

**NHS DORSET CLINICAL COMMISSIONING GROUP**  
**GOVERNING BODY MEETING**  
**ANNUAL EQUALITY, DIVERSITY AND INCLUSION REPORT 2016**

<b>Date of the meeting</b>	18/01/2017
<b>Author</b>	R Kendall, Head of Assurance and Engagement
<b>Sponsoring Board Member</b>	E Spencer, Nurse Member
<b>Purpose of Report</b>	The Equality and Diversity report has been produced to evidence how we comply with the Equality Act 2010 and the Public Sector Equality Duties.
<b>Recommendation</b>	The Governing body is asked to <b>approve</b> the contents of the report which will be published on the CCG website.
<b>Stakeholder Engagement</b>	This report summarises the engagement and development activities with our stakeholders, staff, public and patients.
<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 :RK

## 1. Introduction

- 1.1 NHS Dorset Clinical Commissioning Group's (CCG) Annual Equality, Diversity and Inclusion (E,D&I) 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, Diversity and Inclusion 2016 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 2016 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 include:
  - refresh of the equality, diversity and inclusion strategy which included a review of our equality objectives in line with the Equality Act. This was approved by the Governing Body in November 2016;
  - re-establishing the equality, diversity and inclusion steering group, chaired by Governing Body Nurse Member, this group will drive forward the implementation of the strategy and actions plan;

- 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;
- continuing to implement the 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.

### 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&I within the organisation during 2017 we will:

- refine and implement our action plan to deliver our equality, diversity and inclusion objectives;
- work with partners across the system to support them in delivering their contractual obligations;
- look to develop a system wide approach for equality, diversity and inclusion;
- continue to develop and support our staff, and
- plan and prepare for the implementation of the Disability Workforce Equality Standard and Equal Pay Act requirements from April 2017.

3.2 The Governing Body is asked to approve this report and the publication of the 2016 Equality, Diversity and Inclusion report on the website.

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**Date:** 09/12/2016

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<b>APPENDICES</b>	
<b>Appendix 1</b>	<b>Equality, Diversity and Inclusion Report 2016</b>