

## **Equality Objectives and Action Plan**

### **Introduction**

The [Equality Act 2010](#) sets out specific duties including NHS organisations like NHS South Tyneside Clinical Commissioning Group (CCG), to meet the [Public Sector Equality Duty \(PSED\)](#) more effectively.

These specific duties are to:

- Publish information to demonstrate compliance with the PSED at least once a year.
- Set equality objectives at least every four years.

The Equality Act covers the nine “protected characteristic” groups:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

### **Background**

The CCG developed its equality objectives in 2015, we asked local people for their opinion, including those from protected characteristics as set out under the Equality Act on what they thought of our proposed objectives. We looked at lots of information to identify what our objectives needed to be, including monitoring data on access, patient experience and engage with local interest groups.

As a minimum our objectives have to be reviewed every 4 years. As a CCG we look to update our objectives every 2/3 years to respond to the changing needs of the population we serve and our staff.

### **Rationale**

We are updating the equality objectives to ensure they are reflective of the needs our local community and our workforce.

The CCG plays a key role in addressing equality and health inequalities; as commissioners, as employers and as local and national system leaders, in creating high quality care for all.

We understand that at points in our lives we may face barriers in relation to accessing health services or experience different outcomes. The CCG wants to reduce the health differences across our diverse communities and our equality objectives will support us to do this.

Our equality objectives aim to improve access and outcomes for protected groups and ensure that the CCG has processes in place to mitigate legal and financial risks.

To improve the grading status there is set national criteria that must be achieved, see below:

Grading	Undeveloped	Developing	Achieving	Excelling
	People from all protected groups fare poorly compared with people overall OR evidence is not available	People from only some protected groups fare as well as people overall	People from most protected groups fare as well as people overall	People from all protected groups fare as well as people overall

Further details can be found at <https://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

Our current equality objectives are provided alongside this document for information:



NHS South Tyneside  
CCG Equality Objective

**Let us know how you think we can do better, what more information can we provide in our action updates?**

We are currently in the process of drafting our objectives for 2019-2020, this draft document is also outlined below for ease:



NHS South Tyneside  
CCG Equality Objective

**Let us know what you think we should be focusing on in the near future? Is there anything missing from the proposed objectives that we should be including to improve patient experience?**

### **Next Steps**

We really value your input and would like your feedback on:

- The grades provided in the 2016-18 action plan
- Input on what actions and objectives should be included in our future objectives for 2019-2020.

**If you have any further questions, want to provide your feedback/thoughts or would prefer this document in an alternative language or format please contact: [NECSU.Equality@nhs.net](mailto:NECSU.Equality@nhs.net)**

