

## **Equality Act & Equality Impact Assessment Training.**

The public sector Equality Duty (PSED) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review. Compliance with the general equality duty is a legal obligation, but it also makes good business sense.

To enable the CCG to provide services to meet the diverse needs of its users and to carry out its core business more efficiently, the CCG commissioned a programme of 3 x 2 workshops, to enable CCG staff to clarify their understanding of the Equality Act 2010 and relevant duties pertaining to the work of CCG and assessing equality impacts.

This should result in better informed decision-making and policy development. Overall, it can lead to services that are more appropriate to the user, and services that are more effective and cost-effective. This can lead to increased satisfaction with public services.

All CCG staff were invited to attend Workshop 1 in addition to the statutory and mandatory Equality & Diversity online training. Workshop 2 was designed for Clinical Leads, Senior Managers, Commissioners, Quality & Governance, Medicine Management and Performance teams.

### **Workshop 1: Introduction Understanding the protected characteristics**

- What is prohibited by the Act
- What is the scope of prohibited actions
- What is permitted by the Act
- What is obligatory within the Act (the Public Sector Equality Duty) on to the Equality Act 2010

### **Workshop 2: Assessing Equality Impacts**

- Purpose of Assessments – legislative compliance
- Improved and relevant services
- Reductions in social inequality
- Principles of effective assessments
- Impact Assessment processes
- Relevant data and information
- Actions following assessment

- Consultation and Engagement
- Reporting

Overall both workshops were attended by 30 members of staff and a full evaluation of the workshops reveals that there is a better understanding of the purpose and benefits of effective equality assessments. Staff feel more enabled to identify the key stages in carrying out equality assessments and recognise how equality assessments should be informed by objective data and information.

There is now a higher level of understanding of how publishing the results of robust equality assessments helps the CCG to meet its Public Sector Equality Duty and staff now feel more confident in their roles with respect to assuring that CCG is complying with its legal Equality duties.

The CCG will continue to commission targeted Equality Impact Assessment and Quality Impact Assessment training for commissioning managers.