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Embedding the Equality Act in Public Services

Professor Carol Baxter

Head of Equality, Diversity &Human Rights

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Content

- NHS Employers Equality and Diversity Partners Network
- Single Equality Schemes
- Local Government Equality Framework
- MSc in Diversity Management

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Develop, Spread and Sustain Model

- The way best practice is developed
- How information is shared (spread) through networks. *(Institute of Healthcare Management and the Service Delivery Organisation systematic review (NCCSDO, 2004)*
- How improvements are sustained. (*NHS Sustainability Model and Guide, NHS institute for Innovation and Improvement*

  2007)

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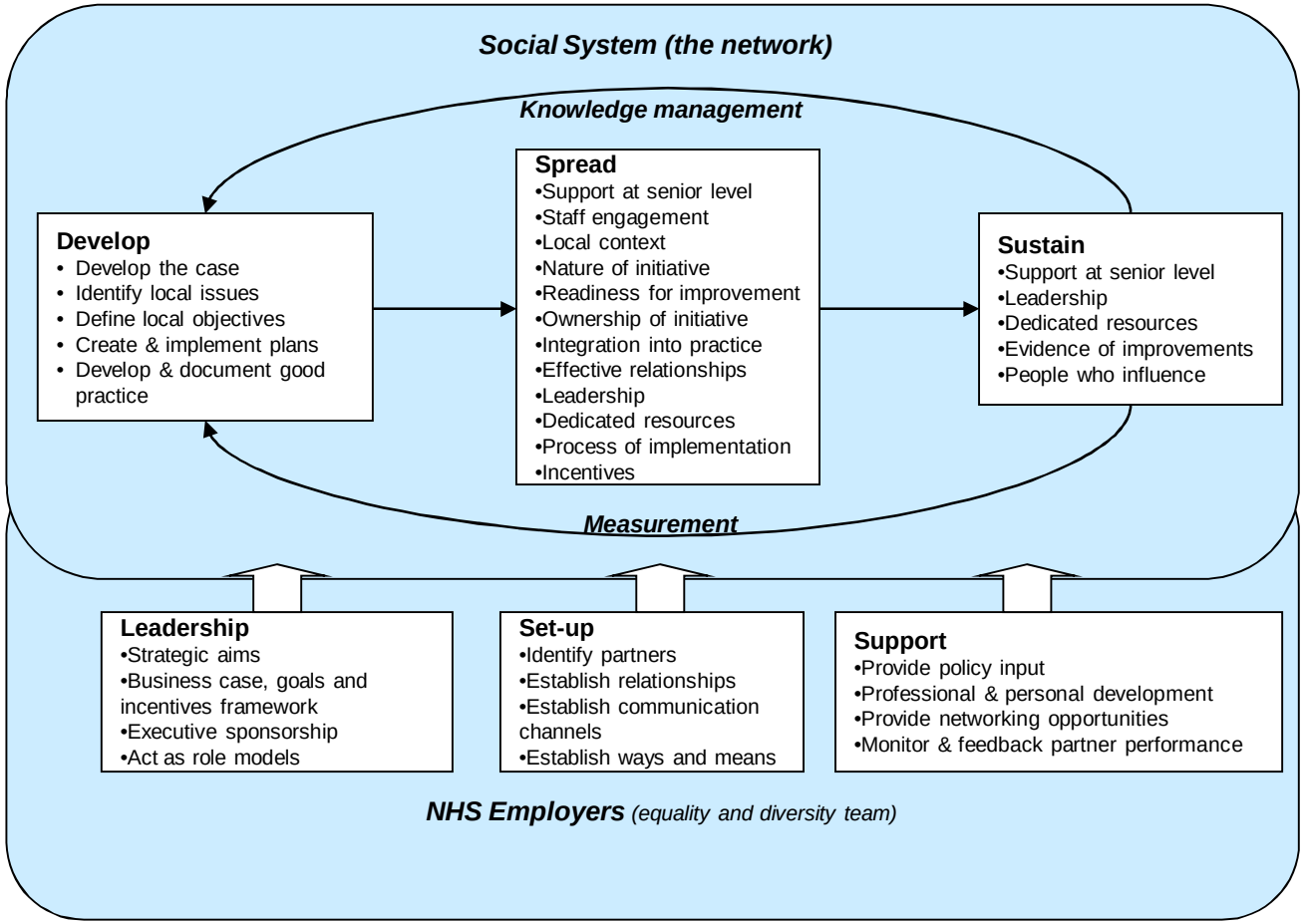

Organisational Criteria (Scored out of 50).

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1. Executes legal responsibilities for E,D&HR (10)
2. Promotes the programme and supports others in it (8)
3. Demonstrates Leadership in ED&HR (8)
4. Comprehensive systems for listening to staff with effective partnership with local staff side reps (8)
5. Public commitment to ED&HR (4)
6. Contribute to good practice database (3)
7. Demonstrates civic leadership in geographical area (3)
8. Interagency working relationships to promote ED&HR (2)
9. Able to commit to benchmarking exercises (2)
10. Able to host one network event per year/ linked to work plan (2)

Criteria 1

Executes Legal responsibilities

(10 points)

- SES,RES, DES, GES
- EQIAs
- Training programmes/conferences/seminars
- Mainstreamed in corporate governance/social responsibility arrangements,
- Board level responsibility with action plans monitored annually
- Structure of any working/steering group on E&D

Criteria 2
Able to promote the programme to others (8 points)

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- Organisational structure showing the position of the equality and diversity function and the numbers and grades of staff with direct responsibility for this area.

Criteria 3
Demonstrates Leadership in E,D&HR Management practice.
(8 points)

- Annual report
- E&D workforce strategies and policies
- Action plans for E,D&HR which are monitored at Board level

Criteria 4
Systems for listening to staff in partnership with staff reps.
(8 points).

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- Joint negotiating committee structures
- Feedback to staff from previous surveys
- Terms of reference of high level E,D&HR group
- System for recruitment and retention and progression that take due account of E,D&HR.

Criteria 5
Public commitment to E,D&HR
(4 points)

- Annual report
- Equality/Diversity/workforce strategies or policies
- Mission statement
- Poster campaigns
- Board level sponsor

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Criteria 6
Ability to contribute to good practice database (3 points)

- Good practice which has been highlighted in regional/national mediums.
- Practices/services which have been nominated or recognised for awards.
- Able to demonstrate a particular challenge/expertise which others can learn from (Commissioning/Community Cohesion, Sexual/Orientation/Migrant workers)

Criteria 7
Demonstrate civic leadership in the geographical area. (3 points)

- Membership of relevant multiagency group or forums
- Active involvement and engagement with regional SHA.
- Active involvement and engagement with Local authority
- Evidence of an understanding of local communities, organisations and key stakeholders.

Criteria 8
Demonstrates sustained interagency working relationships (2 points)

- Membership of relevant multiagency group or forums
- Active involvement and engagement with regional SHA and Local authority
- Evidence of an understanding of local communities, organisations and key stakeholders.

Criteria 9
Able to commit to participating in benchmarking exercises (2 points)

- Previous participation in benchmarking exercises

Criteria 10
Able to host network event (linked to (agreed work plan) (2 points)

- Previous events held either independently or in collaboration.

E&D Partners agreed work programme

- Clear arrangements to promote the Programme
- Clear details for staging an event
- Identification of 4 case studies
- Sign up to benchmarking
- Attendance at network meetings
- Regular reports on progress. .

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Network Meetings.

- Develop personal competencies
- Receive policy input
- Network and share innovations
- Develop the evidence base through research
- Influence NHS Equality and Diversity Council and Leadership Council

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Single Equality Schemes

- Guidance on web site
- Post Internal Separation
- Partnership working across the health economy

Local Government Equality Framework

- Translating across to NHS ??
- Discussions with IDea
- Equality and diversity partners involved in assessing/pilotimg.

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MSc in Diversity Management

- In Collaboration with 5 Universities
- Flexible mode of delivery
- Agreed Competencies
- Current landscape
- Different entry and exit levels
- Focus on Strategic Change
- Module Sharing across
- Supported and delivered by best in class practitioners