Creating our Equality Objectives
Introduction

Structure of the Day:
1. Why do we have Equality Objectives?
2. What have North West London (NWL) residents already told us?
3. What do our current Equality Objectives look like?
4. What do our proposed Equality Objectives look like?
5. Break out session: How do we make NWL Equality Objectives a reality?
6. Break out session: What should our local Equality Objectives be?
7. What happens next?
Why do we have Equality Objectives?

The Equality Act 2010 says CCGs have a duty to prepare and publish equality objectives every four years. We are due to publish our new objectives this year.

The objectives we set must be:
- Specific
- Easy to measure
- Clear
NHS England’s Equality Delivery System has 4 main goals:

- **Better Health Outcomes**
  - Commissioning
  - Procurement
  - Clinical Needs Assessments
  - Transitions
  - Patient Safety
  - Promotion and outreach

- **Patient Access & Experience**
  - Accessibility
  - Information and Support
  - Positive patient feedback
  - Complaint management
  - Journey Mapping

- **Workforce Representation and Support**
  - Fair recruitment
  - Equal Pay
  - Training and Development
  - Dignity at Work
  - Flexible Working
  - Staff experience
  - Journey mapping

- **Inclusive Leadership**
  - Demonstrable Commitment
  - Equality Risk Analysis
  - Promoting and supporting staff in a culturally competent way
  - Promoting Dignity at Work
Current Equality Objectives

How did we develop our current objectives?

• We talked to local people using a survey & workshop
• We looked at frameworks and strategies, like:
  - the Equality Delivery System
  - the NHS Constitution
  - the NHS Outcomes Framework
  - the Care Quality Commission’s strategy
• We made sure our objectives were specific, measurable, achievable, relevant and time-related
Proposed Equality Objectives

• We want to work with local residents to produce meaningful equality objectives

• The equality objectives will influence NHS commissioning decisions and priorities across North West London for four years

• In four years time, we will work with you on this again
**NWL proposed objectives**

- **Objective 1** - The CCG will engage and involve local people, communities and stakeholders (representing the Equality Act 2010 Protected Characteristics) when commissioning, designing and evaluating services throughout the year.

- **Objective 2** - The CCG will continue to provide accessible information and throughout the year will work with patients and carers to develop and test the accessibility of information.

- **Objective 3** - The CCG will demonstrate and report in the annual report each year - it is a fair and inclusive employer that recognises the value of diversity.

- **Objective 4** - The CCG will continue to embed equality and diversity principles by developing and supporting all staff and Governing Body members to promote and champion inclusion in all aspects of the CCGs work.
Break out session- Discussion and Prioritisation of the Proposed Equality Objectives

In your group discuss and **prioritise** (rank)

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<tr>
<th>Objective</th>
<th>People affected</th>
<th>Desired outcome</th>
<th>Measure of success</th>
<th>Priority</th>
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Break out session - Local especific Objectives – Discussion, list and priority

Look over your hand outs showing what local people have told us so far. What do you think is the greatest health inequality affecting your community?

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What happens next?

We will use what you tell us to help create Equality Objectives.

If you share your details, we will let you know how this progresses.

We will publish the new Equality Objectives on our websites and share them with you.

If you would like to be involved again in the future please let us know.
Thank You

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