

NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
PUBLIC SECTOR EQUALITY DUTY ANNUAL REPORT 2015

Date of the meeting	20/01/2016
Author	R Kendall, Head of Assurance and Engagement E Sosseh, Engagement and Diversity Officer
Sponsoring GB member	Dr P Blick, Clinical Chair, Central Bournemouth Locality
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	Quality Group for information

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/ES

1. Introduction

- 1.1 NHS Dorset Clinical Commissioning Group's (CCG) Annual Equality and Diversity (E&D) 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 CQC as part of their assurance processes.

2. Report

Legal and Regulatory requirements

- 2.1 The Equality and Diversity report attached as **Appendix 1** details our policies, procedures and engagement activities that supports our compliance with the 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 2015 there have been many developments in terms of championing E&D, raising awareness and building support systems for our commissioners to make more equitable decisions. Highlights have been themed and include:

Engagement and Involvement

- 2.6 The Equality Delivery System (EDS) was officially launched by the Department of Health in November 2011, with a refreshed Equality Delivery System 2 (EDS2) launched in November 2013. The system is a tool to help all staff and NHS organisations perform well with equality, diversity and human rights.

2.7 The CCG has adopted the EDS 2 and in October 2015 we coordinated a grading exercise across all the NHS organisations in Dorset with staff and the general public to look at how our respective NHS organisations are performing in terms of the four EDS 2 goals, which are:

- better health outcomes for all;
- improved patient access and experience;
- empowered, engaged and included staff;
- inclusive leadership at all levels.

2.8 The results have indicated that improvements have been made against the majority of goals (results can be seen in section 3 of the Equality and Diversity report 2015), however further focus is required on:

- continuing to develop our links with our diverse communities, ensuring we are engaging with them and seeking their views;
- continuing to ensure that we recognise and support our staff, through having a better understanding of their needs, to ensure they do not suffer any abuse, violence, bullying or harassment in the workplace and are accessing training and development opportunities available.

2.9 The Community Health Ambassadors Programme (CHAP) continues to gather pace with ethnic minority community representatives trained on carers' issues, mental health and diabetes awareness. In partnership with Dorset Race Equality Council, we have trained 42 community ambassadors who will use their knowledge to disseminate information to their communities.

2.10 The CCG works closely with partner organisations to engage effectively with our diverse population. In August 2015, we set up a Lesbian Gay Bisexual and Transgender (LGBT) health advisory group, a first of its kind in the southwest of England. The group have been providing insight on our policies, visual representation and reviewing our intranet and external website.

Inclusive Leadership

2.11 Dr Peter Blick has taken on the remit of Governing Body lead to provide assurance in line with our legal requirements, and effectively support and monitor equality and diversity. A programme of orientation is being provided for this role.

Recruitment and Selection

2.12 The amount of BME people who were shortlisted and subsequently appointed, has increased from the previous year, with 15% being shortlisted and 14.8% of those being appointed out of a total of 22.4% applicants. In 2014, the figures were 22.25% of applications with 15.53% being shortlisted and 8.16% appointed.

2.13 We continue to embed equality and diversity within the organisation as follows.

Contract Monitoring

2.14 The Clinical Development Groups (CDGs) ensure that all provider contracts require best practice E&D policies and adherence.

Staff health and wellbeing

- 2.15 The CCG promotes health and wellbeing to staff, including investing in an Employee Assistance Programme which offers confidential telephone advice on a range of issues and services. Other incentives advertised include meditation, flu clinics, workstation assessments, pregnancy risk assessments, lone worker guidance, cycle to work scheme and a buddy scheme.

Communications

- 2.16 All CCG media releases are sent out to diverse stakeholders and support organisations to encourage the onward distribution through specific networks and to increase awareness of local health services.

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 E&D within the organisation we will be advancing these further actions:

- to revamp the steering group in order to ensure that the action plan is at the forefront of peoples' minds and that having conversations on implementation and progress, will enable more mainstreaming of E&D. The steering group will comprise senior managers and programme leads from each directorate. They will be pivotal in carrying out the actions of the E&D Strategy as well with their teams;
- in order to ensure that the service planning and programmes changes embed E&D issues, the pledge to make equality and diversity considerations a standard agenda item at the clinical development groups and at other major meetings will also increase the opportunities for equitable commissioning;
- to develop a proactive workforce plan to ensure the delivery of equality related actions that may be identified from the 2015 CCG staff survey;
- to develop an organisation-wide equality and diversity tracker to further embed equality and diversity into day to day working, by demonstrating how E&D issues are considered when developing services.

- 3.2 The Governing Body is asked to approve this report and the publication of the 2015 Equality and Diversity report on the website.

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Date: 14/12/2015

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APPENDICES	
Appendix 1	Equality and Diversity Report 2015