



NHS Golden Jubilee

Meeting:	NHS Golden Jubilee Board Meeting
Meeting date:	30 March 2023
Title:	Equality Outcomes Midpoint Report
Responsible Executive/Non-Executive:	Gareth Adkins, Director of Strategy, Planning & Performance.
Report Author:	Rob White, Service Design & Equalities Lead

1 Purpose

This report is presented to the NHS Golden Jubilee Board Meeting

for:

- Approval

This report relates to a:

- Government policy/directive
- Legal requirement
- Local policy
- NHS Board/Integration Joint Board Strategy or Direction

This aligns to the following NHSScotland quality ambition(s):

- Person Centred

This aligns to the following NHSGJ Corporate Objectives:

- Leadership, Strategy & Risk
- High performing organisation
- Optimal workforce
- Facilities, Expansion and Use

2 Report summary

2.1 Situation

NHSGJ has committed to delivering an ambitious set of Equality Outcomes for 2021 - 2025 to build on our long-standing reputation as a progressive organisation, and our commitment to maintaining an inclusive culture for our patients, service users, staff, and volunteers. The midpoint report showcases the progress to date in delivering the boards agreed set of Equality Outcomes over a two year period between 2021–2023. This forms an integral part of our Boards overarching aim to promote and safeguard the dignity, respect and wellbeing of team Jubilee and all those accessing our services.

2.2 Background

The equality outcomes are underpinned by our legislative responsibilities as defined by the Equality Act 2010 and associated Public Sector Equality Duties. NHS Golden Jubilee has a legal responsibility to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

2.3 Assessment

The year one and two deliverables have specifically been scheduled to create the conditions for embedding cultural change. They are subdivided into three distinct themes:

Theme A: Diversify Talent, Theme B: Wellbeing and cohesion and Theme C: Inclusive Service design.

Theme A: Diversify Talent

The outcomes associated with Theme A, **Diversify Talent** are strategically targeted towards rebalancing the demographics of the workforce to establish a more even representation of people who share a Protected Characteristic.

A total of 9 deliverables have been achieved during 2021 and 2022, including:

- Establishing Executive Leads for Protected Characteristics
- Revised Diversity and Inclusion governance
- Revised Diversity and Inclusion webpages
- Establishing additional professional memberships
- Adopting the NHS Scotland Pride badge
- Establishing and undertaking equality audits of NHSGJ policies
- Enhancing Workforce monitoring statistics and reporting
- Reducing digital inequalities and access to online learning
- Establishing and supporting several staff diversity networks

Theme B: Wellbeing and Cohesion

The outcomes associated with Theme B, **Wellbeing and cohesion** are strategically targeted towards creating an inclusive workplace culture. We have taken an intersectional approach to develop and deliver a suite of training focusing on the nine Protected Characteristics, unconscious bias and preferred behavioural styles. This is complimented by the introduction of new policies and the ongoing development of a health passport for staff to ensure that an individualised person centred approach to staff wellbeing is adopted.

The four deliverables associated with Theme B include:

- Developing a Staff Health Passport
- Introducing a new Golden Jubilee Reasonable Adjustment Policy
- Including 'unconscious bias' and 'preferred behavioural styles' within mandatory diversity training.
- Rollout of new diversity training focusing on Race equality, Neurodiversity, and LGBT+ allyship

Theme C: Inclusive Service Design

Our equality outcomes associated with Theme C, **Service Design excellence** are primarily targeted at enhancing the inclusivity and accessibility of our services to create an

exemplar delivery model focused on person centred care. We are achieving this through strengthened governance of our Equality Impact Assessment (EQIA) process to reduce health inequalities and ensure that the needs of everyone represented by a Protected Characteristic are taken into account at the conceptual stage of service improvement proposals. Our new EQIA template and associated eLearning module provide the foundations, with further exciting developments planned in the following two years to further embed cultural change within the organisation.

We continue to engage with external stakeholders to introduce technological advances to increase the accessibility and inclusivity of our services to promote independence and wellbeing in line with the principles of the social model of disability.

The six deliverables associated with Theme C include:

- Introducing a new EQIA template with supporting guidance
- Launching bespoke EQIA eLearning module
- Developing strengthened EQIA governance arrangements
- Pilot study of WelcoMe app
- Phase 2 Hospital expansion inclusive wayfinding strategy
- Awards and conference presentations

2.3.1 Quality/ Patient Care

The remit of the Diversity and Inclusion Strategy and associated deliverables and outcomes, are targeted towards improving patient care. The outcomes aim to reduce and/or eliminate inequalities experienced by people who share a Protected Characteristic by embedding inclusive policy, practice and procedure throughout organisational function to deliver a person centred model of care.

2.3.2 Workforce

Deliverables and outcomes are specifically targeted to promote equality of opportunity for our staff and volunteers through the introduction of policy and initiatives to establish an inclusive culture and promote health and wellbeing.

2.3.3 Financial

The Diversity and Inclusion budget is negotiated annually based on strategic priorities associated with yearly outcomes and deliverables. The financial investment required for **year one** was **circa £15k** and **£12k for year two**. It is anticipated a similar investment will be sought for years three and four.

2.3.4 Risk Assessment/Management

There are ongoing discussions regarding the future resourcing of the core elements Diversity and Inclusion portfolio. This may impact on the breadth and timing of future activity relating to the Board's Equality Outcomes and associated actions.

2.3.5 Equality and Diversity, including health inequalities

The ethos of the Diversity and Inclusion strategy underpins the Boards legislative requirement under the Equality Act 2010, Public Sector Equality Duty and Fairer Scotland Duty to:

- Foster good relations
- Promote equality of opportunity, and
- Eliminate unlawful discrimination, harassment and victimisation

The strategy was developed to ensure that the human rights of people who share a Protected Characteristic are promoted through organisational cultural change. As such,

the strategy and associated outcomes provide an enhanced version of the Equality Impact Assessment process.

2.3.6 Other impacts

N/A

2.3.7 Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage external stakeholders where appropriate: This was initially conducted during the development stage of the Equality Outcomes in 2020. This coincided with the Covid pandemic, which resulted in alternative means of engagement being undertaken primarily via MS Teams and email. Participating organisations included, West Dunbartonshire Council, Glasgow Centre for Inclusive Living and Stonewall Scotland.

2.3.8 Route to the Meeting

This has been previously considered by the following groups as part of its development:

- Diversity and Inclusion Group: 13 December 2022
- Staff Governance Group: 31 January 2023
- Partnership Forum: 24 February 2023
- Staff Governance Person Centred Committee 14 March 2023

2.4 Recommendation

The NHS Golden Jubilee Board is asked to:

- Approve the Equalities Mainstreaming Report

3 List of appendices

The following appendices are included with this report:

- Appendix 1, NHSGJ Equality Outcomes Midpoint Report 2021 - 2023