

Equality and Diversity Strategy and Objectives

Strategy Statement

Northern, Eastern and Western Devon Clinical Commissioning Group (NEW Devon CCG) is committed to a strategy that identifies and takes appropriate action to promote Equality and Diversity for all our staff, patients and stakeholders. We will proactively work within our community to engage at all levels regardless of individual characteristics.

NEW Devon CCG will use the indicators of the NHS Equality Delivery System (EDS) to assist, enable and support the delivery of services, facilities and information that is accessible and inclusive for its individuals and communities. We will aim to be receptive and responsive to their needs, reduce health inequalities and comply with our legal duties. We will support individuals, partners and providers also, in improving and demonstrating their compliance and encourage future impact of Equality and Diversity throughout organisations.

This strategy outlines the commitment of NEW Devon CCG with specific objectives that will allow us to deliver and demonstrate Equality and Diversity, advance equality of opportunity and foster good relations.

This strategy will help deliver the three aims of the Public Sector Equality Duty (PSED);

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and those who do not,
- Foster good relations between people who share a protected characteristic and those who do not,

NEW Devon CCG has firm commitment from its leadership team to develop and deliver against the Equality Act 2010 and the organisation will ensure that this work stream is actively monitored and its progress reviewed on an annual basis.

1. Context

1.1 NEW Devon CCG's Equality and Diversity Strategy is underpinned by our mission statement:

“Healthy people living healthy lives in healthy communities.” NEW Devon CCG's vision will remain at the core of identifying risks, opportunities and actions to achieve the organisation's objectives in line the organisational values, the individual at the centre.

1.2 The aim of the Strategy is to embed Equality and Diversity throughout NEW Devon CCG. The organisation recognises that legislation places duties on the organisation to ensure we do not discriminate against our staff, patients, providers and others we may come into contact with. NEW Devon CCG is the largest Clinical Commissioning Group in England and therefore it's approach to Equality and Diversity should strive to be exemplary.

1.3 This Strategy relates to all the protected characteristics outlined by the Equality Act 2010 including gender, disability, ethnicity, race, marital status, pregnancy and maternity, sexual orientation, religion or belief, gender reassignment and age.

2. Objectives and Strategies

2.1 Aims

To contribute continuous improvement in Equality, Diversity and Human Rights which will improve the health and wellbeing of individuals and our communities.

NEW Devon CCG will work to ensure that staff receive mandatory Equality and Diversity training which reflects the organisations and staffs vision and values and equally, Equality and Diversity themes are carried through from the Strategic Plan.

NEW Devon CCG will enable leads and line managers with appropriate Equality and Diversity knowledge and skills through training to act as champions within the organisation to ensure it is demonstrated throughout our commissioning process.

2.2 Equality Objectives

The purpose of setting specific, measurable equality objectives is for the organisation and employees to better perform the general equality duty. Equality objectives should help focus attention on the priority equality issues within the organisation, to deliver improvements in policy-making, service delivery and employment, including resource allocation.

The Equality Objectives about the nine protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation across the footprint are:

- 1) Improved checking that protected characteristics are being recorded across all the services. This knowledge and information will inform and support decision making about which health services to buy for our patients.

This will be measured by human resources and staff recruitment information and information from engagement events.

It will be reported at least once a year for example through the annual workforce report.

- 2) We will ensure that health service providers fulfill their duties under the Equality Act 2010.
This will be measured through health service contracts and reported in the annual equality report. Annual equality reports from health service providers are to be sent to commissioners.
- 3) Any new health services or future health service changes to have an equality impact assessment published. This will be measured by ensuring that all changes to health services or new health services will have an equality assessment included in proposal. The equality impact assessments will be published on the website and included in the annual equality report.

It is important to consider equality objectives that will address specific feedback from patient representatives at the recent equality engagement events. We wish to acknowledge and resolve local issues and then to use that learning across the CCG footprint. These Equality Objectives have been agreed by external organisations and local interest groups.

3.0 Embedding Equality and Diversity

NEW Devon CCG will work to educate and support individuals and directorates enabling Equality and Diversity to be mainstream and evident throughout our commissioning process. We will work to be transparent and publish our equality impact assessments on our public website.

We will create an environment where staff, visitors, patients, relatives, carers and providers are able to raise Equality and Diversity issues in an open and trusting manner and where the organisation feels inclusive to all who work, apply to work, visit or engage with. We will aim to eliminate the potential for unwitting discrimination.

3.1 Learning and Development

The organisation is working to develop the training it provides and will ensure that it promotes equal opportunities through its various programmes of training. This will be delivered in two packages, via e-learning modules and face to face round table workshop discussions. It will also deliver individual training packages for CCG staff groups as requested.

3.2 Accessibility

To ensure NEW Devon CCG is accessible to staff, patients and visitors. This includes all public facing information and communication is accessible and available

in a variety of formats such as large print, braille, text translation and easy read as required by the user, promoting choice. We aim to ensure that all stakeholders can freely access NEW Devon CCG information, its services and facilities.

3.3 Engaging and Consulting with Stakeholders

NEW Devon CCG will aim to increase opportunity for all stakeholders to participate in the Equality and Diversity agenda. NEW Devon CCG aims to create an inclusive organisation which has an understanding of the needs of its staff, individuals, communities and stakeholders. We will work with the above parties to inform this and in unison with our stakeholders to ensure this is delivered in partnership.

3.4 Implementation

NEW Devon CCG will look to implement the Equality and Diversity Strategy through the development of an Action Plan as well as appropriate policies and procedures. It will monitor the workforce through the Human Resources team and work in partnership with Public Health to continually assess the community's demographic, assess the impact of policies and practices on Equality and Diversity and deliver appropriate training.

4. Roles and Responsibilities

Equality and Diversity affects all members of NEW Devon CCG and therefore they all share a responsibility for implementation. Individual responsibilities are outlined in the Equality and Diversity Policy and this will also inform part of the training package to be delivered from January 2013.

We will also work with our providers to ensure they understand our expectations of them as healthcare provider and meet our expectations in delivering services which are personal, fair and diverse.

5.0 Monitoring and gauging

5.1 Equality Delivery System

NEW Devon CCG will use the Equality Delivery System to assess its compliance against the delivery of the Public Sector Equality Duty (PSED). The toolkit was been designed by the NHS and independently evaluated, since its initial design the tool has been updated with a refresh due in November 2013 (EDS2). NEW Devon CCG will act on the refresh to demonstrate how we are delivering against the objectives outlined in EDS2.

Under the specific duty, NEW Devon CCG is required to;

- Publish Equality information
- Design and implement Equality objectives

5.2 Monitoring Providers:

NEW Devon CCG requires assurance the services it commissions meet the legal requirements outlined in the Public Sector Equality Duty. The organisation will work proactively with partners and providers to ensure compliance as well as using our contract monitoring tools to assist. We will expect providers to gather and report information capturing patient experience across the protected groups outlined under the Equality Act 2010. Equally, we would expect them to report on complaints (for discrimination) and to analyse the information collected to inform their objectives, recommendations and demonstrate improvement.

5.3 Monitoring Internally

As a Public Sector Organisation and NHS body, we are legally obliged to comply with the following; Equality Act 2010, Public Sector Equality Duty (PSED) and Equality Delivery System (EDS) all of which have been outlined in the above document.

We will also demonstrate our compliance by;

- Completing and publishing Equality Impact Assessments (EIA's) which are audit tools that demonstrate how we have considered and engaged with protected characteristics when decision making, designing policies, service design and or redesign, employment issues and organisational change
- Engaging with staff, individual, communities and stakeholders in an inclusive manner
- Publish information (via our website) including the following;
 - Results of our EDS2 grading
 - Equality objectives
 - Workforce data
 - Equality and Diversity policy
 - Equality Impact Assessments

6.0 Action Planning

All of our objectives will inform our action plan, which is important as it focuses how we can deliver our objectives as an organisation. It also allows us to internally monitor our progress, identify individuals and or teams to action, areas of potential risk and set timescales. We will work in partnership to develop the action plan to ensure that our goals are both achievable and measurable.