

PrimaryCare:24 

Draft Equality Objectives 2021 - 2025

Consultation Document

Draft Equality Objectives Consultation

Overview

This consultation is to invite views on the draft strategic equality objectives for Primary Care 24 for 2021-2025.

This consultation aims to seek the views of our staff, patients and the community on the proposed equality objectives. The aim is to ensure that we have clear objectives and a set of actions to demonstrate how we will deliver our equality commitments whilst continuing to aim to work toward being an inclusive and effective organisation that is representative of our community and does not tolerate discrimination of any kind.

The equality objectives will demonstrate how PC24 will make improvements to equality, diversity and inclusion to make a real difference to the lives of those working in our organisation and living in our local populations.

The results from this consultation will be used to inform our final Strategic Equality Objectives and action plan for 2021-2025.

How to respond

This consultation period will begin on the **12th April 2021** and close on the **10th May 2021**. You can respond by answering the consultation questions in the following ways:

Email: Steph Donnelly, HR Manager & EDI Lead for PC24 at steph.donnelly@pc24.nhs.uk

Online Form: <https://www.surveymonkey.co.uk/r/DTMY392>

Verbally: Attending online consultation event which will be held on **Tuesday 27th April 2021** via Go To Meeting (details on the final page of this document).

If you are attending the online consultation event, please register your interest at steph.donnelly@pc24.nhs.uk.

Alternative formats are also available upon request.

Data protection

Information provided by you on this form will be used to inform the Strategic Equality Objectives and Action Plan 2021-2025. PC24 will take all reasonable precautions to ensure confidentiality and to comply with data protection legislation.

The Purpose of the Strategic Equality Objectives and Plan

The Strategic Equality Objectives have been developed to demonstrate commitment to meet the requirements of the Equality Act and explain to our workforce, the public and stakeholders how PC24 will deliver its equalities commitments whilst continuing to be an inclusive and effective organisation that aims to be representative of our community and will not tolerate discrimination of any kind. Under the Equality Act 2010, public bodies have an additional responsibility to meet the Public Sector Equality Duty.

Public Sector Equality Duty

The General Duty

When making decisions and delivering services we must have due regard to:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advancing or promoting equality of opportunity between persons who share a relevant protected characteristic and those who do not (protected characteristics are explained later in this report)
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not.

The Specific Duties

The Equality Act also requires public bodies to

- Set and publish at least one Equality Objective and review as a minimum every four years
- Publish annual equality monitoring information.

Who is protected under the Equality Act 2010?

It is against the law to discriminate against someone because of a protected characteristic. The protected characteristics are:

- Age
- Gender Reassignment
- Pregnancy and maternity
- Religion or belief (or lack thereof)
- Sexual orientation
- Disability
- Marriage and civil partnership
- Race
- Sex

How we developed the Draft Equality Objectives

In order to develop our equality objectives, we have:

- Reviewed the previous draft equality and inclusion strategy
- Considered the findings from a recent review of the whole equality and inclusion function and the progress that PC24 has made in relation to the agenda
- Given consideration to each of the nine protected characteristics covered by the three main aims of the general duty and the requirement to eliminate discrimination, harassment and other actions prohibited in the Equality Act 2010
- Considered the NHS nationally mandated standards The Workforce Disability Equality Standard and Workforce Race Equality Standard, The Accessible Information Standard, Sexual Orientation Monitoring guidance and EDS2
- Considered regional and national equality and inclusion priorities.

Our Draft Equality Objectives

We have developed five draft equality objectives as detailed below:

Equality Objective 1: Improve collection, monitoring and analysis of patient equality data

To enable PC24 to improve care and services provided to patients by:

- Introducing an equality monitoring framework for patients/service users with KPI's, SOP and data quality targets, with results analysed from an equality perspective to identify any groups from our communities who do not access our services and take action to address
- Develop a comprehensive suite of policies that support EDI
- Embedding the Accessible Information Standard
- Analysing complaints, surveys and friends and family results from an equality perspective to identify and address any difference in experience.

Equality Objective 2: Improve collection, recording, monitoring and analysis of staff equality data

To ensure that staff at PC24 feel valued and motivated and that our employment practices do not discriminate against protected groups by:

- Conducting a data cleanse to improve workforce equality information
- Developing and implementing a robust equality monitoring framework that meets requirements of the PSED, WRES and WDES to enable us to collect and monitor the employment experience and outcomes of employment processes
- Addressing any gaps in representation or action in respect of protected groups including setting data quality targets and aspirational recruitment targets
- Implementing and progressing the Workforce Race Equality Standard including engaging with black and minority ethnic colleagues (BME) to discuss the results of the metrics and collectively agree actions to drive improvements
- Implementing and progressing the Workforce Disability Equality Standard including engaging with disabled colleagues to discuss the results of the metrics and collectively agree actions to drive improvements
- Develop a comprehensive suite of HR policies that support EDI.

Equality Objective 3: Engaging with our local community

To support our local community by strengthening links with community groups to:

- Improve opportunities for patient feedback
- Help raise aspiration and attainment through training and employment opportunities
- Work with other healthcare partners to support areas of identified need.

Equality Objective 4: Improve training and education

- Develop a suite of training interventions so that all staff understand their responsibilities to our patients and each other recognising how diversity can strengthen our services and organisation.

Equality Objective 5: Improve governance structure

Review and clarify the governance structure for the workforce and patient elements of the agenda in the terms of any existing committee structures including:

- Appointing a board level champion and executive lead for each EDS2 goal, and equality objectives
- All colleagues to have E & I responsibilities in their JD and an annual equality objective
- Establishing an EDI budget.

Process

The purpose of this consultation document is to outline the overarching objectives to allow our workforce, the community and stakeholders to have their say on the following questions:

1. Are the objectives focussing 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?

Following the conclusion of the consultation period all comments received will be reviewed and where appropriate changes made to the equality objectives before they are agreed by the board.

The table below sets out the timetable for the consultation:

What	When
Consultation begins	12th April 2021
Consultation ends	10th May 2021
Publication of agreed Strategic Equality Objectives	1st June 2021

Who is being consulted?

This consultation aims to seek the views of residents, staff and patients on the proposed Equality Objectives for 2021-2025. This consultation document will be published on our website and will be shared with Healthwatch, staff and the public via social media and an online consultation meeting will be held.

Online Consultation Event

Date / Time / Details

Tuesday 27th April 2021 at 11:00am.

PC24 Draft Equality Objectives Consultation Meeting
Tue, Apr 27, 2021 11:00 AM - 12:00 PM (BST)

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/670033333>

You can also dial in using your phone.
(For supported devices, tap a one-touch number below to join instantly.)

United Kingdom: +44 330 221 0088
- One-touch: <tel:+443302210088,,670033333#>

Access Code: 670-033-333

Join from a video-conferencing room or system.
Dial in or type: 67.217.95.2 or inroomlink.goto.com
Meeting ID: 670 033 333
Or dial directly: 670033333@67.217.95.2 or 67.217.95.2##670033333

New to GoToMeeting? Get the app now and be ready when your first meeting starts:
<https://global.gotomeeting.com/install/670033333>