



# Improving Health and Wellbeing for Walsall



## Equality and Diversity Strategy 2018-22



*Walsall Clinical Commissioning Group*

# Document Control

## Version History

<b>Version</b>	<b>Issue Date</b>	<b>Brief Summary of Change</b>	<b>Author</b>
0.1	5.09.13	Document Creation and outline sections	Steve Corton
0.2	16.09.13	References sourced and checked and content amended. Circulated to stakeholders for comment and amendment	Steve Corton
0.3	16.09.13	0.2 plus draft introductory text for Chair's consideration	Steve Corton/Dr Amrik Gill
1.0	1.10.13	Stakeholder comments and suggestions added to the strategy document. References and embedded hyperlinks checked.  Submitted to Safety, Quality and Performance Committee meeting on 9 <sup>th</sup> October 2013. Agreed by SQP.	Steve Corton incorporating stakeholder feedback.
1.1	5 10 18	New style strategy Reviewed equality objectives removed duplication from equality policy Strengthened human rights act element	David Kind Arden & GEM CSU

## Foreword

Walsall CCG is responsible for improving the health and wellbeing of the people in Walsall and has a commitment to integrating equality and celebrating diversity within all that we do. We are committed to equality and diversity in all aspects of employment and service delivery. All staff and service users will be treated with dignity and respect and will be expected to treat each other with dignity and respect. As part of the Public Sector Equality Duty contained in the Equality Act 2010, we will show due regard to ensuring that individuals do not receive less favourable treatment on the grounds of race; disability; sex; age; religion and belief; sexual orientation; pregnancy and maternity; marriage and civil partnership and gender reassignment.

We will work towards eliminating discrimination, advancing equality of opportunity, and fostering good relations in the course of developing policies and delivering services.

Walsall CCG has maintained a focus on equalities by adopting the EDS2 (Equality Delivery System 2). As part of this work, the CCG has ensured that the leadership for this agenda is embedded within our new organisation values so that we may demonstrate a commitment towards the NHS vision of providing a personal, fair and diverse health care service.

For Walsall CCG, addressing health inequalities faced by different areas of our population will be a key priority - ensuring all groups have appropriate access to our services as and when required. And, by investing in our workforce, and in the commissioning of appropriate services, we will improve patient care and create a working environment conducive to the needs of all staff.



**Dr Anand Rischie**  
Chair of the Walsall Clinical Commissioning Group  
Equality Lead

At NHS Walsall Clinical Commissioning Group (CCG), we are committed to designing and implementing policies and procedures and commissioning services that meet the diverse needs of our staff and the local population we serve. This ensures that none are placed at a disadvantage over others. The CCG always takes into account current UK legislative requirements and best practice. These include the Equality Act 2010, the Human Rights Act 1998, the Gender Recognition Act 2004, the NHS Constitution and guidelines on best practice from the Equality and Human Rights Commission and the Department of Health.

The CCGs set of values are intrinsically linked to the Equality Strategy. These values are:

- I. **Respect and value people** – individuals are at the core of what we do
- II. **Listen to local people** – We are committed to involving patients, clinicians and communities in the design and improvement of their services
- III. **Clinical leadership** - We recognise and embrace the need for clinical leadership in service planning and redesign to ensure highest levels of quality, safety and efficiency
- IV. **Clear accountability and transparency** – We value feedback and a clear sense of personal accountability and responsibility
- V. **Innovation** – We will make best use of all new technology, particularly striving to be at the forefront of innovation in exploitation of information technology
- VI. **Prevention** – We will prevent poor health starting early with families, children and young people
- VII. **Partnership** – We will work closely with our partners in health, local authority and voluntary sectors to ensure a holistic approach to promoting health and equality in the community.
- VIII. **‘Public Value’** - through our commissioning and procurements arrangements we will promote the creation of public value as measured by the social, economic and environmental impact on the community

This strategy summarises the CCG’s approach and should be seen in context with the following items:

- The CCG’s Equality and Diversity Policy
- The CCG’s Equality Analysis Form and supporting guidance
- The CCG’s population demographic report

The CCG is committed to the use of the following standards as a tool to improve outcomes for staff and patients:

- NHS Equality Delivery System 2 (EDS2)
- NHS Workforce Race Equality Standard (WRES)
- NHS Workforce Disability Equality Standard (WDES)
- Accessible Information Standard (AIS)

Updates on the CCG's progress, relevant action plans and relevant reports can be found on the equality section of the CCG's website.

The CCG has adopted the following Equality Objectives which combined with its use of EDS2 will help the CCG define key areas of priority and determine its progress.

No	Equality Objectives 2018-21	EDS2 Goal	Previous Equality Objectives	Focus
1	To develop an enhanced understanding of the barriers that different patient groups experience in accessing local NHS services. Having identified the barriers, the CCG will work with and its contracted providers and partner organisation to reduce and/or remove those barriers.	1, 2	2, 3, 4, 9	<ul style="list-style-type: none"> <li>• Patients</li> <li>• Accessibility</li> </ul>
2	To use targeted and effective engagement to ensure a full understanding of the potential impacts of proposed service changes to the CCG's population including vulnerable groups. The CCG will ensure that due regard is given to the feedback and impacts identified from this engagement in its decision making.	2	8	<ul style="list-style-type: none"> <li>• Patients</li> </ul>
3	To use the information produced through the NHS Workforce Race Equality Standard, Workforce Disability Equality Standard and the Staff Survey to determine key actions to improve outcomes for CCG staff. This will include appropriate supportive staff development.	3	3, 4, 6, 7	<ul style="list-style-type: none"> <li>• Staff / workforce</li> </ul>
4	To continue championing at a senior level to improve outcomes for vulnerable groups and challenge health inequalities across Walsall and the Black Country.	4	1, 2, 3, 4, 7	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Patients</li> </ul>
5	To enhance the CCG's equality governance and assurance processes to ensure that new and existing services are fit for purpose for all patients.	1, 2, 4	1, 3, (4), 7, 8	<ul style="list-style-type: none"> <li>• Patients</li> <li>• Staff</li> <li>• Leadership</li> </ul>

With this approach, the CCG sets out its strategy and approach to promote Equality, Inclusion and Human Rights (EIHR) to ensure that the CCG's activities result in no-one receiving less favourable treatment due to their personal circumstances. This includes, but is not limited to, the protected characteristics of their age, disability, sex (gender), gender reassignment, sexual orientation, marriage and civil partnership, race, religion or belief, pregnancy and maternity status.

The CCG commits to ensure that when making decisions, appropriate and proportionate consideration is given to; gender identity, socio-economic status, immigration status and the principles of Human Rights in the Human Rights Act

1998. Further details of the CCG's Commissioning plans can be found in the CCG's Commissioning intentions document.

In carrying out its functions, Walsall CCG is committed to having due regard to the Public Sector Equality Duty of the Equality Act 2010. This applies to all the activities for which the CCG is responsible, whether internal or where services are commissioned on its behalf, including policy development and review.

The CCG has committed to have due regard to the WRES and use it as a force for driving change, both as an employer and as a Commissioner of services. The CCG will take proactive due regard to the NHS Workforce Race Equality Standard (WRES), its workforce, the metrics and development of action plans as an organisation and as commissioner of services. The CCG will also work with the providers for which it is responsible to ensure that they correctly implement the standard and use it to deliver meaningful improvement in the experience of Black, Asian and minority ethnic (BME) staff within their workforce.

The CCG recognises that both staff and patients with disabilities experience additional challenges within society as a whole. In order to work towards equity of outcomes and reduce health inequalities, the CCG has worked to reduce barriers since its inception. This involves reviewing the way services are delivered and their location to ensure accessibility is maximised. The CCG also requires all providers who deliver services on its behalf to commit to the accessible information standard and has due regard to it in its communication with patients. Once the Workforce Disability Equality Standard (WDES) is launched formally the CCG will work with its providers to ensure that it is implemented fully and delivers improved experience for staff with a range of disabilities.

As employees of the CCG each member of staff has a role in delivering this approach, which is summarised below:

### **The Governing Body**

The CCG's Governing Body has overall corporate responsibility for ensuring that the CCG complies with their legal and ethical obligations with regard to Equality Inclusion and Human Rights (EIHR) in their dealings with staff, service users, patients, the public and other stakeholders.

The Governing Body commits to :

1. Ensuring that the organisation has Equality Objectives
2. Reviewing papers, reports etc. to ensure compliance with relevant legislation and best practice.
3. Only approve a decision where they are confident that robust equality analysis and due regard has been undertaken, can be evidenced and the impacts of the said decision are fully understood.

## Managers and Team Leaders

CCG managers hold responsibility for ensuring the practical implementation of the CCG's approach and commitment to its principles is incorporated into all CCG policies and procedures.

Managers should be aware that they will be expected to positively promote high equality standards, in line with the requirements of the Act, the NHS Constitution, values and relevant policies:

1. Managers, and other employees in supervisory positions, have a particular duty to ensure that discrimination, or any other relevant negative behaviour / actions, do not occur in any directorates/departments or areas of work for which they are responsible.
2. Managers also have a duty to give positive support to any measures which will promote Equality, Inclusion and Human Rights.
3. Ensure that any contracts for NHS services include robust monitoring and requirements around Equality Inclusion and Human Rights.

## Staff

Good employee relations and practices depend on employees' attitudes and activities at work. In particular individual employees:

1. Have a personal responsibility for the application of this approach on a day-to-day basis. This means they should not undertake any acts of discriminatory practice in the course of their employment
2. Should positively promote high equality standards in the course of their employment wherever possible.
3. Have a responsibility to bring any potentially discriminatory / negative practice / incidents to the attention of one or more of the following: their Line Manager, the Human Resources Department or relevant Trade Union/Professional Associations and the Equality team.
4. Must not victimise individuals on the grounds that they have made complaints or provided information on discrimination, but must be active in informing management of discrimination or negative behaviour.

At the heart of this commitment is the requirement placed on **ALL** staff to ensure that robust and proportionate equality analysis and due regard is taken around any decision which the CCG takes and can be effectively demonstrated.

This is a **Legal** requirement, enshrined in:

- The Equality Act 2010 (Public Sector Equality Duty, s149)
- The Human Rights Act 1998.
- The NHS Constitution.
- Health and Social Care Act 2012 (Section 14)

Equality, Inclusion and Human Rights matters for everyone, it is a legal requirement and we all have a role in making sure the CCG meets these requirements. By doing so, the CCG ensures the best possible outcomes for the local community; CCG staff and especially those seldom heard groups who experience health inequalities. The CCG has an obligation to understand and take action to reduce Health Inequalities for the population they serve as part of the requirements of the Health and Social Care Act 2012.

This commitment should be followed in line with the following specific policies:

- Equality and Diversity Policy
- Recruitment and Selection Policy
- Absence Management Policy
- Code of Conduct
- Bullying and Harassment Policy
- Procurement Policy
- Annual Leave and Special Leave Policies
- Maternity and Paternity Leave Policies
- The Whistleblowing Policy

In addition staff should ensure that they take into account any other relevant CCG policy. Where a specific circumstance is not covered by any policy actions, this should be considered in line with the NHS values set out in the Constitution and/or legislation.





# Improving Health and Wellbeing for Walsall



Walsall Clinical Commissioning Group  
Jubilee House  
Bloxwich Lane  
Walsall  
WS2 7JL

E-mail us: [getinvolved@walsall.nhs.uk](mailto:getinvolved@walsall.nhs.uk)



**Walsall Clinical Commissioning Group**