

NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
DRAFT EQUALITY, DIVERSITY AND INCLUSION STRATEGY

Date of the meeting	16/11/2016
Author	R Kendall, Head of Assurance and Engagement E Sosseh, Equality and Diversity Officer
Sponsoring Board member	E Spencer, Registered Nurse Member
Purpose of Report	To present the refreshed Equality, Diversity and Inclusion Strategy 2016 – 2020, to Governing Body Members for approval.
Recommendation	The Governing Body is asked to approve the refreshed Strategy.
Stakeholder Engagement	The strategy has been informed by and shared with the CCG's Equality and Diversity Steering Group, Directors, Quality group, Diverse Organisations' representatives and work stream leads.
Previous GB / Committee/s, Dates	Quality Group – 23/09/2016; Directors Performance Meeting – 18/10/2016.

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) Equality, Diversity and Inclusion Strategy 2014-2016 has been reviewed and updated in line with the national requirement for public sector organisations to review their equality objectives every four years.
- 1.2 The review commenced in July 2016 and the strategy has been updated to reflect the insight received from the Equality Delivery System 2 (EDS 2) survey, the staff survey, the findings from the Workforce Race Equality Standard survey and feedback from members of the Equality and Diversity Steering Group and Quality Group.
- 1.3 The purpose of this paper is to present the refreshed Equality, Diversity and Inclusion Strategy 2016- 2020 and action plan to the Governing Body for their comment and approval.

2. Report

- 2.1 The refreshed Equality, Diversity and Inclusion Strategy 2016 to 2020 can be seen in **Appendix 1** and sets clear objectives for delivery over the next four years, which link to the four EDS 2 goals and will enable our delivery of the Public Sector Equality Duty. The proposed objectives are as follows:
 - To engage with our diverse communities ensuring their needs are taken into account when co-producing, designing and commissioning services;
 - To ensure information is collected, collated and analysed therefore enabling a better understanding of diverse needs and the profiles of who is accessing health services;
 - To ensure that equality and diversity is 'everybody's business' across the CCG;
 - To continue to support and develop our workforce to maximise their potential through the promotion of equality of opportunity, in an environment free from bullying and harassment.
- 2.2 In delivering the objectives, we aim to achieve the following outcomes:
 - We will be able to increase the awareness of commissioners and providers about cultural and diverse issues and some of the barriers facing communities in accessing services;
 - We will be able to understand local communities' needs better through effective data collection and analysis;
 - Through the results from the staff survey and the findings from the Workforce Race Equality Standard (WRES), we will understand and better support the diversity of our workforce.

2.3 The strategy builds on the work we have done to date and includes:

- Ensuring that everyone is aware of relevant E&D information within the CCG through providing face to face training to CCG staff which had a focus on the development of Equality Impact Assessments (EIA). Through the training we identified the need to review the guidance and supporting materials we have in place for staff when undertaking EIA work on this is already underway;
- Continuing to make sure that our commissioning decisions are guided by data and information from all sections of society; by ensuring that our Clinical Services Review proposals and other reviews are backed by thorough equality impact assessments and that our associated guidelines and documents around this are updated to make the process clearer for work colleagues;
- Developing further links with our ethnic minority communities by creating a Community Health Ambassadors Programme (CHAP). This programme has enabled community leaders to use their local knowledge and contacts to disseminate health related information. We have also provided training to the champions on Carers issues, Mental Health and Diabetes awareness, ensuring we have an effective mechanism for both informing and hearing back from 'hard to hear' groups;
- We have developed our Public and Patient Engagement Group (PPEG) to reflect the diversity of the Dorset population both in its membership and also in terms of the insight contributed. Through developing the 'PPEG guide for person-centred discussions', the members were instrumental in making sure that consideration to the nine statutory protected characteristics are part of the nine areas of discussions whenever we review design and develop services.

2.4 To support implementation of the strategy we have been working with the leads of the work stream areas identified on the strategy and our equality and diversity steering group members, to develop an action plan which can be seen in appendix 3 of the draft strategy.

2.5 The implementation of the strategy will be overseen and monitored by the Equality and Diversity steering group, chaired by the Governing Body lead for equality, diversity and inclusion, reporting to the Quality Group on a quarterly basis.

3. Conclusion

3.1 The strategy has taken into account our current transformational programmes, insight from our stakeholders and has been informed by the views of our staff to ensure that the aims of the strategy are aligned with the organisation's strategic objectives.

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- 3.2 The strategy and action plan will enable us to achieve better outcomes for our diverse communities through gathering stakeholder insight, utilising evidence from the local JSNA, but also enable us to continue improvements in being an employer who values equity in terms of staff opportunities and development.
- 3.3 The Governing Body is asked to approve the refreshed Strategy.

**Author's name and Title : Rebecca Kendall, Head of Assurance and Engagement.
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Date : 18/10/2016

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APPENDICES	
Appendix 1	Equality, Diversity and Inclusion Strategy