

30 January 2013
Agenda Item No 7 (c)

**NHS SALFORD SHADOW CLINICAL COMMISSIONING GROUP BOARD
AGENDA ITEM NO 7 (c)**

30 January 2013

REPORT OF:	Chief Operating Officer
DATE OF PAPER:	4 January 2013
SUBJECT:	Annual Equality Publication for Workforce and Service Delivery 2013
IN CASE OF QUERY PLEASE CONTACT:	Amanda Rafferty, Engagement Manager, 0161 212 4955
ACTION REQUIRED:	Discussion/ Decision /Information/ Assurance (Please highlight in bold and underline)
STRATEGIC AIMS:	Please tick which strategic objective(s) the paper relates to:
Prevent ill health	√
Reduce health inequalities	√
Improve healthcare quality: - safety - experience - effectiveness	√
Improve health and wellbeing outcomes	√
<p>PURPOSE OF PAPER:</p> <p>The purpose of this paper is to update the Board on compliance with the Public Sector Equality Duty (PSED) and to gain approval for the publication of the attached report. The PSED requires NHS organisations to publish data on workforce and service delivery annually.</p> <p>(Please see further explanatory requirements overleaf)</p>	

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Further explanatory information required

<p>HOW WILL THIS BENEFIT THE HEALTH AND WELL BEING OF SALFORD RESIDENTS OR THE CLINICAL COMMISSIONING GROUP:</p>	<p>Monitoring equality and diversity data will support NHS Salford and the CCG to identify potential inequalities in service access, experience and outcomes and target commissioning where it is most needed. It will also help to ensure that the workforce is representative and eliminate any inequalities.</p>
<p>AIMS AND OBJECTIVES:</p>	<p>To provide assurance of equality and diversity compliance with the Public Sector Equality Duty 2010.</p> <p>To identify any areas of potential inequality in service delivery, health and wellbeing and workforce and develop appropriate actions.</p>
<p>ARE THERE ANY POTENTIAL CORPORATE RISKS TO THE ORGANISATION THAT MAY ARISE AS A RESULT OF THIS PAPER? IF SO WHAT ARE THEY AND HOW CAN THEY BE MITIGATED?</p>	<p>Compliance with the Public Sector Equality Duty requires an annual publication of equality data. Publication of this report will result in compliance for NHS Salford and eliminate the risk of a legal challenge.</p>
<p>DOES THIS PAPER HELP ADDRESS ANY EXISTING HIGH OR EXTREME RISKS FACING THE ORGANISATION? IF SO WHAT ARE THEY AND HOW DOES THIS PAPER REDUCE THEM?</p>	<p>Publication of the report ensures compliance with the Public Sector Equality Duty.</p>
<p>PLEASE DESCRIBE ANY POSSIBLE CONFLICTS OF INTEREST THAT COULD OCCUR:</p>	<p>N/A</p>
<p>PLEASE IDENTIFY ANY CURRENT SERVICES OR ROLES THAT MAY BE AFFECTED BY ISSUES WITHIN THIS PAPER:</p>	<p>N/A</p>

Footnote:

Members of NHS Salford Shadow Clinical Commissioning Group Board will read all papers thoroughly. Once papers are submitted no amendments are possible.

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Document Development					
Process	Yes	No	Not Applicable	Comments and Date (i.e. presentation, verbal, actual report)	Outcome
Public Engagement (Please detail in the Comments and Date column the method ie survey, event, consultation)			√ The document summarises engagement with protected groups.		
Clinical Engagement (Please detail in the Comments and Date column the method ie survey, event, consultation)		√			
Equality Impact Assessment			√ The document promotes equality.		
Legal Advice Sought		√			
Presented to the Programme Management Group		√			
Presented to the Health and Wellbeing Board		√			
Presented to the Integrated Commissioning Board					
Presented to any other groups or committees, including Partnership Groups (Please specify in comments)	√			Equality and Diversity Steering Group. Presentation, 10 th January 2013. Amended in light of comments made.	

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Is this report expected to be submitted to the Cluster Board?		√			
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Note: Please ensure that it is clear in the comments and date column how and when particular stakeholders were involved in this work and ensure there is clarity in the outcome column showing what the key message or decision was from that group and whether amendments were requested about a particular part of the work.

Annual Equality Publication for Workforce and Service Delivery 2013

1 Executive Summary

- 1.1** *The purpose of the report is to provide assurance to the Board of compliance with equality legislation. It also presents the Annual Equality Publication for 2013 and seeks approval for its external publication.*
- 1.2** *The report was written at the time the locality PCT was still the legal entity and pending authorisation of NHS Salford Clinical Commissioning Group (CCG) and therefore is written in this context.*

2 Introduction and Background

- 2.1** In October 2010, the Equality Act 2010 came into effect. Prior to this there had been over 100 pieces of legislation covering equalities protection and with them three associated duties for race, gender and disability.
- 2.2** The Equality Act 2010 brought with it a new, legal, public sector equality duty (PSED) requiring public bodies to declare their compliance with the duty on a regular basis. This includes the monitoring and publication of equality data by protected groups on an annual basis.
- 2.3** Protected groups are defined as; *age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*
- 2.4** NHS Salford published its first report in January 2012. This requires us to publish this year's annual report before the end of January 2013. The report must include data on workforce and service delivery in relation to protected groups for 2012/13.
- 2.5** Publication of this information is required to allow transparency and enable stakeholders to judge progress for themselves.
- 2.6** This report contains NHS Salford's monitoring information for 2012/13.
- 2.7** Comparisons are made with available data of Salford's population. The most up to date information has been utilised with the support of Public Health and the Local Authority. At present, census 2011 data is not available at an aggregated level.
- 2.8** This is the last report that NHS Salford will produce and therefore no positive actions will be in place. This is because the PCT will cease to exist on 31 March 2013.
- 2.9** NHS Salford CCG is committed to promoting equality and diversity and will continue to monitor data in the new organisation and identify areas for improvement.

3 Further Information

- 3.1** NHS Salford's Annual Equality Publication January 2013 contains information in relation to workforce and service delivery, this includes:-
- A profile of NHS Salford's workforce in July 2012 compared with available population profiles for Salford. Data is disaggregated for ethnicity, age, gender, disability, religion and sexual orientation. Data is currently incomplete for marriage/civil partnership and gender reassignment.
 - Engagement, patient experience and targeted initiatives for protected groups compared with known population statistics and health inequalities.
- 3.2** Workforce data in July 2012 suggests under-representation for three protected groups i.e. young people, gender and ethnicity. The gender profile has been compared with similar NHS organisations and there is little difference. This suggests career choice rather than discrimination. In relation to ethnicity, there is only a slight under-representation i.e. 9% as opposed to 13.5%.
- 3.3** Workforce data in relation to disability, religion, sexual orientation, marriage/civil partnership and gender reassignment is incomplete, therefore, no comparisons can be made.
- 3.4** Gender and pay profiles suggest a possible inequality in gender and pay, although this would merit further investigation before any conclusion can be made.
- 3.5** Service experience has been evaluated utilising NHS Salford's Citizen and Patient Panel. Results are very encouraging and suggest equality in service experience for disability, gender, ethnicity, religion and sexual orientation. Although, the number of respondents for ethnicity, religion and sexual orientation are fairly low and therefore no conclusions can be made for these groups. This will be addressed in February on completion of a data cleanse exercise for the panel.
- 3.6** There is a gap in data for gender reassignment and this will be addressed at a Greater Manchester level and results shared with NHS Salford CCG in 2013.
- 3.7** Available data demonstrates that NHS Salford's Citizen and Patient Panel is representative of gender and older people. Responses to surveys and panel meetings also suggest representation for ethnicity, disability and religion. Further analysis will be undertaken following the data cleansing exercise in February 2013.
- 3.8** Access to services has improved for a number of protected groups including the Orthodox Jewish Community, ethnic minorities, disabled and homeless people.
- 3.9** There are numerous health improvement and commissioning initiatives in place to address inequalities in health and wellbeing.

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4 Recommendations

- 4.1** The NHS Salford Shadow Clinical Commissioning Group Board is asked to note compliance with equality legislation and approve the attached report for publication.

Alan Campbell
Chief Operating Officer