

NHS Board
29 March 2023

Lanarkshire NHS Board
Kirklands
Fallside Road
Bothwell
G71 8BB
Telephone: 01698 855500
www.nhslanarkshire.scot.nhs.uk



**SUBJECT: NHS Lanarkshire's Equalities Mainstreaming Report
2020-22**

1. PURPOSE

This paper is coming to the NHS Board

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

2. ROUTE TO THE NHS BOARD

This paper has been:

Prepared	<input type="checkbox"/>	Reviewed	<input type="checkbox"/>	Endorsed	<input checked="" type="checkbox"/>
----------	--------------------------	----------	--------------------------	----------	-------------------------------------

- Equality and Diversity Steering Group: 26.1.23
- Human Resources Forum 17.2.23
- Person centred care group 28.2.23
- Staff Governance Committee 6.3.23
- CMT 20.3.23
- Population Health Primary & Community Services Governance Committee: Tuesday 21.3.23

3. SUMMARY OF KEY ISSUES

Two-year reporting requirements for the Equality and Human Rights Commission.

We are required to publish the following by 15th April 2023:

- Equality and Human Rights Commission reporting – mid-year report on mainstreaming and employment data.
- Equal pay statement
- Workforce equalities data

4. STRATEGIC CONTEXT

This paper links to the following:

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

N/A

7. FINANCIAL IMPLICATIONS

None

8. RISK ASSESSMENT/MANAGEMENT IMPLICATIONS

None

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 type="checkbox"/>	Governance and accountability	<input checked="" type="checkbox"/>
Use of resources	<input type="checkbox"/>	Performance management	<input type="checkbox"/>	Equality	<input checked="" type="checkbox"/>
Sustainability	<input checked="" type="checkbox"/>				

10. EQUALITY AND DIVERSITY IMPACT ASSESSMENT

Has an E&D Impact Assessment has been completed?

Yes
 No

11. CONSULTATION AND ENGAGEMENT

N/A

12. ACTIONS FOR THE NHS BOARD

The NHS Board are asked to:

Approve	<input checked="" type="checkbox"/>	Gain Assurance	<input type="checkbox"/>	Note	<input type="checkbox"/>
---------	-------------------------------------	----------------	--------------------------	------	--------------------------

13. FURTHER INFORMATION

For further information about any aspect of this paper, please contact;

Name: Hina Sheikh

Designation: Equality and Diversity Manager

Telephone: 01698 754294/ 07950309792