

<p>NHS 24 BOARD MEETING</p> <p style="text-align: right;">22 APRIL 2021</p> <p style="text-align: right;">ITEM NO 9.2 FOR APPROVAL</p> <p style="text-align: center;">NHS 24 EQUALITY MAINSTREAMING REPORT 2021</p>	
Executive Sponsor:	Interim Director of Service Development
Lead Officer/Author:	Participation and Equalities Manager
Action Required	<p>The Board are asked to:</p> <ul style="list-style-type: none"> • Approve the contents of the draft NHS 24 Equality Mainstreaming Report 2021, which is presented in two parts, and includes information on the proposed: <ul style="list-style-type: none"> o NHS 24 Equality Outcomes 2021-2025 o NHS 24 Equal Pay Statement 2021, and o NHS 24 Gender Pay Gap 2021.
Key Points to consider	<ul style="list-style-type: none"> • As a public authority in Scotland, NHS 24 is required to meet certain equality and diversity related duties. This requirement is included as part of the Public Sector Equality Duty in Scotland • These can be summarised as eliminating discrimination, advancing equality of opportunity, fostering good relations and considering the socio-economic impact of strategic decisions intended to tackle poverty. • NHS 24 is required to publish an assessment of its progress in meeting these duties by April 2021. • Associated documents, which also require to be published, relate to equality outcomes, equal pay and the gender pay gap.
Date Presented to EMT and Relevant Committee	The report was presented to the Executive Management Team on 03.02.2021 and the Clinical Governance Committee on 04.02.2021
Summary of key discussion points/actions arising from respective Committees	<p>The Clinical Governance Committee made comment regarding the amount of information, which was contained within the one report. A decision was made to separate this into two sections, with one section providing information on mainstreaming activities and the other on workforce data.</p> <p>The Committee was assured nationality was not a factor in employment following this data being included for the first time.</p> <p>The Committee also commented on the recruitment process, including fairness.</p>
Strategic alignment and link to overarching NHS Scotland priorities and strategies	This work supports the achievement of person-centred health and care services that give the public a voice and draws on their experiences to improve the quality of care provided and employment and volunteering opportunities afforded to them.

Key Risks	The Equality Act 2021 (Specific Duties) (Scotland) Regulations 2012 requires listed authorities, including NHS 24, to publish a report on the progress it has made to make the equality duty integral to the exercise of its functions by 30 April 2021
Financial Implications	All recommendations made should be achieved within business as usual. Any activities that were beyond that would require EMT approval.
Equality and Diversity	The Mainstreaming Report (Appendix A and B) attached to this report are intended to further improve access to the services and employment and volunteering opportunities for the people of Scotland

1. RECOMMENDATION

1.1 The Board is asked to:

- Approve the contents of the draft NHS 24 Equality Mainstreaming Report 2021 (Appendix A and B), which includes information on the proposed:
 - NHS 24 Equality Outcomes 2021-2025
 - NHS 24 Equal Pay Statement 2021, and
 - NHS 24 Gender Pay Gap 2021.

BACKGROUND

2.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires NHS 24 to publish an Equality Mainstreaming Report by April 2021. The report should include:

- information on how NHS 24 has met and mainstreamed the general equality duties, namely the duties to eliminate discrimination, advance equality of opportunity and foster good relations
- information on how NHS 24 has regularly assessed the equality impact of policies, practices and services against the requirements of the general equality duties, showing how relevant evidence has been taken into consideration relating to the experience of people who share a protected characteristic
- the progress NHS 24 has made to achieve the equality outcomes published in 2017
- a new set of equality outcomes for the period 2021 to 2025
- workforce data broken down by the relevant protected characteristics
- an updated equal pay statement and pay gap information.

2.2 The Equality and Human Rights Commission (EHRC) has advised that due to the coronavirus outbreak, they have reviewed the Public Sector Equality Duty specific duty reporting obligations. The requirements of the general duty remain in force and are critical in ensuring that public bodies consider the needs and disadvantages faced by people with protected characteristics as they respond to coronavirus.

2.3 The EHRC further advises that public authorities, (of which NHS 24 is one) that are required to publish equality information by 30 April 2021 under [the Scottish](#)

[specific duties](#) (including a new set of equality outcomes, pay gap information and equal pay statements) must do so. The EHRC also expect public authorities to publish reports on their progress on achieving their equality outcomes and on mainstreaming equality by this date, unless there are significant reasons to postpone.

- 2.4 The advice offered by the EHRC concludes that any decision to postpone publication of a statutory report must be accompanied by a statement explaining the reasons to postpone. It is not considered appropriate for NHS 24 to delay publication, as all related work remains on target to be completed by 30 April 2021.
- 2.5 In keeping with previous years, the EHRC has advised that during May 2021, it will examine the equality outcomes published and, they may follow up to see how the outcomes have been embedded and how change will be measured.

3. ENGAGEMENT

- 3.1 Appropriate and proportionate engagement has taken place internally with colleagues and externally with members of the public, community groups, the third sector, and the public sector.

4. FINANCIAL IMPLICATIONS

- 4.1 All recommendations made should be achieved within business as usual. Any activities that were beyond that would require EMT approval.