

Report To:	STRATEGIC COMMISSIONING BOARD
Date:	23 June 2021
Reporting Officer:	<p>Councillor Brenda Warrington – Executive Leader</p> <p>Councillor Leanne Feeley - Executive Member - Lifelong Learning, Equalities, Culture and Heritage</p> <p>Dr Ashwin Ramachandra - Co-Chair NHS Tameside & Glossop Clinical Commissioning Group</p> <p>Dr Asad Ali - Co-Chair NHS Tameside & Glossop Clinical Commissioning Group</p> <p>Sarah Threlfall - Assistant Director (Policy, Performance and Communications)</p>
Subject:	ONE EQUALITY SCHEME ANNUAL REVIEW 2021 AND GENERAL EQUALITIES UPDATE
Report Summary:	<p>This report forms two parts:</p> <p>Part One</p> <ul style="list-style-type: none"> - One Equality Scheme (2018-22) is the joint organisational scheme for Tameside & Glossop Strategic Commission. This report provides an update on the annual review for 2021 which has been informed by practical examples and related projects from the past 12 months (Appendix A). <p>Part Two</p> <ul style="list-style-type: none"> - This report also provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.
Recommendations:	<p>It is recommended that Executive Cabinet:</p> <p>Part One</p> <ul style="list-style-type: none"> • Note the content of the report. • Approve the attached draft of the One Equality Scheme Annual Review 2021 for publication (Appendix A) - – pending final approval at Executive Cabinet and Strategic Commissioning Board on 23 June. <p>Part Two</p> <ul style="list-style-type: none"> • Note the content of the equalities update
Links to Corporate Plan:	Equality and diversity work of the Strategic Commission is relevant to all priorities outlined in the Corporate Plan.
Financial Implications:	There are no direct financial implications arising from the contents of this report.
Legal Implications:	The Equality Act 2010 replaced previous anti-discrimination laws with a single Act intended to simplify the law and remove inconsistencies between the various pieces of equality related legislation. It also strengthened the law, to help tackle discrimination and inequality. In particular brought in The public sector Equality Duty (section 149 of the Act)

The Equality Duty applies to public bodies such as local authorities and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs.

The Equality Duty is supported by specific duties which require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

Publishing relevant equality information should form part of the Local Authorities transparency agenda by giving the public the information they need to hold public bodies to account for their performance on equality.

Risk Management

This report fulfils the commitment for equality 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 and Strategy Service Manager by:



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1. PURPOSE OF REPORT

1.1 The report is in two parts:

Part One provides an update on developments of the One Equality Scheme, as part of the annual review for 2021. It remains important that the case study of projects and examples of best practice are able to provide evidence in line with the schemes agreed and measurable objectives.

Part Two provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.

PART ONE

2. BACKGROUND TO ONE EQUALITY SCHEME

2.1 The public sector equality duty is laid out in section 149 of the Equality Act 2010. It states that a public authority must, in the exercise of its functions, have due regard to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
- Foster good relations between people who share a protected characteristic and those who do not share it

2.2 One Equality Scheme (2018-22) was launched in 2018 as the first joint equality scheme for Tameside & Glossop Strategic Commission. A number of joint equality objectives were developed to ensure we fulfil our obligations under the Equality Act 2010 regulations, in that equality objectives must be published at intervals not greater than four years from the date of last publication.

2.3 The Equality Act also states that public bodies must publish annual information to demonstrate compliance with the general duty, including information about the protected characteristic status of employees, and other persons affected by policies and practices.

2.4 Annual updates to the One Equality Scheme will act as an ongoing position statement and our approach to equalities. The annual review builds upon work outlined in the One Equality Scheme (2018-22) and previous One Equality Scheme Annual Reviews (2019 and 2020); as well as providing new examples and evidence sources of achievements in respect of equality and diversity. Members of the following groups were invited to submit examples for inclusion: Tameside & Glossop Inequalities Reference Group, Tameside Independent Advisory Group, Tameside & Glossop Partnership Engagement Network and Engagement, Consultation & Equality Champions.

3. RECOMMENDATIONS FOR ONE EQUALITY SCHEME

3.1 It is recommended that Executive Board:

1. Note the content of the report.
2. Approve the attached draft of the One Equality Scheme Annual Review 2021 for publication (**Appendix A**) – pending final approval at Executive Cabinet and Strategic Commissioning Board on 23 June.

PART TWO

4. GENERAL EQUALITIES UPDATE

- 4.1 This report also provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.

These are most notably:

- Covid-19 Equality Impact Assessments
- Inequalities Reference Group (IRG)
- All Equals Charter
- Race Equality Change Agents Programme (RECAP) Cohort 2
- Independent Advisory Group
- North West Black, Asian and Minority Ethnic Strategic Advisory Committee
- Workforce Race Equality Standards (WRES)
- Supporting our workforce through Covid-19

5. EQUALITY IMPACT ASSESSMENTS RELATING TO COVID-19

- 5.1 Tameside & Glossop Strategic Commission has produced a number of corporate Equality Impact Assessments (EIAs) related to the Covid-19 pandemic. These EIAs are 'living documents' that will continue to be updated due to the changing nature of the pandemic and Covid-19 related legislation. Individual services will also undoubtedly have produced their own EIAs to assess the impact of Covid-19; the following are examples of the corporate EIAs that have been produced to date.
- 5.2 Tameside Covid-19 Humanitarian Response EIA - the Tameside Covid-19 humanitarian hub was established to provide food, medication and welfare support to residents during the pandemic. Tameside & Glossop Strategic Commission administered the hub in partnership with Action Together, social landlords and other Voluntary, Community, Faith and Social Enterprise sector organisations. To date the humanitarian hub has answered over 11,000 calls, supported over 2,200 vulnerable people, delivered nearly 3,000 food parcels, 500 prescriptions and arranged nearly 600 shopping buddy partnerships. The EIA reviews our local humanitarian response to help ensure people from different protected characteristic groups have been able to access the support they need.
- 5.3 Communications, Engagement and Listening during the Covid-19 pandemic EIA - the purpose of the EIA has been to assess whether outgoing communications have reached people from across different protected characteristic groups, and to understand various sources of feedback and lived experience insight gathered from local residents during the pandemic.
- 5.4 Wider Impact of Covid-19 on Tameside and Glossop EIA - this EIA has a wide scope and will continue to develop as the long-term impacts of Covid-19 are realised. The physical, mental, economic and social impacts of Covid-19 on Tameside and Glossop are considered and how they relate to the services Tameside & Glossop Strategic Commission provide; including primary care, mental health services, adult social care, children's social care, education, welfare rights, debt advice, development and environmental services. This EIA was an initial assessment of the wider impact of Covid-19 on protected characteristic groups across Tameside and Glossop. It may serve as the foundation for further and specific research and assessment.
- 5.5 Tameside & Glossop Covid-19 Vaccination Programme – the purpose of this EIA is to assess the accessibility of the Covid-19 Vaccination Programme and its impact upon protected

characteristic groups in Tameside and Glossop. The EIA considers access to vaccination centre sites, communications and messaging promoting the uptake of the vaccine, and varying rates of vaccine uptake between areas and different groups. To date over 100,000 residents in Tameside & Glossop have received the Covid-19 vaccine.

6. INEQUALITIES REFERENCE GROUP (IRG)

- 6.1 The Tameside & Glossop Inequalities Reference Group (IRG) was established in November 2020 in response to how the coronavirus pandemic, and the wider governmental and societal response to this, has brought equalities (and indeed inequalities) into sharp focus. We acknowledge that as we move from crisis management to recovery we need to ensure we are utilising evidence and research, alongside the experience of our own communities, to do all we can to reduce inequalities in Tameside & Glossop. The Inequalities Reference Group enables public sector organisations in Tameside & Glossop to work together to ensure this happens.
- 6.2 The purpose of IRG is to provide a forum to enable the sharing of ideas on carrying out our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty – with the ultimate aim of reducing inequality across Tameside & Glossop. Whilst the group is not a decision making body, it makes recommendations for action via existing governance structures and steers action to address inequalities.
- 6.3 The group is chaired by Councillor Leanne Feeley, Executive Member for Lifelong Learning, Equalities, Culture and Heritage. Membership of the group is made up of representatives from a range of public sector and VCSE organisations across the area, including:
- Action Together
 - Children in Care Council
 - Diversity Matters North West
 - Infinity Initiatives
 - LGBT Foundation
 - Maternity Voices Partnership
 - People First Tameside
 - Tameside & Glossop Clinical Commissioning Group
 - Tameside & Glossop Integrated Care NHS Foundation Trust
 - Tameside Council (including elected members)
 - Tameside Independent Advisory Group
 - Tameside Youth Council
 - Tameside, Oldham and Glossop MIND
 - The Anthony Seddon Fund
 - The Bureau (Glossop)
- 6.4 The group meet on a quarterly basis to share progress on inequalities work, discuss emerging issues and discuss chosen areas of focus. Current areas of focus include:
- Community Cohesion
 - Digital Inclusion
 - Emotional wellbeing (isolation and loneliness)
 - Reducing barriers to accessing information
 - Voice of people with learning disabilities
 - Voice of people with physical disabilities
 - Young people
- 6.5 Our local approach aligns with the wider work in Greater Manchester regarding equalities and inequalities. In October 2020 an independent Greater Manchester Inequality Commission was launched to explore the causes of inequality through academic research and stakeholder engagement. The Commission is designed to act as a critical friend for

Greater Manchester, be challenging and radical. The Commission released its first report in March 2020, outlining a vision to enable good lives for all in Greater Manchester and a series of recommendations to be adopted. Key recommendations include:

- Put wellbeing and equality goals at the heart of the Greater Manchester Strategy
- Create a People's Taskforce to put power into people's hands at every level of Greater Manchester and a People's Assembly to contribute to priority setting
- Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.
- Develop a GMCA Race Equality Strategy
- Set an ambitious target for every employer in Greater Manchester to pay the living wage and offer living hours by 2030
- Create a Community Wealth Hub
- Move towards universal basic services in which education, health, childcare, adult social care, housing, transport and digital connectivity are provided to all

6.6 In addition, a Tackling Inequalities Board, made up of senior leaders and equality representatives of public services in Greater Manchester, has been established to provide leadership of activity to address inequality, support collaboration and challenge policy makers. This is chaired by Tameside Council's Executive Leader, Councillor Brenda Warrington.

6.7 A series of Greater Manchester Equality Panels have also been established to represent a number of different protected characteristic groups to champion community inclusion and social justice, advise the Mayor of Greater Manchester and the GM Lead for Ageing and Equalities (Councillor Brenda Warrington, Executive Leader) on the challenges faced by people linked to their identity. Their role is to proactively support and challenge the Combined Authority and its regional partners to develop effective solutions to tackle inequality and increase equity. There are currently six established panels with a further one proposed:

- Youth Combined Authority
- Disabled People's Panel
- Race Equality Panel
- LGBTQ+ Panel
- Women and Girls' Panel
- Faith Advisory Panel
- Older People's Panel (proposed)

7. ALL EQUALS CHARTER

7.1 The All Equals Charter is designed to create a consistent standard to equality, diversity and inclusion for organisations and businesses across Greater Manchester. Launched by Manchester Pride, it comprises of a set of values and commitments that participating organisations must adhere to and be regularly assessed on. It focuses on policies and processes in place that support LGBT+ staff and anyone that comes into contact with the organisation.

7.2 As part of adopting the Charter, organisations undergo a self-assessment process supported by Manchester Pride. This evaluates the policies an organisation already has in place and where there are opportunities for development and improvement for LGBT+ residents, service users and colleagues. Manchester Pride works as a 'critical friend' throughout and provide feedback and ideas for action.

7.3 Participating organisations receive a 'grade'. There are a possible four grades – Entry Level, Foundation, Good Practice and Role Model. Participating organisations will be accredited for one year, after which point the process renews. In 2020 Tameside & Glossop

Strategic Commission participated in the beta-testing phase of the Charter alongside nine other organisations. The self-assessment process took place over three weeks during which time information was gathered regarding the Council and CCG's policies and processes in place across five 'categories': challenging prejudice and discrimination, workforce, services, policy and decision - making and working with partners.

- 7.4 Overall, Tameside & Glossop Strategic Commission were assessed as **Good Practice**. Feedback from Manchester Pride informed an action plan to help us fulfil the commitments of the Charter. Actions that have been delivered upon during the last year include:
- Development of a [new landing page](#) for Equality and Diversity on the Tameside Council website to make information targeted at people with protected characteristics more visible and accessible
 - A calendar of celebratory / significant days is currently in development to support the organisation as a whole to mark events recognised by people with protected characteristics
 - A customer satisfaction survey (for those who have interacted with customer services) now collects demographic data for the purpose of monitoring the experiences of people with protected characteristics when interacting with public services
- 7.5 Tameside & Glossop Strategic Commission are currently in the process of engaging with Manchester Pride on plans for re-assessment of our accreditation for 2021.

8. RACE EQUALITY CHANGE AGENTS PROGRAMME (RECAP)

- 8.1 The Race Equality Change Agents Programme (RECAP) Cohort Two started on 28 January 2021.
- 8.2 The programme has been delivered as part of a wider commissioned race equality programme delivered by the Northern Care Alliance. Organisations involved include Greater Manchester Fire & Rescue Service, Greater Manchester Police, North West Ambulance Service, along with all NHS Organisations, Local Authorities and Transport for Manchester are amongst the many services in Greater Manchester's public and third sector to sign up to a collective agreement to tackle race inequality in the workplace in 2018.
- 8.3 Tameside & Glossop Strategic Commission had one colleague from People and Workforce Development participate in Cohort One of the programme in 2020. A colleague from Policy, Performance & Communications has now commenced on Cohort Two of the programme.
- 8.4 The programme is based on the foundation that research shows staff from black and minority ethnic backgrounds do not progress at the same rate to higher graded posts or leadership positions; they experience a greater level of bullying behaviour and are more likely to experience disciplinary action. Discrimination is not only harmful to the individual, but also to the wider public sector. Evidence shows that having a more representative workforce, and diversity at senior leadership levels, results in better outcomes for the public. It also creates a more inclusive and engaged workforce, who want to give of their best so that the public get a better service.
- 8.5 This work has been directed by the Northern Care Alliance in conjunction with the Workforce Race Equality Standard (WRES). The learning and measurement indicators of this programme will be used to measure improvements across all public sector organisations in Greater Manchester.
- 8.6 The objective of our local Cohort Two project is to improve and develop workforce reporting of staff ethnicity, with a view to improving the organisation's insight into its workforce. This will better enable us to monitor trends and identify barriers faced by colleagues of an ethnic minority background.

9 INDEPENDENT ADVISORY GROUP

- 9.1 Independent Advisory Groups have been developed nationally by police forces and police authorities to provide independent advice in understanding the role and impact of the police in diverse communities. The aim of the IAG is to assist in: improving the services provided by partners to all communities; building public confidence in these services; and ensuring that services respond sensitively to the needs of communities when critical incidents occur.
- 9.2 In Tameside we are seeking to do this in a more co-operative way, and have established an IAG for the Community Safety Partnership as a whole. This recognises the way in which a range of partner organisations in the Borough work together, and with local people, to create safer communities and build good community relations.
- 9.3 The IAG aims to achieve this by enabling partners to receive constructive independent advice from a group of people who are broadly reflective of the diversity of the Borough.
- 9.4 The IAG meet on a weekly basis to discuss issues such as community cohesion in Tameside and act as independent advisors to the Community Safety Partnership. Membership of the IAG is voluntary and the group is chaired by Reverend Joanna Farnworth.
- 9.5 Tameside IAG has performed a crucial role during the Covid-19 pandemic – acting as a conduit for sharing important Covid-19 related messages with both community leaders and residents from minority ethnic backgrounds. Members of the IAG have visited local Mosques and other places of worship to share Covid-19 information and available support, ensuring that messages are communicated with local residents in the most effective way possible. IAG members have also arranged meetings with local undertakers from all backgrounds to share details in relation to Covid-19 burials.

10 BLACK ASIAN & MINORITY ETHNIC STRATEGIC ASSEMBLY – STATEMENT FOR TAMESIDE & GLOSSOP

- 10.1 The North West Black, Asian and Minority Ethnic Strategic Advisory Committee is a region-wide assembly of nominees from across the NHS and partners who meet on a quarterly basis to act as an advisory group on the actions needed to effectively address the challenges faced by staff and wider communities.
- 10.2 It is their ambition that the NHS in the North West be anti-racist and at the forefront of tackling racism and the health inequalities experienced by people in communities, brought into stark relief by the pandemic. It seeks to influence decisions made in the NHS and develop action strategies to help dismantle racism within the North West NHS and partner organisations. This will be done through three main themes:
- Minimise the risks posed by Covid-19 to our Black, Asian and Minority Ethnic colleagues
 - Address underlying racism within our structures, which prevents our Black, Asian and Minority Ethnic colleagues from fulfilling their potential
 - Tackle the inequalities of access, which mean that our Black, Asian and Minority ethnic communities have poorer health and health outcomes
- 10.3 As part of the Strategic Assembly's approach, CCGs across the North West were required to complete a response to their mission statement, detailing the different ways in which their organisation are committed to the goals of the Strategic Assembly. The response submitted by Tameside & Glossop Strategic Commission to the Strategic Assembly is attached at **Appendix B**.

11 WORKFORCE RACE EQUALITY STANDARD (WRES)

- 11.1 The aim of the WRES is to support NHS organisations to make sure employees from Black, Asian and Minority Ethnic backgrounds have equal access to career opportunities and receive fair treatment in the workplace.
- 11.2 Tameside and Glossop Clinical Commissioning Group (T&GCCG) has two roles in relation to the WRES:
- As a commissioner the CCGs Improvement and Assessment Framework requires CCGs to give assurance to NHS England that providers are implementing and using WRES, and action plans should be part of the contract monitoring process.
 - As an employer each CCG must use and analyse the WRES data to improve workplace experience and representation at all levels for staff from ethnic minority backgrounds as well as other characteristics under the Equality Act 2010. The CCG should also produce and publish a report using the WRES reporting template, and produce a WRES action plan.
- 11.3 In August 2020 a WRES report for NHS Tameside & Glossop Clinical Commissioning Group was submitted to NHS England. An associated action plan has also been produced and is updated on a quarterly basis. Both the WRES report and a copy of the 2020 / 21 action plan for Tameside & Glossop can be found on the CCG website at <https://www.tamesideandglossopccg.org/corporate/equality-and-diversity/workforce-race-equality-standards>
- 11.4 In addition, Tameside & Glossop Strategic Commission also submits workforce race equality data on a quarterly basis which feeds into a Greater Manchester wide WRES for all public sector organisations in the region. This provides a benchmark to measure how Greater Manchester is tackling workplace race inequality across the wider public sector.

12 SUPPORTING OUR WORKFORCE THROUGH COVID-19

- 12.1 Our workforce is our most important asset as an organisation, so supporting them through Covid-19 has been a major focus of the last 12 months. The significant changes to the way we work has been challenging for everyone in the organisation, resulting in a suite of support available for staff. Enabling staff to continue to be flexible with their working hours has also been key, particularly for those working at home with parental and caring responsibilities. Effective communication has also been crucial – whole workforce briefing sessions were held to ensure staff had the information they needed and the opportunity to ask questions.
- 12.2 To understand the needs and views of staff working through the pandemic, a workforce-wide survey was undertaken across Tameside & Glossop Strategic Commission. At the time, 51% of colleagues working from home said that it had been better for them, most thought they were able to work more flexibly, and nearly 80% felt that they had been well supported by their manager through the pandemic. Demographic information was also collected through the survey, enabling the views of staff from different protected characteristic groups to be compared and issues impacting specific groups to be identified. Key insights by demographic include:
- Male (94%) and female (96%) respondents both felt that they had worked more flexibly or with the same flexibility during the pandemic. Both male (85%) and female (87%) respondents also reported feeling supported or extremely supported by their managers.
 - Respondents from ethnic minority backgrounds (59%) were more likely than white respondents (51%) to say that working from home had been better for them than being in an office.

- Respondents under-20 were less likely to feel positively about working from home during the pandemic, with 40% disagreeing that working from home was better for them (compared to only 8% of respondents aged 60-65). Furthermore, 75% of respondents under-20 would not choose to work from home permanently, compared to only 18% of respondents aged 60-65.
- Respondents with disabilities were more likely than non-disabled respondents to feel there were barriers to accessing support from Mental Health First Aiders (18% compared to 7%). More disabled respondents felt that their physical (33%) and mental wellbeing (39%) was worse than prior to the pandemic (compared to 26% and 34% respectively for non-disabled respondents).
- Over half of respondents with caring responsibilities (51%) stated that working from home had been better for them.

12.3 Managing staff wellbeing has been important throughout the pandemic. To equip our workforce with the tools they need to manage their wellbeing, 'Wellbeing: It Starts with You' sessions were delivered to embed good wellbeing practices into the working day. Alongside Tameside & Glossop Healthy Minds, a number of emotional wellbeing workshops were also delivered to manage wellbeing through the winter months. These interactive and supportive sessions looked at why the coronavirus pandemic can have such a prominent effect on people's mental health and shared Cognitive Behavioural Therapy (CBT) based techniques to help attendees to manage any anxiety and low mood. A dedicated webpage for both Council and CCG colleagues with guidance on different ways to increase connections and support mental wellbeing was also created.

13. RECOMMENDATION

13.1 As set out at the front of the report.