

# **Orkney Health and Care (OHAC)**

## **Making the Public Sector Equality Duty an integral part of the way the OHAC functions**

**April 2016 to March 2018**

**What Orkney Health and Care (OHAC) will do in the period April 2016 to March 2018 to make the Public Sector Equality Duty an integral part of the way it functions.**

**Produced February 2016**

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

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27 May 2012. One of the requirements of the Regulations is that public bodies such as the new OHAC 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 report must be produced, every two years. This is “mainstreaming” the needs of our local equality and diversity communities.

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, 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.

## **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 Orkney staff. Voluntary sector partners will also be offered free access to this training.

Orkney Islands Council also has in place an Equality and Diversity Training Programme for its staff.

Staff working within OHAC will have access to both NHS Orkney and Orkney Islands Council training, as appropriate.

This training will ensure that OHAC 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 OHAC.

We will also encourage staff after training to cascade their knowledge. To facilitate this, all participants at seminars will be 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.

Staff can also access the Orkney Islands Council e-learning system called “ iLearn”. This enables staff to complete online e-learning courses, which include Equality and Diversity Awareness Training..

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

Training will be provided on-site across OHAC.

### **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.

### **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 Orkney and Orkney Islands 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 OHAC 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.

Two OHAC staff will be trained to be Equality and Diversity Level One Impact Assessors by 31 March 2017. Meantime, NHS Orkney and Orkney Islands Council will provide an Equality and Diversity Impact Assessment service to OHAC.

All OHAC 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 OHAC operates.