

# NHS Ayrshire & Arran



<b>Meeting:</b>	<b>Ayrshire and Arran NHS Board</b>
<b>Meeting date:</b>	<b>Tuesday 23 May 2023</b>
<b>Title:</b>	<b>Corporate Equalities Committee Annual Report for 2022/23</b>
<b>Responsible Director:</b>	<b>Jennifer Wilson, Nurse Director / Sarah Leslie, Human Resource Director</b>
<b>Report Author:</b>	<b>Elaine Savory, Equality and Diversity Adviser</b>

## 1. Purpose

This is presented to the Committee for:

- Awareness

This paper relates to:

- Government policy/directive
- Local policy

This aligns to the following NHSScotland quality ambition(s):

- Safe, Effective and Person Centred

## 2. Report summary

### 2.1 Situation

The Board agreed to receive an annual report on the activities of the Corporate Equalities Structure (Corporate Equalities Committee and Equalities Implementation Group) during 2022-23 and details of Committee membership and meeting attendance. The report provides assurance that the Corporate Equalities Structure has discharged its role as set out in the agreed Terms of Reference.

### 2.2 Background

In February 2021, the Board approved the establishment of a Corporate Equalities Structure to ensure NHS Ayrshire & Arran were meeting their statutory obligations but moreover to further mainstream equalities into the function of the Board. An annual report to outline progress was agreed as part of this new structure.

### 2.3 Assessment

Embedding equalities into the functions of NHS Ayrshire & Arran is a legal obligation, however, moreover it is the moral thing to do to ensure we meet the needs of the population of Ayrshire and Arran. The report provides assurance that work to embed equality is being driven forward across the organisation.

## **Key Messages**

The Corporate Equalities structure over the last year has undertaken the following key actions:

- Production and sign off of a suite of Equalities Reports in line with our legislative requirements
- Establishment of a new Disability Staff Network
- Progress towards achievement of the Equally Safe at Work accreditation programme
- Establishment a working group to look at the health inequalities faced by Gypsy / Travellers
- Roll out of Insight – an on demand remote face to face language interpretation service

### **2.3.1 Quality/patient care**

Driving forward the equalities agenda across the organisation will ensure the health and care provision provided to our citizens is safe, effective and person-centred and will support improved patient experience of our services.

### **2.3.2 Workforce**

It is expected that the work to drive forward the equalities agenda will be met from within existing staff resources. Continuing to drive forward the equalities agenda will ensure staff are better able to provide safe and person-centred care to their patients, thus supporting improved staff experience.

### **2.3.3 Financial**

It is expected that the work to drive forward the equalities agenda will be met from within existing resources.

### **2.3.4 Risk assessment/management**

By not embedding equalities into practices and functions of the Board could result in NHS Ayrshire & Arran failing to meet their legislative requirements which could result in the organisation being prosecuted for failure to comply with legislation. The Corporate Equalities Committee will oversee the new corporate equalities work plan and provide assurance through the annual report to the Board.

### **2.3.5 Equality and diversity, including health inequalities**

The content of this paper provides an account of NHS Ayrshire & Arran's equalities work during the period 2022-23. An impact assessment has not been completed because the attached information is an account of some of the work which was undertaken to promote equalities within NHS Ayrshire & Arran and any of those areas requiring an equality impact assessment would have been completed separately.

### **2.3.6 Other impacts**

The annual report highlights the development of an equalities work plan. The outcome of this work should have a positive impact on all staff and citizens covered under the protected characteristics outlined in the Equality Act 2010. This includes all the following areas of impact:

- Best value
- Vision and Leadership
- Effective Partnerships
- Governance and accountability
- Use of resources

Compliant with the corporate objectives specifically:

- Deliver services that are clinically effective, safe, efficient and patient-centred;
- Promote and embed the Caring, Safe, Respectful culture and support all staff to demonstrate the required behaviours and appropriately challenge when this does not happen.

### **2.3.7 Communication, involvement, engagement and consultation**

This paper requires no engagement with external stakeholders.

### **2.3.8 Route to the meeting**

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

- Corporate Equalities Committee members virtually on 4 May 2022

## **2.4 Recommendation**

For awareness. Board Members are asked to receive the report and note the progress of the Corporate Equalities Structure in 2022-23.

## **3. List of appendices**

Appendix 1 - Corporate Equalities Structure Annual Report for 2022-23.



## **NHS Ayrshire & Arran Corporate Equalities Committee Annual Report for 2022/23**

### **1. Summary**

1.1 The report provides information on the activities of the Corporate Equalities Structure (Corporate Equalities Committee and Equalities Implementation Group) during 2022-2023 and details the Committee membership and meeting attendance. The report provides assurance that the Corporate Equalities Structure has discharged its role as set out in the agreed Terms of Reference.

### **1.2 Key Messages**

The Corporate Equalities structure over the last year has undertaken the following key actions:

- Production and sign off of a suite of Equalities Reports in line with our legislative requirements
- Establishment of a new Disability Staff Network
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### **2. Remit**

2.1 The Corporate Equalities structure remit, as agreed in the Terms of Reference, is to:

- Corporate Equalities Committee is to provide assurance to the NHS Board that the organisation is compliant with our requirements in line with the Equality Act 2010 Public Sector Equality Duty and duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- Equalities Implementation Group is to oversee the implementation of the actions to deliver on our equality outcomes relevant to the public or staff, and any other actions to ensure compliance with equalities and associated legislation, including the Fairer Scotland Duty.

### **3. Membership**

3.1 The Corporate Equalities structure membership during the reporting period was as follows:

#### **Corporate Equalities Committee**

- Non-Executive Board Member (Chair)
- Area Partnership Forum Representative
- Nurse Director

- Human Resource Director
- Equality and Diversity Adviser
- Senior representative Acute Services
- Senior representative Infrastructure and Support Services
- Senior representatives from the three Health and Social Care Partnerships
- Senior representative Mental Health Services
- Senior representative Nursing Directorate
- Senior representative from Organisation and Human Resource Development
- Senior representative Public Health
- Senior representative Transformation and Sustainability
- Senior representative Women and Children's Service

#### **Equalities Implementation Group**

- Senior representative from Acute Services
- Senior representative from Infrastructure and Support Services
- Senior representatives from the three Health and Social Care Partnerships
- Senior representative from Medicine
- Senior representative from Mental Health Services
- Senior representative from Nursing
- Senior representative from Organisation and Human Resource Development
- Senior representative from Pharmacy
- Senior representative from Primary Care
- Senior representative from Public Health
- Senior representative from Transformation and Sustainability
- Senior representative from Women's and Children's Services
- Staff Side representative
- Equality and Diversity Adviser

#### **4. Meeting**

- 4.1 The Corporate Equalities Committee has a remit to meet twice yearly. The Committee met on 10 May 2022 and 11 January 2023.
- 4.2 The Equalities Implementation Group has a remit to meet quarterly and met on four occasions between 1 April 2022 and 31 March 2023.

#### **5. Corporate Equalities Activities**

##### **5.1 Meeting the Public Sector Equality Duties**

In April 2021, NHS Ayrshire & Arran published a suite of equalities reports in line with the requirements of Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

- Report progress on mainstreaming the equality duty
- Publish equality outcomes 2017-2021 progress report
- Publish new equality outcomes for 2021-2025 including evidence for setting such outcomes
- Publish gender pay gap information
- Publish statements on occupational segregation
- Publish an equal pay statement
- Publish workforce equalities data

By the end of April 2023, we were required to publish a further suite of papers outlining the progress on the mainstreaming duty, new equality outcomes and workforce data including gender pay analysis and occupational segregation data. The reports can be found at this [link](#).

## 5.2 Equalities Action Plan

Work to deliver the agreed actions within the Equalities Action Plan continues to progress to ensure equalities is integrated into how NHS Ayrshire & Arran and the Health and Social Care Partnerships conduct our functions.

## 5.3 Equally Safe at Work Accreditation Programme

This innovative and world leading employer accreditation programme, developed by Close the Gap, is to support the local implementation of Equally Safe, Scotland's national strategy to prevent and eradicate violence against women and girls.

NHS Ayrshire & Arran is one of four NHS Boards across Scotland piloting this accreditation programme to ensure gender equality within our practices and processes, and demonstrating our commitment to preventing violence against women while offering support to those who experience it.

The Equally Safe at Work framework provides a set of standards. The standards cut across the following areas:

- Leadership;
- Data;
- Flexible Working;
- Occupational Segregation;
- Workforce Culture; and
- Violence Against Women

Work is progressing well and we aim to finalise our submission by the end of July 2023.

## 5.4 Guest Speakers

To allow the organisation to develop and grow, a decision was taken to invite guest speakers to attend the Equalities Implementation Group meetings. This was to provide opportunities for learning and to develop a better understanding of the issues faced by different communities. The following presentations were given during the period:

- September - Miriam McKenna, Improvement Service presented on the Fairer Scotland Duty
- December – Nicky Coia, NHS Greater Glasgow & Clyde presented on the Scottish LGBT+ Health Needs Assessment
- March – Kelsey Smith, Close the Gap presented on the Equally Safe at Work Accreditation Programme

## 5.5 Establishment of Staff Networks

In May 2022, we reported that NHS Ayrshire & Arran had established 2 staff networks; Ethnic Minority Staff Network and LGBT+ Staff network.

This was in response to a letter from Gillian Russell, Director, Health Workforce, Leadership & Service Reform Directorate, outlining the need for staff networks to be established on race, disability and LBGTQ.

In November 2022, NHS Ayrshire & Arran held its first meeting of its Disability Staff Network and work will progress during 2023 to establish our final staff network; a Carers Staff Network.

Meeting dates for each of the staff networks are quarterly and the Ethnic Minority Staff Network recently approved their action plan with identified key areas of work to support and improve staff experience, and help shape and inform policy and practice.

## **5.6 Partner Engagement and Learning Opportunities**

With hate crime figures on the rise, the ever present need to support understanding of diversity and foster community cohesion remained. In early 2022, the partners from the Ayrshire Equality Partnership came together and began organising a Hate Crime conference which was subsequently held on 5 October 2022. The conference offered opportunities to support learning about hate crime through the lived experiences of its speakers and the good practice demonstrated across Ayrshire and beyond to tackle it.

With the success of the Hate Crime conference, the partners then organised a further engagement session with senior leaders across the various organisations on International Day for the Elimination of Racial Discrimination (21 March 2023). The event was hosted by Gamal Turawa, also known as G, of Purple Wisdom. This session was well received by all participants and further consideration of what the partners can do to further embed equalities into our functions is ongoing.

## **6. Priorities for 2023/24**

- 6.1 A key priority for the Corporate Equalities structure through 2023-24 will be to use the learning from the guest speakers to continue to explore areas where consideration can be given to the functions of NHS Ayrshire & Arran through an equalities lens. A few examples of this which are planned are:
  - Presentation on the LGBT+ Health Needs Assessment at one of the Public Health Department's development sessions
  - Presentation on the Fairer Scotland Duty to the Community Wealth Building Programme Board
- 6.2 A second key priority will be the final submission for the Equally Safe at Work Accreditation Programme with a view to considering whether NHS Ayrshire & Arran would wish to progress to the next level.
- 6.3 Another key priority will be the establishment of the remaining Staff Network for Carers.
- 6.4 The Corporate Equalities structure will continue to have a focus on ensuring equality impact assessments (EQIAs) are carried out for service and policy changes in line with the ambitions of Caring for Ayrshire, as well as any other areas of work as necessary.

## **7. Chair and Executive Lead's Comments**

I would like to thank all members for their contribution to progressing the work of the Corporate Equalities Structure during 2022 and 2023.

In particular, I appreciate the support from all members of the Committee for their input in the development of and contribution to the agenda and for the considerable work undertaken during the course of the year. During a difficult and challenging time, the group has worked hard to develop actions to provide equity to, not only our service users, but also our staff.

**Margaret Anderson / Jennifer Wilson**  
**Chair – Corporate Equalities Committee / Nurse Director**

**Approved by Corporate Equalities Committee**  
**04/05/2023**