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| Board Meeting: | 18 March 2021 |  |
| Subject: | Diversity and Inclusion Strategy and Equalities Mainstreaming report |
| Recommendation: | Board members are asked to:  |  |  | | --- | --- | | Discuss and Note |  | | Discuss and Approve | **✓** | | Note for Information only |  | | |
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## Background

The Diversity and Inclusion strategy forms an integral part of our Boards overarching aim to mainstream equalities throughout the organisation. This paper presents an outline of the Strategy, including an overview of our new set of Equality Outcomes (2021 – 2025) and Mainstreaming Equalities Report (2017 – 2021).

## Proposals

**Equality Outcomes 2021 – 2025**

The outcomes represent the areas that we regard as priorities for action over the next four years and are categorised into three key themes with associated action plans. We have deployed a range of research and engagement methodologies during the development of this strategy to identify and capture a contemporary series of outcomes which reflect the diverse needs of our service users and workforce.

**Theme A - Diversify Talent**

* Increase the number of people in our workforce who identify as having a Protected Characteristic with a focus on Race and Disability.
* Increase the number of job applications, including internal promotions, received from people who identify as having a Protected Characteristic.
* Reduce Protected Characteristic pay gaps resulting from diversity imbalance across NHS pay bands.
* Address the inequality of access to digital/online resources, providing equity of access to learning opportunities regardless of circumstance.
* Enhance our outreach and engagement activities with staff from underrepresented backgrounds through the creation of the following satellite networks – BME, Disability and LGBT+.

**Theme B - Wellbeing and cohesion**

* Introduction of new organisational Health Passport to enhance staff wellbeing and mitigate barriers to progression resulting from impacts associated with a Protected Characteristic.
* Inclusion of unconscious bias training and preferred behavioural styles within existing mandatory Valuing Diversity Pt2 classroom training.
* Development of new training packages (eLearning/classroom) covering the nine Protected Characteristics and Fairer Scotland Duty, to compliment and build upon existing mandatory training.

**Theme C - Inclusive design excellence**

* Continue to lead on and develop the Inclusive design community of practice to create a central resource for design excellence.
* Establish a series of User Experience panels covering the nine Protected Characteristics and Fairer Scotland Duty.
* Continue to innovate and transform the accessibility of our patient pathways by embedding inclusive design (facilities, services and practices).

## Mainstreaming Equalities Report 2021

Progress against our outcomes is monitored through biennial mainstreaming reporting and publishing biennial information on the gender pay gap. This year, our report is divided into two distinct sections providing highlights of our progress and commitment to mainstreaming equalities throughout all aspects of service delivery during the reporting period between 2017 - 2021.

* **Section 1** focuses specifically on the phase 1 expansion, providing an overview of our approach to embedding the inclusive design agenda within our state-of-the-art Eye Centre.
* **Section 2** features a selection of some highlighted projects, workforce monitoring data and written reports connected to various protected characteristics.

**Executive Leads for Protected Characteristics and FSD**

* The Equality Act 2010 encompasses nine Protected Characteristics including, Age, Disability, Trans, Marriage/Civil Partnership, Maternity/Pregnancy, Race, Religion/Belief, Sex and Sexual Orientation. In addition, the Fairer Scotland Duty (FSD), focuses on socioeconomic inequalities. Executive Directors will represent two Protected Characteristics/FSD in order to showcase our commitment to embedding the D&I agenda from a leadership perspective, cascading down through the organisation.

## Consultation

The below documents have undergone consultation via the following channels prior to tabling at today’s Board Meeting:

## Mainstreaming Equalities Report 2021

* Gold Command
* Staff Governance Group
* Partnership forum
* Diversity and Inclusion Group

**Equality Outcomes 2021 – 2025**

## Gold Command

## Staff Governance Group

## Board Workshop

## Partnership Forum

## Diversity and Inclusion Group

## Engagement with key departments and clinical teams to refine outcomes related to their respective speciality.

## NHS GJ BME Staff Network

## Focus groups incorporated within mandatory Valuing Diversity Pt2 training

## NHS Scotland National Equality and Diversity Leads Network

## Stonewall Scotland

## Glasgow Centre for Inclusive Living

## Recommendation

Board Members are asked to support and approve the following:

* Equality Outcomes 2021 – 2025.
* Mainstreaming Equalities Report 2017 - 2021.

**Gareth Adkins**

**Director of Quality Innovation and People**

**11 March 2021**

(Rob White, Service Design & Equalities Lead)