



Aberdeen City  
Health & Social Care  
Partnership

*A caring partnership*

**Making the Public Sector Equality Duty an  
integral part of the way the Aberdeen Health  
and Social Care Partnership (HSCP)  
functions, April 2016 - March 2018**

**April 2016**

<b>Contents</b>	<b>Page</b>
<b>1. Why produce this report?</b>	<b>3</b>
<b>2. How we will “Mainstream” Equality and Diversity</b>	<b>4</b>
<b>a) Equality and Diversity Staff Training</b>	<b>4</b>
<b>b) Involvement and consultation</b>	<b>5</b>
<b>c) Equality and Diversity Impact Assessment</b>	<b>5</b>
<b>3. Consultation Arrangements for this Mainstreaming Report</b>	<b>6</b>

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# **What the Aberdeen HSCP will do in the period April 2016 to March 2018 to make the Equality Duty an integral part of the way it functions**

## **1. Why produce this report?**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27<sup>th</sup> May 2012. The Regulations were amended in 2015 to bring new public bodies such as the Aberdeen HSCP within its scope. One of the requirements of the Regulations is that public bodies such as the new Aberdeen HSCP must produce and publish a report detailing the work which we will carry out to make the equality duty an integral part of the way we function as an organisation. This is “mainstreaming” the needs of our local equality and diversity communities. This is the Aberdeen HSCP mainstreaming report for the period April 2016 – March 2018. The report should be read in conjunction with the Aberdeen HSCP Equality Outcomes Report.

This report details the work we propose to carry out to mainstream equality for each of the 9 “protected characteristics” of equality as defined by the Equality Act 2010. These 9 protected characteristics are:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

Our mainstreaming work is designed to help us progress the requirements of Section 149 (1) of the Equality Act 2010 to:

“(a) eliminate discrimination, harassment, victimization and any other conduct that is prohibited under this Act

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

Consultation with our local equality and diversity communities and the wider community in Aberdeen City is a legal requirement as well as being common sense. Accordingly, this document was issued as a Consultation Draft for a six week consultation period

from 21<sup>st</sup> March 2016. The comments received from the consultation were most positive and a number of suggested improvements/amendments were taken on board.

## **2. How we will “Mainstream” our Equality and Diversity?**

### **a) Equality and Diversity Staff Training**

For NHS staff “Equality and Diversity” is one of the six core skills of the “Knowledge and Skills” Framework (KSF). This is a framework of skills which the overwhelming majority of NHS staff are required to attain, at a level appropriate to their role. Accordingly, equality and diversity training is already an integral and essential part of staff training for NHS Grampian staff.

Aberdeen City Council also has in place an Equality and Diversity Training Programme for its staff.

Staff working within the Aberdeen HSCP will have access to both NHS Grampian and Aberdeen City Council training, as appropriate.

This training will ensure that HSCP staff are aware of the health and social care needs of our local equality and diversity communities and will know how best to meet to those needs.

#### **(i) Delivery method for Training**

Most staff training is delivered “face to face”. Research has shown that delivering training face to face is the best and most effective way to deliver training. It also gives participants the opportunity to ask questions and have anything explained which is not clear. All of the training is interactive and this includes interaction between participants, which enhances the learning experience and leads to much better training outcomes and retention. This approach will be continued by the HSCP.

We will also encourage staff after training, to cascade their knowledge. To facilitate this, all participants at seminars will provided with a copy of any PowerPoint presentations used, together with training and other materials. We will also include contact details for the speakers and participants are welcome to contact the speakers for help or advice at any time.

#### **(ii) Location of Training**

Training will be provided on-site across the HSCP in the many local Training/Seminar Rooms and in Hospitals, GP Practices and Council facilities.

### **(iii) Recording of Training**

All Equality and Diversity Training will be recorded and linked into Personal Development Plans, so that statistical data can be extracted and progress monitored.

### **(iv) Evaluation of the Training**

Participants are encouraged to provide feedback (anonymously if they wish) by hard copy questionnaire at the end of the training or they can complete an on-line Feedback Form.

## **b) Involvement and consultation**

NHS Grampian, Aberdeen City Council, the Grampian Regional Equality Council and other bodies, all have in place long established involvement and consultation arrangements with the different local equality and diversity communities. Rather than trying to replicate these arrangements, the HSCP will liaise with these bodies and use their networks to:

- involve and consult our local equality and diversity communities when new services are being planned or ideas to change to existing services are being developed.
- obtain feedback on how well we are meeting the needs of these diverse communities.

Through time, it is anticipated that the HSCP may develop its own involvement and consultation arrangements, or commission/cost share these arrangements with other organisations.

The information from the involvement and consultation events will be used by the HSCP to inform the design and improvement of services for our local equality and diversity communities, ensuring that their needs are an integral part of our planning process.

## **c) Equality and Diversity Impact Assessment**

The aim of Impact Assessment is simply to avoid policies, strategies or re-organisational proposals being introduced, with the best of intentions, which discriminate against anyone who possesses one or more of the protected characteristics. This is an effective way of avoiding inadvertent discrimination.

Five HSCP staff will be trained to be Equality and Diversity Level One Impact Assessors by 31<sup>st</sup> March 2017. Meantime, NHS Grampian will provide an Equality and Diversity Impact Assessment service to the HSCP.

All HSCP policies, strategies or re-organisational proposals will be Equality and Diversity Impact Assessed at an early stage prior to issue, to ensure that they do not discriminate against anyone with a “protected characteristic”. The 9 “protected characteristics as defined by the Equality Act 2010 are:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

Equality and Diversity Impact Assessment will help to ensure that consideration of the needs of our local equality and diversity communities are an integral part of the way the HSCP operates.

### **3. Consultation Arrangements**

Much of the content of this report has been drawn from the 2015-2017 Equality Mainstreaming Reports produced by both NHS Grampian and Aberdeen City Council. Both organisations consulted widely on their mainstreaming reports especially amongst groups with a protected characteristic, as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The HSCP has ensured that as many equality and diversity groups as possible, as well as the wider community in Aberdeen, had the opportunity to comment on the content of this document by issuing it as a Consultation Draft. The Consultation Draft was issued for a 6 week consultation period from 21st March 2016. The Consultation Draft was made widely available through:

- The HSCP web site
- NHS Grampian web site
- Aberdeen City Council web site
- Hi-Net
- The North East Scotland Equalities Network (NESEN)
- To local equality and diversity groups and bodies
- To other partner organisations
- To interested individuals
- Community Websites and Forums

- To the wider community in Grampian

The comments received from the consultation were most positive and a number of suggested amendments/ improvements were taken on board. All of the comments received were given the fullest consideration

Any further comments on this finalised report will be warmly welcomed and can be made by phone to: 01224 522856 or 01224 522047 or 01224 551116 or 01224 552245.