



## Brighton and Hove Integrated Care Service

### Equality Objectives 2015

#### 1 The NHS Constitution

The idea of fairness for all is at the heart of the NHS. This is reflected in the findings of the extensive research into what matters for patients, public and staff that underpinned the development of the first NHS Constitution (2009).

Equality is at the heart of its first principle, which states that “The NHS provides a comprehensive service, available to all irrespective to gender, race, disability, age, sexual orientation, religion or belief. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population”.

All NHS bodies and private and third sector providers supplying NHS services are obliged by law to have regard to the Constitution in their decisions and actions. This will help to ensure that all organisations providing NHS care, work to a common set of NHS principles and values when providing that care and that the rights of patients and staff are met, including around equality and human rights.

#### 2 The Equality Act 2010

The Equality Act 2010 draws together and extends the previous anti-discrimination laws within a single Act. It simplifies the law by removing inconsistencies and making it easier for people to understand and comply with. It also strengthens the law in important ways to help tackle discrimination and inequality.

The Equality Act:

- Extends the “protected characteristics” (see below)
- Extends the ban on age discrimination from employment only, to the provision of services and public functions
- Strengthens the use of “positive action” by allowing its use to alleviate disadvantage by those who share a protected characteristic, giving employers and service providers greater freedom to address disadvantage and under-representation
- Extends protection for disabled people from direct discrimination only to include indirect and third party or associative harassment and/or discrimination
- Makes socio-economic factors central to decision making

The Act contains a general duty which has three aims; it requires public bodies to have due regard and the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

### 3 Protected Characteristics

The Act protects people from discrimination on the basis of “protected characteristics”. The relevant characteristics for services and public functions are:

1. Age
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex
8. Sexual orientation
9. Civil partnership or marital status

As a public sector service we are required to:

- Publish equality objectives every four years
- Publish information annually to demonstrate our compliance with the general Equality Act

### 4 BICS Equality Statement and Objectives

BICS recognise that equality means treating everyone with equal dignity irrespective of any protected personal characteristics. In doing so, it acknowledges that people have different needs, situations and goals and achieving equality requires the removal of the discriminatory barriers that limit what people can do and can be. BICS is committed to ensuring that people do not experience inequality through discrimination or disadvantage imposed by other individuals, groups, institutions or systems.

### 5 Our Regulators

The Care Quality Commission requires organisations tasked with delivering health and social care to:

- Challenge discrimination, promote equality and respect human rights
- Promote equality including publishing information specified in legislation in relation to race, disability and gender
- Support the provision of services appropriate to individual needs, preferences and choices
- Respect and protect human rights
- Develop BICS’ reputation as a model employer by supporting employees through organisational and developmental programmes which recognise the contribution and value of its employees and addresses under-represented minority groups
- Contribute to local economic success and community cohesion

## 6 BICS Equality Objectives Plan 2015

Therefore our objectives and plans for achieving these are as follows:

### 6.1 Learning Culture-2015-2018

Within the BICS Learning Culture-2015-2018 the following goals have been identified which impact on equality.

Quality Domain	Quality Goal
Safe	Avoiding harm to patients from care that is intended to help them
Person Centred	Providing care that is respectful or responsive to individuals' needs and values
Effective	Providing services based on scientific knowledge and which produce a clear benefit.
Timely	Reducing waits and sometimes harmful delays
Equitable	Providing care that does not vary in quality because of a person's characteristics

## 6.2 Improve Patient Access and Experience

- To ensure we continually improve patient access and experience to all the services we operate - we gather MSK, MAS and Eyes patient equality data, we analyse and, if required, we adjust services to improve patient access and experience (ensuring any changes suggested will not impact on other “protected characteristic” groups).

## 6.3 Equality and Diversity Training and Equality Impact Assessments

- To ensure all policies, procedures and strategies we have in place do not adversely affect staff as they are created or reviewed we include an equality impact assessment. This ensures all “protected characteristics” are considered when the document is completed and approved. Once approved appropriate documents will be posted on our website
- To ensure we are transparent in our recruitment approach – we ~~will~~ add an equality statement to all advertisements for new roles “BICS are committed to equality and valuing diversity”
- We ensure our staff are trained in equality and diversity – we ~~will~~ ensure this take places every three years, training levels are monitored monthly

## 7 Consolidated Action Plan 2015

<b>Objective 1. Quality Strategy 2015-2018 Action Plan</b>			
<b>Actions required</b>	<b>Responsible for Monitoring</b>	<b>Review and/or delivery date</b>	<b>Protected characteristic groups</b>
<ul style="list-style-type: none"> <li>• Safe - Minimise recurrence of similar incidents and complaints through i) theme analysis of complaints and incidents, ii) implementation of learning, and iii) shared learning across the organisation and clinical groups</li> <li>• Safe - All referrals/patients will be routed to the most appropriate setting for their care without delay</li> <li>• Person Centred - All patients will be listened to, and treated with respect, by all of our staff</li> <li>• Person Centred - We will design and deliver services and care that are built around patients' needs and values</li> <li>• Equitable - All patients will have equitable access to services or care, ensuring that all services are compliant with all relevant legislation, (including statutory requirements, standards and guidance from the Department of Health and from the Care Quality Commission (CQC))</li> </ul>	<p>Clinical Quality Groups, Integrated Governance Groups, Integrated Management Boards (where relevant), Service Managers and Associate Directors</p>	<p>Continuous delivery as equality is an integral part of each of the "monitoring measures" team meetings</p>	<p>All</p>

<b>Objective 2. Integrated Governance Frameworks</b>			
<b>Actions required</b>	<b>Responsible for Monitoring</b>	<b>Review and/or delivery date</b>	<b>Protected characteristic groups</b>
<ul style="list-style-type: none"> <li>• Safety - Review of incidents, significant events, complaints and plaudits</li> <li>• Effectiveness - Patient questionnaire</li> <li>• Equitability - Access to translators/interpreters</li> </ul>	Governance and Management Committee or Clinical Quality Groups.	Quarterly basis	All

<b>Objective 3. Improving Patient Access and Experience</b>			
<b>Actions required</b>	<b>Responsible for Monitoring</b>	<b>Review and/or delivery date</b>	<b>Protected characteristic groups</b>
<ul style="list-style-type: none"> <li>• Gather equality data from each service via patient surveys. Each service' Clinical Quality Group to monitor data for equality impact and agree service improvements to accommodate any needs identified.</li> </ul>	Clinical Quality Group	December every year	All
<ul style="list-style-type: none"> <li>• Gather equality data on recruitment via both internal applicants and applicants provided by recruitment agency. Analyse data for equality impact against Brighton and Hove published census data and BICS staff data. Agree and action process improvements. Compare data to monitor improvements. Publish findings on website via Workforce Report</li> </ul>	Human Resources	December every year	Age Gender

<b>Objective 4. Equality and Diversity Training and Equality Impact Assessments</b>			
<b>Actions required</b>	<b>Responsible for Monitoring</b>	<b>Review and/or delivery date</b>	<b>Protected characteristic groups</b>
<ul style="list-style-type: none"> <li>When policy, procedure or strategy is approved, the equality assessment tool is reviewed to ensure zero impact</li> </ul>	Board, Quasar or Senior Middles Meetings	Ongoing, as documents are reviewed	All
<ul style="list-style-type: none"> <li>Adding equality statement to all advertisements for new roles "BICS are committed to equality and valuing diversity"</li> </ul>	Human Resources	At point of recruitment for each role	All
<ul style="list-style-type: none"> <li>All employed staff trained on equality and diversity every three years</li> </ul>	Quality Coach	Monitored monthly by HR	All

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