

BOARD MEETING: 22 JUNE 2016

EQUALITY & DIVERSITY END-YEAR REPORT

Recommendation/action required:

The Board is asked to note progress towards NHS Health Scotland's equality outcomes.

Author:

Sponsoring Director:

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8 June 2016

EQUALITY & DIVERSITY IN-YEAR REPORT

Purpose

1. This paper updates the Board on progress towards NHS Health Scotland's equality and diversity outcomes.

Background

2. In 2013, NHS Health Scotland's Board agreed equality outcomes in line with statutory requirements to guide our work towards fulfilling our duty to advance equality, tackle unlawful discrimination and foster good relations between people with protected characteristics.
3. Public bodies are required to publish reports on progress towards meeting these outcomes. These are known as 'mainstreaming' reports. This paper is NHS Health Scotland's mainstreaming report. We report in detail on each of the equality outcomes to the Health Governance, Staff Governance, and Audit Committees in year.
4. Performance against the outcomes is detailed in Appendix 1. These outcomes are in place until 22 March 2017, so we are due to review and update them this year. We plan to have revised equality outcomes drafted by Quarter three this year and to involve the Board in this process. This will be a good opportunity to align the Board's Equality Outcomes even more closely with our strategic plans for the next five years.

Finance and Resource Implications

5. The majority of the activities and services reported in this paper have no financial implications but do require staff resource.
6. The Unconscious Bias training cost £5736 to deliver to 115 staff (94 were line managers).
7. Office Improvements for Meridian Court are costing approximately £120k. We have put particular effort into re-designing the common areas so that they are truly accessible and welcoming for all staff, and also into more access to facilities such as height adjustable desks. We anticipate that a reduction from two floors at Meridian Court will result in a significant permanent saving which will be made available elsewhere in the budget.

Partnership

8. All aspects of this paper that relate to our workforce are conducted in partnership. The Partnership Forum is regularly updated on relevant developments and staff side are routinely involved in all internal Health Inequality Impact Assessments (HIIA).

Insert File Name	Page 2 of 3	Version:
	Date:	Status:

Communications

9. This paper will be available on www.healthscotland.com.

Risk

10. The contents of this paper manage the risk that Health Scotland fails to fulfil its obligations under the Equality Act 2010.

Equality and Diversity

11. The contents of this paper advance equality, tackle unlawful discrimination and foster good relations.

Sustainability and Environmental Management

12. There are no impacts on the environment arising from this paper or its proposals.

Action/ Recommendations

13. The Board is asked to note progress towards NHS Health Scotland's equality outcomes.

Nicola Thomson
Senior Improvement Officer

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Insert File Name	Page 3 of 3	Version:
	Date:	Status: