



Equality Objectives - Consultation Outcome

29th September 2021



We conducted a public consultation on PC24's Equality Objectives with the local community, patients and the workforce from 12th April 2021 to 10th May 2021. The draft equality objectives and associated consultation questions were shared widely through internal staff newsletters, the PC24 website and social media channels, and directly with the CCG, Health Watch and UHUK. A virtual consultation meeting was also arranged on the 27th April 2021 for anybody wishing to discuss the objectives face to face.

Those participating in the consultation were asked the following questions:

1. Are the objectives focusing on the right areas? If not, what is missing?
2. Are the proposed activities right to support achievement of each objective? If not, what is missing?
3. Do you have any other comments or questions about the proposed equality objectives and activities?

Participants were able to submit their response either by email, completion of a survey monkey questionnaire or through attendance at the virtual consultation meeting. The response rate to the consultation was low, with only 8 responses received from the survey, no emails being received and no attendance at the virtual consultation meeting.

The majority (6 out of 8) participants of the survey agreed that the objectives were focusing on the right areas. From those that answered no, one suggestion was made for a specific objective around a measured improvement in workforce representation at all levels. This has been considered however it was noted that Equality Objective 2 already included a specific action in relation to this as follows:

'Addressing any gaps in representation or action in respect of protected groups including setting data quality targets and aspirational recruitment targets'.

Therefore, it was agreed that this element is already included within the objectives as they stand and no change was required to the objectives. 7 out of 8 participants agreed that the activities proposed were sufficient to support the achievement of each objective, with no additional comments provided that would require any amendments to be made to the equality objectives.

The equality objectives and action plan have now been formally agreed and approved at Board level.