



Aberdeen City  
Health & Social Care  
Partnership

*A caring partnership*

**What Aberdeen Health and Social Care Partnership (HSCP) has done in the period April 2016 – March 2018 to make the Public Sector Equality Duty an integral part of the way it functions**

**This report is also available in large print and other formats and languages upon request. Please call Aberdeen HSCP on 01224 655725.**

**July 2018**

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# **What Aberdeen HSCP has done in the period April 2016 to March 2018 to make the Public Sector Equality Duty an integral part of the way it functions**

## **1. What is the Public Sector Equality Duty?**

The Public Sector Equality Duty is defined in the Equality Act 2010, Part 11, Chapter 1, Section 149 which states:

“(1) A public authority must, in the exercise of its functions, have due regard to the need to-

(a) eliminate discrimination, harassment, victimisation 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.”

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

## **2. 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 Aberdeen HSCP must produce and publish a report every two years detailing the work which we have done 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” Update Report for the period April 2016 – March 2018 and focuses on three areas of overarching work relevant to all 9 “protected characteristics”. These are;

- Staff Training
- Equality and Diversity Impact Assessment
- Involvement and consultation

These are covered in Section 3-5 below. This report should be read in conjunction with the Aberdeen HSCP Equality Outcomes Update Report of July 2018, which contains the detailed information on the work carried out in the sphere of each “protected characteristic” from April 2016 to March 2018.

### **3. Equality and Diversity Staff Training**

#### **(i) Introduction**

The UK-wide NHS Knowledge and Skills Framework (KSF) has been implemented for all nearly all NHS staff. This is a framework of six “core” skills which the overwhelming majority of NHS staff are required to attain, at a level appropriate to their role. Equality and diversity is one of the six “core” skills. Accordingly, equality and diversity training is already an integral and essential part of staff training for NHS Grampian staff working within the HSCP.

This training ensures 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.

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

Equality and diversity 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.

#### **(iii) Levels of Training**

Two levels of equality and diversity training is provided:

- KSF Level Four is for senior staff such as consultants, dentists, managers, senior charge nurses. It also meets the Equality and diversity Training Requirement of

the various Royal Colleges. It covers all 9 “protected characteristics” and comprises 2 x 90 minute Seminars. The training remains valid for 5 years.

- KSF Level Two is for basic grade and supervisory staff. It covers all 9 “protected characteristics” but not in as much depth as Level Four. Level Two comprises one x 90 minute Seminar. The training remains valid for 5 years.

This is a dynamic and fast moving field, accordingly, the training material is updated monthly. After training, staff are encouraged to cascade their knowledge. To facilitate this, all participants at seminars are provided with a copy of any PowerPoint presentations used, together with training and other materials. The contact details of the presenters are included in the material and participants are welcome to contact the presenters for help or advice at any time.

#### **(iv) Location of Training**

Training is provided on-site across the HSCP in the many local Training/Seminar Rooms and in Hospitals and GP Practices.

#### **(v) Recording of Training**

All NHS Grampian equality and diversity training is recorded and linked into Personal Development Plans, so that statistical data can be extracted and progress monitored.

#### **(vi) 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.

#### **(vii) Numbers trained**

The HSCP set a target of having 300 HSCP staff attend an Equality and Diversity Staff Training Seminar in the April 2016 to March 2018 period. This target has been achieved and exceeded. The figures are:

- 2016/17, 120 HSCP staff attended this training, at a KSF Level appropriate to their role.
- 2017/18, 211 HSCP staff attended this training, at a KSF Level appropriate to their role.

**Total 331**

A further programme of Equality and Diversity Staff Training Seminars is already ongoing.

#### **(viii) Aberdeen City Council Equality and Diversity Training**

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

### **4. 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 and helps to ensure that consideration of the needs of our local equality and diversity communities are an integral part of the way the HSCP operates.

In the period April 2016 to March 2018, all Aberdeen HSCP policies, strategies and re-organisational proposals have been Equality and Diversity Impact Assessed at final draft stage before being issued. This has been carried out by the NHS Grampian Equality and Diversity Manager on behalf of the Aberdeen HSCP. Five staff working within the HSCP will be trained to be Equality and Diversity Level One Impact Assessors by 31<sup>st</sup> March 2019 at the latest. Meantime, NHS Grampian will provide an Equality and Diversity Impact Assessment service to the HSCP.

### **5. 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 in Aberdeen City. Rather than trying to replicate these arrangements, the HSCP has liaised with these bodies and used their networks to:

- involve and consult our local equality and diversity communities when new services are being planned or ideas to change and improve 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 is 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.

## **6. Distribution of this Report and Comments**

This Report will be posted on the Aberdeen City HSCP website, as required by law and will also be made widely available to partner agencies, equality and diversity groups and the wider community in Aberdeen. Comments on this Report will be warmly welcomed and can be made by phone to: 01224 655725 or by email to: [ACHSCPEnquiries@aberdeencity.gov.uk](mailto:ACHSCPEnquiries@aberdeencity.gov.uk) or by post to:

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