

Greater Glasgow and Clyde NHS Board

Board Meeting

Tuesday 21st April 2015

Board Paper No. Paper No 15/16

Director of Corporate Policy and Planning

**MEETING THE REQUIREMENTS OF EQUALITIES LEGISLATION
A FAIRER NHS GREATER GLASGOW AND CLYDE
MONITORING REPORT 2013-15**

Recommendation:

The Board is asked to:

- **approve the A Fairer NHS Greater Glasgow And Clyde Monitoring Report 2013-15**
- **note the issues requiring further progress for 2015 - 16**

1. INTRODUCTION AND PURPOSE

NHSGGC produced its third Equality Scheme and Action Plan for 2013 - 16 to build on previous equalities work and we are now two years into delivering these actions.

All public sector organisations including Health Boards are required to comply with the Equality Act 2010.

The Act establishes a Public Sector General Equality Duty which requires organisations, in the course of their day to day business, to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
- Advance equality of opportunity between persons who share a relevant characteristic and persons who do not
- Foster good relations between people who share a protected characteristic and those who do not

To achieve the General Duty, secondary legislation, the Equality Act 2010 (Specific Duties) (Scotland) Regulations have also been put in place. These are designed to support the delivery of the general duty and require public bodies to:

- Report progress on mainstreaming the public sector duty
- Publish Equality Outcomes and report progress
- Assess and review policies and practices (equality impact assessment)
- Gather and use employee information
- Publish statements on equal pay

- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible

The characteristics referred to in the Equality Act 2010 have been identified as: age, disability, sex, gender reassignment, pregnancy and maternity, race, religion and belief, sexual orientation and marriage and civil partnership.

The aim of this paper is to present the Monitoring Report for 2013-15 which shows where we are making progress and what more we need to make further progress. We are required by law to publish this report on the 27th April.

The report will be produced in accessible formats and will be available on the Equalities in Health website from April 27th 2015.

www.equality.scot.nhs.uk

The Equality and Human Rights Commission will review the Monitoring Reports produced by public authorities.

2. THE MONITORING REPORT

The Monitoring Report is constructed in two parts with both an internal and external audience in mind.

Firstly, it gives details of progress we have made in applying an understanding of discrimination into mainstream organisational activity such as planning, performance, leadership, listening to patients, service delivery, service redesign and increasing workforce knowledge and skills on equality issues.

Secondly, the Report describes progress against the Equality Outcomes where we identified significant further work was required to meet the three general duties.

The report shows the breadth of work on tackling inequality across all parts of NHSGGC and highlights areas of good practice. This report demonstrates our commitment to provide the highest quality services which are transparently fair and equitable for everyone.

2. OVERVIEW OF PROGRESS

The report shows that there has been significant progress between 2013 -15.

Some highlights of the report include-

- Our commitment to raising awareness amongst our staff of those who face discrimination means that our staff have taken part in nearly 29,000 equality learning opportunities including e-modules and face to face training.

- We have actively engaged with over 5,500 patients as well as a wide range of equality groups and are taking actions to address the issues they raised with us.
- We have worked closely with our British Sign Language users and are dealing with the concerns raised around their need for interpreter support in all health appointments.
- Our work on inequalities sensitive practice has resulted in £14 million being gained by our patients through 11,000 financial inclusion referrals for support and advice on money worries between 2013 and 2015.
- We have launched a 'Clear to All' Accessible Information portal to staff on the NHSGGC desktop and produced 242 information leaflets in accessible formats.

3. FURTHER WORK REQUIRED IN 2015 – 16

The report indicates in each section where further action is required in 2015-16 to deliver the equality outcomes-

- Improve access to bowel screening for those with visual impairment.
- Ensure records can be updated appropriately for patients with the protected characteristic of gender reassignment.
- Deliver action plan to improve access for people who are deaf or have a hearing impairment
- Continue to review services for age-based criteria.
- Implement the actions from the Roma research report
- Explore methods to ensure gypsy / travellers voices are heard in NHSGGC services.
- Further improve reporting and response to hate crime
- Review training target to ensure key staff have the skills and knowledge to tackle inequality
- Increase routine enquiry and review data collection
- Develop actions to remove barriers to services in acute
- Increase reporting on BME Did Not Attends.
- Increase evidence of how to promote good relations between those who belong to faith groups and between those who have a faith and those that do not.

From 2015 the new Integrated Joint Boards (IJBs) of the Health and Social Care Partnerships (HSCPs) will be responsible for the Public Sector General Equality Duty (PSGD) (Equality Act 2010) in relation to staff and patients. The Health Board will continue to be responsible for the PSGD and the Specific Duties (Equality Act 2010) which will require it to report on mainstreaming actions on tackling inequality, equality outcomes,

equality impact assessment, employee information, equal pay and procurement. Actions in these areas will be jointly set with the Health Board and the HSCPs (e.g. joint equality outcomes). As the Board remains the employer there will be reporting arrangements in place for Human Resource issues which Partnerships will need to fulfil in relation to the Equality Act 2010 (e.g. collecting disaggregated staff data). In preparation for the development of HSCPs the Director of Corporate Policy and Planning and the Corporate Inequalities Team have worked alongside the partnerships with a view to developing joint equality outcomes in 2015-16. NHSGGC's Equality Impact Assessment approach is now delivered through an online SharePoint system and this package, including training for lead reviewers and quality assurance, is available to HSCPs.

The full Report can be accessed at this address- <http://www.equalitiesinhealth.org/Link-Files/Monitoring%20Report%20-%20FINAL%20DRAFT%20FOR%20APPROVAL.pdf>

Publication: The content of this Paper may be published on the 27th April 2015.

Author: Jackie Erdman, Corporate Inequalities Team Leader