

**NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
PUBLIC SECTOR EQUALITY DUTY ANNUAL REPORT 2019**

Date of the meeting	22/01/2020
Author	S Bonfanti, Senior Insight 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: SB

1. Introduction

- 1.1 NHS Dorset Clinical Commissioning Group's Annual Equality, Diversity and Inclusion Report sets out the CCG's compliance and how the CCG has 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 Annual Report 2019 attached as **Appendix 1** details the CCG's 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 2019 there have been many developments in terms of championing equality and diversity, raising awareness and building support systems as service commissioners and employers to make more equitable decisions.

2.6 Highlights include:

- continuing to work closely with the Our People and Culture programme, ensuring equality, diversity and inclusion are considered and embedded throughout the programme;
- the Our People and Culture programme has established two new working groups which will help to develop these areas: Environment and Sustainability; and Policies.
- continuing to provide training to staff on equality, diversity and inclusion and completion of equality impact assessments;
- continuing to include an extra layer of check and challenge, with Equality Impact Assessments (EIAs) being reviewed by an external assessor, our EIA Public Engagement Group lay advisor, to provide advice and guidance;
- new equality, diversity and inclusion pages launched on the staff intranet, providing information and news for staff;
- published our local workforce race equality standard report in line with national guidance;
- reporting on, and publishing, gender pay gap information for the CCG;
- launch of the NHS Rainbow badge pledge, where staff can sign up to show their support for an open, non-judgemental and inclusive organisation for our LGBT+ staff, participants and patient volunteers;
- our renewed multi-agency service agreement with Dorset Race Equality Council (DREC) supports the CCG to communicate messages to and provide feedback from a range of diverse communities in Dorset;
- strengthened our relationships with groups representing young people, which has helped to give young people and those representing them a strong voice in informing service change and development;
- 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.

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 2020 we will:

- continue with the Our People and Culture programme, now that the review and design and delivery phases are completed and we are in the implementation phase;
- review the staff policies with the working group from the Our People and Culture Programme to ensure Equality, Diversity and Inclusion is considered;
- review the Working Environment and Sustainability through the working group as part of the Our People and Culture Programme to ensure Equality, Diversity and Inclusion is considered;
- report on Gender Equality Pay requirements and reporting on action taken and progress;
- continue to provide training to staff to ensure equality, diversity and inclusion is embedded across the organisation;
- 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 There will be a change of schedule for the publishing date of the Equality, Diversity and Inclusion annual report for 2020, with a move from reporting from 2020 to reporting for 2020/2021. This is to coincide with the publishing dates of the CCG annual report and accounts and the annual public participation report.

3.3 To ensure we continue to comply with our duty to publish our Public Sector Equality Duty compliance to publish our data annually, we will publish an interim report in January and an updated report alongside the public participation annual report in July 2020.

4. Recommendation

4.1 The Governing Body is asked to **approve** this report and the publication of the 2019 Equality, Diversity and Inclusion Annual Report on the website.

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Date: January 2020
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APPENDICES	
Appendix 1	Equality, Diversity and Inclusion Annual Report 2019