

**REPORT TO CROYDON CLINICAL COMMISSIONING GROUP GOVERNING BODY
Meeting in Public**

24 September 2013

Title of Paper: EQUALITY AND DIVERSITY UPDATE REPORT

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Committees which have previously discussed/agreed the report.	Croydon Clinical Commissioning Group (CCG) Senior Management Team (SMT) 10 September 2013 Quality Sub Committee – 19 July 2013
Committees that will be required to receive/approve the report	CCG Governing Body
Purpose of Report	Approval

Recommendation:

The CCG Governing Body is asked to:

- Approve Croydon CCG's Equality Objectives
- Note the Croydon CCG's Equality and Diversity Strategy 2013-16 is currently being circulated via Health Watch for comment on how to implement the objective. This will be brought back to the Governing Body in January for agreement as part of the Strategy for agreement.
- Note the EDS (Equality Delivery System) timeline and process for 2013/14.

Executive Summary:

Under schedule 1 of the Equality Act all public bodies, including CCGs, must publish equality objectives every four years from October 2013. This paper sets these out for agreement and publication by the 13 October deadline.

In developing the objectives the CCG is developing an Equalities and Diversity Strategy which sets out the organisation's commitment and approach to improving health outcomes and reducing health inequalities in Croydon. The strategy will illustrate how the Croydon CCG plans to embed equality, diversity and human rights in daily business.

The Equalities and Diversity Strategy and the objectives have already been circulated to the Clinical Leaders Group, Quality Sub Committee and to Senior Management Team.

The Strategy is now being circulated to Croydon CCG's stakeholders for comment on how to

implement the objective. This will be brought back to the Governing Body in January for agreement as part of the Strategy for agreement.

Key Messages and Issues (making reference to paragraph within report)

Croydon CCG Equality Objectives 2013

Under schedule 1 of the Equality Act all public bodies, including CCGs must publish equality objectives every four years from October 2013. (See Appendix 1). The focus is threefold:

1. Croydon CCG is committed to **promoting equality and diversity**
2. Ensure that all **commissioned and contracted services deliver better outcomes** for our population as a whole and those with protected characteristics.
3. Empowered, engaged and included **staff**

Governance:

Conflict of Interests in preparing this report	None
Clinical Leaders comments	None
Financial Implications	None
Implications for other CCGs	None
Equality Impact Assessment	Implicit throughout
Information Privacy Issues	None
Reputational Issues	The CCG has a requirement to demonstrate compliance with equalities duties and progress against their equalities objectives.
Communication Plan	Engagement with a wide range of groups is currently under way with regard to the Equalities and Diversity Strategy.

Appendix1 Croydon CCG's Equality Objectives 2013

Croydon CCG vision is '*Longer, Healthier Lives for all the People in Croydon*'.

The following equality objectives have been grouped into the following key objective areas that will support Croydon CCG's vision:

i. Croydon CCG is committed to promoting equality and diversity

- Ensure that Croydon CCG Governing Body members and staff are trained on the Equality Act 2010 and its application and are encouraged to attend specific awareness training on individual equality groups as and when available
- Ensure that all staff involved in developing and commissioning services are trained to complete Equality Analysis and ensure that this is embedded into the local commissioning process
- Develop HR and employment policies in line with the Equality Act 2010 via the Human Resources Team in the South London Commissioning Support Unit (SLCSU)

ii. Ensure that all commissioned and contracted services deliver better outcomes for our population as a whole and those with protected characteristics.

- Involve service users at the start of commissioning, design and procurement of services, ensuring that the commissioned services meet the health needs and promote wellbeing and reduce health inequalities.
- Complete Equality Analysis for new service developments, and any significant service changes, and continue to engage and involve members of the public in decisions on service changes.
- Use EA as a tool to eliminate any negative impact and maximise positive impacts and opportunities to promote equality
- Ensure information arising from the Joint Strategic Needs Assessment is used in a systematic way to commission services effectively and equitably across the population of Croydon.

iii. Empowered, engaged and included staff

- Ensure the recruitment and selection process is fair
- Staff are supported to carry out their roles, receiving training and personal development to ensure they are competent to do so
- Staff to complete appraisals and personal development plans, with yearly reviews taking place
- Zero tolerance approach to abuse, harassment, bullying and violence
- Staff to receive equality and diversity training