


Report to:	STRATEGIC COMMISSIONING BOARD
Date:	20 February 2018
Officer of Strategic Commissioning Board	<p>Sandra Stewart – Director of Governance & Pensions (Governance & Pensions)</p> <p>Sarah Dobson – Assistant Director Policy, Performance and Communications (Governance and Pensions)</p>
Subject:	ONE EQUALITY SCHEME (2018-22)
Report Summary:	<p>One Equality Scheme (2018-22) is the first joint Equality Scheme of the Tameside & Glossop Strategic Commission (Tameside Council and NHS Tameside and Glossop Clinical Commissioning Group).</p> <p>This report provides an update on the development of the One Equality Scheme, including the draft for engagement with stakeholders attached at Appendix 1, and its role in helping satisfy our obligations under the Specific Duties / Regulations of the Public Sector Equality Duty (Section 149 of the Equality Act 2010) which will now be undertaken jointly as a Strategic Commission.</p> <p>The report outlines the next steps in terms of engagement with stakeholders and governance leading to formal adoption of the One Equality Scheme by both organisations at Governing Body (23 May 2018) and Executive Cabinet (June 2018 – date to be confirmed)</p>
Recommendations:	<p>It is recommended that Strategic Commissioning Board:</p> <ol style="list-style-type: none"> 1. Note the content of the report 2. Provide any feedback and comments 3. Agree the next steps outlined in the report for engagement with stakeholders and governance leading to the final version of One Equality Scheme being taken to the Governing Body of NHS Tameside and Glossop Clinical Commissioning Group on 23 May 2018 and the Executive Cabinet of Tameside Council in June 2018 (date to be confirmed) for formal adoption by both organisations.
Financial Implications: (Authorised by the statutory Section 151 Officer & Chief Finance Officer)	There are no direct financial implications arising from the report.
Legal Implications: (Authorised by the Borough Solicitor)	The scheme supports the Council and Clinical Commissioning Group in meeting the public sector equality duty and the obligations to publish information pursuant to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which replaced the 2011 regulations in 2017. The scheme should be reviewed in advance of formal adoption to ensure continued compliance.
How do proposals align with Health & Wellbeing	The proposals align with all elements of the Health and Wellbeing Strategy.

Strategy?

How do proposals align with Locality Plan?	One Equality Scheme aligns with the broad principles of the Locality Plan. The Scheme focuses on improving outcomes for the residents of Tameside & Glossop.
How do proposals align with the Commissioning Strategy?	The Care Together programme is focused on the transformation of the health and social care economy to improve healthy life expectancy and reduce health inequalities. One Equality Scheme aligns with these elements of the Care Together programme.
Recommendations / views of the Health and Care Advisory Group:	N/A
Public and Patient Implications:	The One Equality Scheme sets out the equality objectives of the Strategic Commission. Our objectives help to ensure we are making progress in advancing equality and human rights for public and patients across all protected characteristic groups.
Quality Implications:	<p>One Equality Scheme sets out our approach to equalities and associated objectives. It also provides an update on key projects which link to equality and diversity.</p> <p>Any changes to services in order to meet strategy and plan objectives will need the completion of a Quality Impact Assessment (QIA).</p>
How do the proposals help to reduce health inequalities?	A key aim of One Equality Scheme is to reduce inequality and improve outcomes. Working towards the objectives set out within the Scheme will help us to achieve this.
What are the Equality and Diversity implications?	<p>This report sets out how One Equality Scheme ensures we continue to fulfil our obligation to publish equality objectives as set out under the Specific Duties / Regulations of the Public Sector Equality Duty (Section 149 of the Equality Act 2010)</p> <p>Any changes to services in order to meet strategy and plan objectives will need the completion of a Equality Impact Assessment (EIA).</p>
What are the safeguarding implications?	No direct safeguarding implications as a result of this report.
What are the Information Governance implications? Has a privacy impact assessment been conducted?	No direct Information Governance implications as a result of this report. There is no requirement or need to complete a Privacy Impact Assessment as a direct result of this report.
Risk Management:	This report fulfils the commitment for equalities issues to be monitored on a regular basis. It also ensures awareness of the agenda across the Strategic Commission.
Access to Information :	The background papers relating to this report can be inspected by contacting Jody Smith, Policy, Research & Improvement Manager:

 Telephone: 0161 342 3170

 e-mail: jody.smith@tameside.gov.uk

1. PURPOSE OF REPORT

- 1.1 This report provides an update on the development of the One Equality Scheme (2018-22), and its role in helping satisfy our obligations under the Specific Duties / Regulations of the Public Sector Equality Duty (Section 149 of the Equality Act 2010).
- 1.2 The content of this report is as follows:
 - One Equality Scheme (2018-22) update
 - **Appendix 1** – One Equality Scheme (2018-22)

2. ONE EQUALITY SCHEME (2018-22)

- 2.1 One Equality Scheme 2018-22 is the first joint Equality Scheme of Tameside & Glossop Strategic Commission (Tameside Council and NHS Tameside and Glossop Clinical Commissioning Group). Previously Tameside Council had its own, well established Corporate Equality Scheme (2015 – 19) which set out our approach to equality and diversity, details of achievements to date, and outlined the authority's equality objectives. NHS Tameside & Glossop Clinical Commissioning Group summarised their approach through the publication of their Equality, Diversity and Human Rights Strategy (2014-17).
- 2.2 The public sector equality duty is laid out in section 149 of the Equality Act 2010. It came into force on 5 April 2011, and it states that 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 prohibited by or under the Act;
 - b) Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
 - c) Foster good relations between people who share a protected characteristic and those who do not share it
- 2.3 The Equality Act (Specific Duties) Regulations 2011 stated that by January 2012, and annually thereafter, public bodies must publish information to demonstrate compliance with the general duty, including information about the protected characteristic status of employees, and other persons affected by our policies and practices. By April 2012, public bodies were also required to publish one or more specific and measurable equality objectives, and subsequently at intervals of no more than four years from the date of first publication. The 2011 Regulations were replaced by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 in March 2017.
- 2.4 As outlined above, Tameside Council and NHS Tameside & Glossop Clinical Commissioning Group previously set out their equality objectives through their own organisational schemes. A set of joint equality objectives for the Strategic Commission have now been developed which are detailed in One Equality Scheme (2018-22). This ensures we continue to fulfil our obligation to publish our objectives at intervals of no more than four years from the date of first publication.

3. NEXT STEPS

- 3.1 The draft One Equality Scheme attached at **Appendix 1** will now be shared with key stakeholders and other interested parties as part of a period of informal engagement and feedback running to the end of April 2018.

3.2 The following groups and networks will be part of the informal engagement and feedback work:

- Equality Consultation & Engagement Champions of the Strategic Commission
- Equality & Diversity Group of the Strategic Commission
- Tameside & Glossop Partnership Engagement Network including the conference on 28 February 2018
- Voluntary and community sector umbrella organisations from across Tameside & Glossop
- Neighbourhood Teams
- Health and Care Advisory Group (HCAG) – date to be confirmed
- Quality and Performance Assurance Group (QPAG) – 28 March 2018
- Members of the Governing Body of NHS Tameside and Glossop Clinical Commissioning Group
- Executive Members and Assistant Executive Members of Tameside Council

2.5 A final version of the One Equality Scheme will be developed incorporating feedback from the informal engagement period and taken forward for formal adoption and publication by both organisations as below:

- Governing Body of NHS Tameside and Glossop Clinical Commissioning Group – 23 May 2018
- Executive Cabinet of Tameside Council – June 2018 (date to be confirmed)
- Publication post approval by Executive Cabinet and Governing Body

4. RECOMMENDATIONS

4.1 As set out on the front of the report.