**Appendix A - Southport & Formby and South Sefton CCGs Workforce Equality and Diversity Plan 2019/21 –** updated September 2020

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| **Task** | **Associated Actions** | **Outcomes** | **Owner(s)** | **Completion Date** | **EDS****Comparators** |
| Annual completion of NHS Workforce Race Equality Standard (WRES) | 1. Implement and embed the 9 national Workforce Race Equality Standard indicators as per NHS England guidance. Continue commissioning the NHS Staff Survey including equality specific indicators.
2. CCG to be represented on the Regional Black, Asian and Minority Ethnic Strategic Advisory Group.
3. CCG to have Board Level Health Inequalities Lead (in line with the NHS People Plan).
4. CCG to review internal Equality and Diversity training offer with a view to incorporating Unconscious Bias training and/ or Reverse Mentoring Programme in addition to HR’s ongoing review of content of mandatory Equality and Diversity Training.
5. CCG to develop internal processes to record non-mandatory training.
6. CCG to liaise with HR colleagues to benchmark the CCG’s Disciplinary Policy against Imperial College Trust’s policy (as recommended to all NHS Trusts by Amanda Pritchard, Chief Operating Officer for NHS England and Improvement).
 | Eliminate DiscriminationAdvance equality of opportunity  | Interim Programme Lead- Corporate Services, Human Resources Business Partner and Merseyside CCGs Equality and Inclusion Service Lead | **October 2020**Update September 2020Workforce Race Equality Standard Report to be presented to Finance and Resource Committee October 2020**October 2020****October 2020****March 2021** **November 2020****March 2021** | 3.13.23.33.43.64.14.24.3 |
| Development of a system wide approach to Positive Action initiatives allowed under the Equality Act 2010.  | 1. Monitor performance of Human Resource policies against the Public Sector Equality Duty to establish baseline.
2. Identify trends from CCG data.
3. CCG and Merseyside CCGs Equality and Inclusion Service to ensure that Human Resource services are linked into the Workforce Equality Focussed Forum and facilitate sharing of best practice, development opportunities.
4. Review and refresh workforce communications (Bulletins, intranet) to promote inclusivity.
5. Promote access to Staff Equality Networks and review reporting mechanisms to enable staff contribution to and inform decision-making processes.
 | Challenge barriers if data/evidence identifies themAdvance equality of opportunityAims to ensure collaboration and partnership working.Ideas to promote diversity in the workplace are being considered and will be shared.. | Interim Programme Lead- Corporate Services, Human Resources Business Partner and Merseyside CCGs Equality and Inclusion Service Lead | **Ongoing**Update September 2020Process established with Impact Assessed Policies being presented to Corporate Governance Steering Group. The recommendations of that group are then presented to Finance and Resource Committee for consideration.**Ongoing****September 2020**Update September 2020Contact made with the Workforce Equality Focussed Forum (WEFF) to request that CSU HR colleagues are included on the circulation.First WEFF meeting to take place on 13th October 2020. A 12 month work programme is expected to be available by December 2020.**Ongoing****Ongoing** | 3.23.53.13.33.54.14.3 |
| Support Primary Care colleagues to identify and address workforce Equality issues. | 1. Meeting to be arranged with Primary Care Commissioning Leads in the first instance with a view to developing a specific action plan.
 | Eliminate DiscriminationAdvance equality of opportunityFoster Good Relations | Interim Programme Lead- Corporate Services, Human Resources Business Partner and Merseyside CCGs Equality and Inclusion Service Lead | **December 2020** | 3.13.33.43.6 |
| Implementation of the Workforce Disability Equality Standard (WDES) as per NHS England guidance.  | 1. Prepare for the implementation of the WDES, to include familiarisation with proposed national KPIs.
 | Eliminate DiscriminationAdvance equality of opportunity | Interim Programme Lead- Corporate Services, Human Resources Business Partner and Merseyside CCGs Equality and Inclusion Service Lead | **Ongoing**Update September 2020 Timescale revised to reflect that CCGs are expected to report on WDES in 2020/21. The CCG will therefore need to review internal processes in advance.  | 3.13.33.43.64.14.3 |