

Moray Integration Joint Board

**Making the Public Sector Equality Duty an
integral part of the way the Moray Health and
Social Care Services function**

April 2016 to March 2020

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What the Moray HSCP will do in the period April 2016 to March 2020 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 27th May 2012. One of the requirements of the Regulations is that public bodies such as the new Moray Integration Joint Board (MIJB) 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, 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 Moray is a legal requirement as well as being common sense. Accordingly, Comments can be made in any language or format preferred and will be given the fullest consideration by the HSCP Board. Details of how to make comments are shown at Section 3 on page 6.

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.

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

Staff working under the direction of the MIJB will have access to both NHS Grampian and Moray Council training, as appropriate.

This training will ensure that health and social care 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

Within the Moray Council, basic training on the Equality Act 2010 is available online. The training explains the basic elements of the Equality Act 2010 and dispels some of the common misconceptions about equal opportunities.

Additional 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 under the direction MIJB through the Chief Officer.

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 Moray 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.

(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 and 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 MIJB 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 MIJB 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 MIJB 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 poses one or more of the protected characteristics. This is an effective way of avoiding inadvertent discrimination.

Two further health and social care staff will be trained to be Equality and Diversity Level One Impact Assessors by 31st March 2017. Meantime, NHS Grampian and Moray Council will provide an Equality and Diversity Impact Assessment service to the MIJB.

All MIJB 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 MIJB operates.

In October 2014, a seminar was held within the Moray Council to explore how Human Rights considerations can be incorporated into the equality impact assessments. A report on the seminar can be viewed [here](#).

Following on from the seminar, a new form and guidance on conducting an integrated equality and human rights impact assessment have been produced. These will be presented to the MIJB in 2016 to seek its approval for implementation by the integrated services.

3. Consultation Arrangements

Much of the content of this Consultation Draft has been drawn from the 2015-2017 Equality Mainstreaming Reports produced by both NHS Grampian and Moray 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.

Comments can be made in any language or format and should be sent:

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