

**NHS DORSET CLINICAL COMMISSIONING GROUP  
GOVERNING BODY MEETING  
EQUALITY AND DIVERSITY STRATEGY UPDATE**

<b>Date of the meeting</b>	20/05/2015
<b>Author</b>	F Brooks, Business & Projects Development Lead
<b>Sponsoring Board member</b>	T Goodson – Chief Officer
<b>Purpose of Report</b>	To provide an overview of the updated Equality and Diversity Strategy.
<b>Recommendation</b>	The Governing Body is asked to <b>approve</b> the Equality and Diversity Strategy Update.
<b>Stakeholder Engagement</b>	The revised strategy has been sent out to a diverse group of stakeholders for feedback; this is detailed in the report.
<b>Previous GB / Committee/s, Dates</b>	N/A

**Monitoring and Assurance Summary**

<b>This report links to the following Strategic Principles</b>	<ul style="list-style-type: none"> <li>• Services designed around people</li> <li>• Preventing ill health and reducing inequalities</li> <li>• Sustainable healthcare services</li> <li>• Care closer to home</li> </ul>		
	<b>Yes</b> [e.g. ✓]	<b>Any action required?</b>	
		<b>Yes</b> Detail in report	<b>No</b>
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	✓		✓
<b>I confirm that I have considered the implications of this report on each of the matters above, as indicated</b>	✓		

Initials: FB

## 1. Introduction

- 1.1 This report provides an overview of the changes to the CCG's Equality and Diversity Strategy since the 2012 published version, adopted in shadow form from the former lead commissioner.
- 1.2 The focus of the strategy is how we will embed equality and diversity throughout our commissioning, procurement, partnership working and engagement, locality development and as an employer.
- 1.3 Significantly within our partnership working, we have included that we will work with other public sector organisations to develop and improve services across Dorset including through the transformational programmes Better Together, focused on integration and Clinical Services Review (CSR), focused on changing the delivery of in and out of hospital health services, subject to public consultation.
- 1.4 Throughout 2015 – 2017, we will be moving from implementation of the original national framework, Equality Delivery System (EDS) to the Equality Delivery System 2 (EDS2) and the Workforce Race Equality Scorecard (WRES). These allow the CCG to tailor our objectives to suit local demographics in terms of priorities.
- 1.5 The appendices within the strategy have revised data to support the Public Sector Equality Duties (PSED) and EDS2 objectives.

## 2. Legal/ Regulatory

- 2.1 The revised strategy supports our obligations under the Equality Act 2010, Public Sector Equality Duties (PSED) and the NHS Equality Delivery System 2 (EDS2). Additionally as an employer, this strategy ensures we have regard to the needs of our staff through our own policies and procedures. The CCG Equality and Diversity Report can be found on the website within the Equality and Diversity page: <http://www.dorsetccg.nhs.uk/Dorset%20CCG%20Equality%20and%20Diversity%20Report%202014-15.pdf>

The report is updated annually by 31 January at the latest.

- 2.2 Implementation of EDS2 and the WRES became mandatory from NHSE on 01 April 2015. During the first year, NHSE will provide support and guidance for implementation of the above however, from 2016 onward; Monitor and CQC will start to commence reviews on organisations who should meet these standards.

## 3. Engagement

- 3.1 The refreshed strategy has been sent to a diverse group of stakeholders for review and comment. This includes:
  - Dorset Race Equality Council;
  - Bournemouth People First;
  - Access Dorset;
  - Unity in Vision;
  - Bournemouth Islamic Centre;

- 0-19 VCS Forum;
- Dorset County Council;
- Bournemouth Society for the Visually Impaired;
- Youth Space Project;
- Help & Care;
- LGBT Interests.

3.2 The strategy was well received with verbal and written feedback. This feedback has been incorporated into the final strategy for approval.

#### 4. Conclusion

4.1 The Equality and Diversity Strategy has been revised to support our transformation agenda. CCG staff will be working closely internally and with practices, where appropriate, to ensure there is a pro-active approach to equality and diversity.

4.2 The Governing Body is asked to **approve** the refreshed equality and diversity strategy taking into account the above amendments.

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