

NHS Board Meeting
28 April 2021

Lanarkshire NHS Board
Kirklands
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SUBJECT: NHS Lanarkshire Equalities Mainstreaming Report 2017-2021

1. PURPOSE

The Board is asked to approve the content of the attached report as NHS Lanarkshire's accountability for equalities, and for its publication in line with Equality Act 2010.

| | | | | | |
|--------------|-------------------------------------|---------------|--------------------------|-----------------|--------------------------|
| For approval | <input checked="" type="checkbox"/> | For Assurance | <input type="checkbox"/> | For Information | <input type="checkbox"/> |
|--------------|-------------------------------------|---------------|--------------------------|-----------------|--------------------------|

2. ROUTE TO THE BOARD

- NHS Lanarkshire Equality and Diversity Steering Group - 18 March 2021
- NHS Lanarkshire Board - 28 March 2021
- NHS Lanarkshire Corporate Management Team - 19 April 2021

This paper has been prepared by Hina Sheikh, Equality and Diversity Manager.

3. SUMMARY OF KEY ISSUES

In line with our legislative requirements under the Equality Act 2010, Public Sector Equality Duty and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Lanarkshire is required to publish a variety of information in relation to Equalities by 30 April 2021, as follows:

- 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; and
- Publish workforce equalities data

4. STRATEGIC CONTEXT

This paper links to the following:

| | | | | | |
|--------------------------|-------------------------------------|-----------------------|-------------------------------------|-------------------|-------------------------------------|
| Corporate objectives | <input checked="" type="checkbox"/> | AOP | <input checked="" type="checkbox"/> | Government policy | <input checked="" type="checkbox"/> |
| Government directive | <input checked="" type="checkbox"/> | Statutory requirement | <input checked="" type="checkbox"/> | AHF/local policy | <input type="checkbox"/> |
| Urgent operational issue | <input checked="" type="checkbox"/> | Other | <input type="checkbox"/> | | |

5. CONTRIBUTION TO QUALITY

This paper aligns to the following elements of safety and quality improvement:

Three Quality Ambitions:

| | | | | | |
|------|-------------------------------------|-----------|-------------------------------------|----------------|-------------------------------------|
| Safe | <input checked="" type="checkbox"/> | Effective | <input checked="" type="checkbox"/> | Person Centred | <input checked="" type="checkbox"/> |
|------|-------------------------------------|-----------|-------------------------------------|----------------|-------------------------------------|

Six Quality Outcomes:

| | |
|---|-------------------------------------|
| Everyone has the best start in life and is able to live longer healthier lives; (Effective) | <input checked="" type="checkbox"/> |
| People are able to live well at home or in the community; (Person Centred) | <input checked="" type="checkbox"/> |
| Everyone has a positive experience of healthcare; (Person Centred) | <input checked="" type="checkbox"/> |
| Staff feel supported and engaged; (Effective) | <input checked="" type="checkbox"/> |
| Healthcare is safe for every person, every time; (Safe) | <input checked="" type="checkbox"/> |
| Best use is made of available resources. (Effective) | <input checked="" type="checkbox"/> |

6. MEASURES FOR IMPROVEMENT

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

7. FINANCIAL IMPLICATIONS

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

8. RISK ASSESSMENT/MANAGEMENT IMPLICATIONS

Failure to publish the suite of equalities papers could result in NHS Lanarkshire failing to meet their legislative requirements.

9. FIT WITH BEST VALUE CRITERIA

This paper aligns to the following best value criteria:

| | | | | | |
|---------------------------|-------------------------------------|------------------------|-------------------------------------|-------------------------------|-------------------------------------|
| Vision and leadership | <input checked="" type="checkbox"/> | Effective partnerships | <input checked="" type="checkbox"/> | Governance and accountability | <input checked="" type="checkbox"/> |
| Use of resources | <input checked="" type="checkbox"/> | Performance Management | <input type="checkbox"/> | Equality | <input type="checkbox"/> |
| Sustainability Management | <input checked="" type="checkbox"/> | | | | |

10. EQUALITY IMPACT ASSESSMENT / FAIRER SCOTLAND DUTY

Not Applicable.

11. CONSULTATION AND ENGAGEMENT

The Mainstreaming Report is retrospective report of the work carried out over the last four years and does not require consultation and engagement.

Covid restrictions and the reprioritising of staff to address Covid demands has limited the opportunities to identify more than the two Equality Outcomes presented. The two current outcomes presented were subject to consultation and engaged on with the target groups, both nationally and locally.

As part of the development of NHS Lanarkshire's Equality Strategy 2021-25 further Equality Outcomes will be developed (and a workshop is being arranged for late May 2021) and will be published, to complement EHRC reporting cycle, in 2023.

12. ACTIONS FOR THE BOARD

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|---------|-------------------------------------|-------------------------------|--------------------------|------|--------------------------|
| Approve | <input checked="" type="checkbox"/> | Accept the assurance provided | <input type="checkbox"/> | Note | <input type="checkbox"/> |
|---------|-------------------------------------|-------------------------------|--------------------------|------|--------------------------|

The Board is asked to approve the content of the attached report for publication in line with Equalities legislation.

13. FURTHER INFORMATION

For further information about any aspect of this paper, please contact: Hina Sheikh : 01698 754294/ 07950309792