

# NHS Ayrshire & Arran



|                              |  |
|------------------------------|--|
| <b>Meeting:</b>              | <b>Ayrshire and Arran NHS Board</b>  |
| <b>Meeting date:</b>         | <b>Tuesday 21 May 2024</b>   |
| <b>Title:</b>                | <b>Corporate Equalities Committee Annual Report for 2023/24</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 2023-2024 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 new 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, and 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:

- Shared British Sign Language (BSL) Local Plan 2024-2030
- Achievement of the Equally Safe at Work accreditation programme
- Development and sign off of an Equalities Work Plan
- Targeted work through the Staff Networks

### **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.

### **2.3.2 Workforce**

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

### **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**

Failure to embed equalities into practices and functions of the Board could result in NHS Ayrshire & Arran failing to meet their legislative requirements. This could result in the organisation being prosecuted for failure to comply with legislation. The Corporate Equalities Committee will oversee the 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 2023-2024. 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 Safe, Caring, 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 on 23 April 2024

## **2.4 Recommendation**

For awareness. Board Members are asked to receive the report and note the progress of the Corporate Equalities Structure in 2023-2024.

## **3. List of appendices**

Appendix 1 - Corporate Equalities Structure Annual Report for 2023-2024.

## Appendix 1

### NHS Ayrshire & Arran Corporate Equalities Committee

#### Annual Report for 2023/24

#### 1. Summary

- 1.1 The report provides information on the activities of the Corporate Equalities Structure (Corporate Equalities Committee and Equalities Implementation Group) during 2023-2024 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.

The Corporate Equalities Structure was approved in February 2021, to further strengthen our commitment to the equalities agenda and provide governance of our reporting duties under the Public Sector Equality Duty.

#### 1.2 Key Messages

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

- Shared British Sign Language (BSL) Local Plan 2024-2030
- Achievement of the Equally Safe at Work accreditation programme
- Development and sign off of an Equalities Work Plan
- Targeted work through the Staff Networks

#### 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
- Executive Nurse Director
- Human Resource Director
- Equality and Diversity Adviser
- 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 Directorate
- Senior representative from Organisation and Human Resource Development
- Senior representative from Public Health
- Senior representative from Transformation and Sustainability
- Senior representative from 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 between 1 April and 31 March. The Committee were scheduled to meet on 4 May 2023, however, due to the Chair's commitments this meeting was cancelled and the then Chair stood down. The Committee was assigned a new Chair and a meeting was held on 4 December 2023.

4.2 The Equalities Implementation Group has a remit to meet quarterly but due to diary commitments in December the meeting was cancelled and the group met on three occasions between 1 April 2023 and 31 March 2024.

## **5. Corporate Equalities Activities**

### **5.1 Shared British Sign Language (BSL) Local Plan 2024-2030**

The Scottish Government published the second BSL National Plan 2023 – 2029 on 6 November 2023. The [BSL \(Scotland\) Act 2015](#) requires listed authorities to publish their Authority Plans (also known as ‘BSL local plans’) within six months of the publication of the BSL National Plan, and therefore listed authorities are required to publish their Authority Plans by 6 May 2024. The plan requires to be published in both English and BSL.

In Ayrshire, our first BSL Local Plan was developed in partnership between the three Councils, Health and Social Care Partnerships (HSCPs), Ayrshire College and NHS Ayrshire & Arran. Therefore, it made sense to build upon this to develop and deliver our second plan to improve the lives of BSL users.

We undertook a consultation and engagement exercise with local BSL service users to develop the plan ensuring their needs were considered. The plan is now being taken forward through the necessary governance routes of each of the partners to ensure publication by 6 May 2024.

### **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 HSCPs conduct our functions.

The actions within the plan have been put onto MS Planner on the Equalities Implementation Group Teams site to allow members direct access to update their actions. This will be implemented fully during 2024-2025.

### **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 was 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 deadline for submission of the work in line with the six criteria areas was July 2023 and NHS Ayrshire & Arran received confirmation that the accreditation had been achieved in October 2023.

### **5.4 Staff Networks**

Work continues to progress through the staff networks. Ensuring staff experience is considered and the staff voice is listened to, the Culture Steering Group has heard from staff of their experience of working in NHS Ayrshire & Arran and where necessary steps are being taken to make improvements.

Some highlights from the network are outlined below.

### Ethnic Minority Staff Network

- Undertook a social media campaign during Black History Month around the theme of Celebrating Black Women.
- Participated in consultations to ensure the voice of ethnic minority staff are included.
- Chair presented at a Corporate Management Team development session on anti-racism on 5 March 2024.

### LGBTQ+ Staff Network

- Designed and voted on a logo for the network which was used to purchase promotional materials to raise awareness of the network.
- During LGBT History Month in February members visited various sites to raise awareness of the Network and also the Pride Badge.

### Disability Staff Network

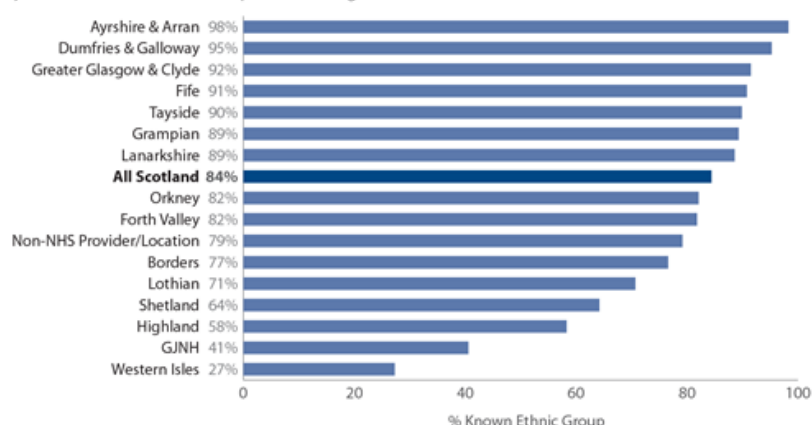
- The DSN is still in early stages of formation and are looking at the development of a reasonable adjustment passport for staff.
- Issues of car parking have been raised and the Chair of the Network is looking to meet with key members of staff to consider how we can better support disabled staff.

## 5.5 Gathering Ethnicity Data to inform Our Anti-Racism Action Plan

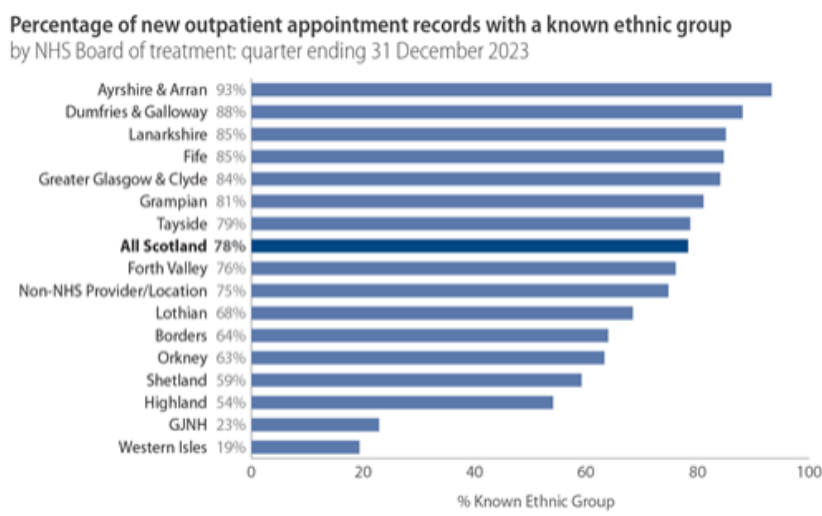
As outlined in our Annual Report for 2021/2022, NHS Ayrshire & Arran continues to gather ethnicity data for acute inpatient and day case records (SMR01 – Table 1) and new outpatient appointment records (SMR00 – Table 2) outlined. As can be seen in the charts below, NHS Ayrshire & Arran has a good collection of ethnicity data across both areas and as work progresses to develop an anti-racism action plan, this data will be important.

### Acute inpatient and day case records: quarter ending 31 December 2023

Percentage of acute inpatient and day case records with a known ethnic group  
by NHS Board of treatment: quarter ending 31 December 2023



## New outpatient appointment records: quarter ending 31 December 2023



### 6. Priorities for 2024/25

- 6.1 A key priority for the Corporate Equalities structure for 2024-2025 will be to provide assurance to the NHS Board that the organisation is compliant with the duties outlined through the Equality Act 2010 Public Sector Equality Duty and Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 in particular through development and publication of a new set of equality outcomes by the end of April 2025.
- 6.2 A second key priority will be the ongoing implementation of the actions contained within the Equalities Work Plan to support NHS Ayrshire & Arran and the HSCPs to better meet the three aims of the Public Sector Equality Duty.
- 6.3 Another key priority will be the drive to ensure NHS Ayrshire & Arran embeds an anti-racism approach to how staff are treated within the organisation as well as considering targeted work in the delivery of services to our ethnic minority citizens.
- 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's Comments

- 7.1 I would like to thank all members for their contribution to progressing the work of the Corporate Equalities Structure during 2023 and 2024.
- 7.2 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.



7.3 I would also like to thank our staff who have engaged in our staff networks and our network chairs who have created opportunities for staff to share experiences and help us improve staff experience. We acknowledge that there is much to do to give voice to all our staff and for us to improve our awareness and understanding of equalities and address the gaps which still prevail in our NHS and impact on staff with protected characteristics.

**Dr Sukhomoy Das**  
**Chair – Corporate Equalities Committee**  
**23/04/2024**

Version 1.0