

NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
PUBLIC SECTOR EQUALITY DUTY ANNUAL REPORT 2018

Date of the meeting	16/01/2019
Author	T Larby - Assurance Lead
Sponsoring Clinician	E Spencer - Registered Nurse Member
Purpose of Report	The equality and diversity report has been produced to evidence how the CCG complies 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"> • Prevention at Scale • Integrated Community and Primary Care Services • One Acute Network • Digitally Enabled Dorset • Leading and Working Differently 		
	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: TL

1. Introduction

- 1.1 NHS Dorset Clinical Commissioning Group's Annual Equality, Diversity and Inclusion 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 Annual Report 2018 attached as **Appendix 1** details our policies, procedures and engagement activities that support 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 public bodies meet their general duty. These require the publication of:
 - The equality delivery system (EDS2) 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 2018 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:

9.5

- Completing the equality delivery system grading exercise, identifying the top priorities of the public and staff; we published this in November 2018;
- Continue to provide training to staff on equality, diversity and inclusion and completion of equality impact assessments; introduced a further layer of check and challenge on the development of equality impact assessments;
- In June 2018 we published our local workforce race quality standard report in line with national guidance; incorporated the actions identified from the Workforce Race Equality Standard (WRES) report into the overarching Equality, Diversity and Inclusion Strategy action plan;
- Supported staff through the people and culture programme that was launched following the annual staff survey feedback in 2018 drawing its evidence base from the Kings Fund research into wider staff engagement and inclusion;
- Launched a calendar of support for staff which included:
 - * sexual harassment;
 - * mental health;
 - * age;
 - * discrimination of LGBT, race disability;
 - * mindfulness.
- Our Freedom to Speak Up Guardian has been linked to the national support network and also built into corporate induction;
- February 2018 saw our first year for reporting on, and publishing, gender pay gap information for the CCG;
- A new public website was launched in 2018 which has been designed to be more widely accessible including assistance tools for the visually impaired;
- Supporting the development of the 'Maternity Matters in Dorset' website and engagement programme. This is being co-developed in response to requests for comprehensive information about every stage of pregnancy and childbirth to be available for local people in one accessible place;
- Web portals and social media pages of voluntary sector partners such as Access Dorset, South West Dorset Multicultural Network, Dorchester Muslim Group, the Prejudice Free Dorset Hate Crime Group and the Dorset Race Equality Council are used to ensure that our campaigns, health alerts and any planned changes to local services are featured on them;

- Dorset CCG hosted the health and care system's Public Engagement Group (PEG) is part of Dorset's approach to public engagement to inform delivery of the Sustainability and Transformation Plan (STP). The group was co-designed by nominated engagement leads from all partner organisations and is made up of 25 local people with a wealth of life-experience and expertise across Dorset's geography, demography and diversity;
- Dorset has been selected to be the first of six pilots for an NHS England ICS Public Engagement Project and this work is progressing post publication of this report.

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 remain an organisation that strives for continual improvements in equality, diversity and inclusion, during 2019 we will:

- Continue with the people and culture programme, now that the discovery phase has been completed, with design and delivery phases;
- Review line manager training and support with input from the People and Culture Programme;
- Refresh the buddy system for staff;
- Report on gender equality pay requirements and action taken;
- Complete the implementation of the disability workforce equality standard (DWES) requirements;
- Work with our providers to support digital conformance with the sexual orientation monitoring standard from 1 April 2019;
- Engage with further work and analysis to better understand the profiles of our service users so that specific work can be undertaken with those communities or services.

3.2 The Governing Body is asked to **approve** this report and the publication of the 2018 Equality, Diversity and Inclusion Annual Report on the website.

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Date: 3 January 2018

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APPENDICES	
Appendix 1	Equality, Diversity and Inclusion Report 2018