progress in delivering on the equality and diversity objectives, however it is recognised that more can be done. In order to be even more effective in mainstreaming equality, diversity and inclusion within the organisation during 2018 we will:

- ensure Dorset CCG is prepared for the introduction of the Gender Equality Pay requirements and reporting from 30 March 2018;
- plan for the implementation of the Disability Workforce Equality Standard (DWES) requirements from April 2018;
- plan for the implementation of the Sexual Orientation Monitoring Standard (SOMS) requirement from April 2018;
- engage with the development and implementation of the Dorset Care Record;
- work closely with partners and community groups during the implementation phase of CSR to reduce any disproportionate impact on communities.

3.2 The Governing Body is asked to **approve** this report and the publication of the 2017 Equality, Diversity and Inclusion report on the website.

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APPENDICES	
Appendix 1	Equality, Diversity and Inclusion Report 2017