

# Equality and Diversity Programme Board (DRAFT)

Vision - To reduce inequalities within Health and Social Care Services across Dumfries and Galloway and to ensure that there is fair access to our services and employment



NHS Dumfries and Galloway Board (strategic direction)

Work with IT to develop 'flagging' system for recording equality and diversity monitoring and additional needs

Local Partners

Local Authority

Service providers are better at using the equality monitoring information they collect to provide services that meet individual needs (EDO 1)

Integration Joint Board (strategic direction)

Awareness raising of equality and diversity monitoring and collection of data around additional needs

Equality and diversity community groups

Improved understanding within the workforce of the needs of people with Protected Characteristics (Fostering good relations)

Health and Social Care Services will help to make sure that people feel safe, respected and supported; including staff, patients and visitors (EDO 2)

Health and Social Care Services contribute to reducing health inequalities (National H&W Outcome 5)

Partner organisations

Undertake wider evidence gathering and engagement activity e.g. Community Survey, iMatter, complaints, bullying and harassment etc

Third Sector

People from under-represented groups are encouraged to participate in service improvements and developments (Advancing equality)

Evidence/practice and evaluation

Develop programme of work around Impact Assessment and the *Fairer Scotland Duty* including: a communication plan, training and audit

Target Groups

NHS Dumfries and Galloway Workforce

Where discrimination, harassment and victimisation is identified timely corrective actions will be taken (Eliminating discrimination)

NHS Dumfries and Galloway and the Health and Social Care Partnership have an inclusive workforce culture and value the contribution of all employees

Health and Social Care Services contribute to the elimination of discrimination, the advancement of equality of opportunity and the fostering of good relations

Funding

Develop a specific action plan around interpretation and translation

Health and Social Care Workforce

More young people and disabled people will be successfully supported to access work place opportunities, reducing barriers, so they feel part of the working community (EDO 4)

Staff time

Develop links with the Project Search/MA Programme

Patients and Service Users

Impact Assessment is a core part of policy, project and service development

Scope and establish, where a need is identified, local *Protected Characteristics Networks* for staff

Vulnerable and hard to reach individuals/groups

Equality and diversity is reflected in the staff health and wellbeing *Working Well Strategy*

Undertake organisational Training Needs Assessment to identify future equality and diversity training needs

Wider population of Dumfries and Galloway

The *Fairer Scotland Duty* is considered as a core part of strategic planning processes

Develop general equality and diversity training and embed into existing training packages

National Partners

NHS Board understands and is aware of its role in reducing health inequalities

Develop an action plan which promotes an increased understanding of the gender pay gap and gender inequalities

NHS Health Scotland

Health and Social Care Partnership understands and is aware of its role in reducing health inequalities

Support localities and Directorates to develop Equality and Diversity Delivery Plans

Scottish Government

Activities and Outcomes support and meet the requirements of the Equality Act 2010 Specific Duties and the Fairer Scotland Duty

- Protected Characteristics**
- Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil Partnership
  - Pregnancy and Maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation