

# A Fairer NHS Greater Glasgow and Clyde

## Workforce Equality Action Plan 2020-2024

Meeting the legislative requirements of the Equality Act 2010

and the Equality Act (Specific Duties) (Scotland) Regulations 2012



## Introduction

Over the last 4 years, NHS Greater Glasgow and Clyde has demonstrated our commitment to addressing discrimination and delivering services that are fair and equitable to all. We have done this by meeting our responsibilities as required by the Equality Act 2010 and the Equality Act (Specific Duties) (Scotland) Regulations 2012. Details of the wide range of work undertaken across all services and with our workforce can be found on our [website](#)

Our work continues to ensure that in our day to day business we:-

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between groups of people with different 'protected characteristics';
- Foster good relations between these different groups.

The protected characteristics referred to, as listed in the Equality Act 2010 are; age, marriage and civil partnership, disability, religion and belief, gender reassignment, pregnancy and maternity, race, sex and sexual orientation. We are all likely to have

## Board Equality Scheme, A Fairer NHS Greater Glasgow and Clyde 2020-2024

In 2020-2024 we aim to deliver a fair and equitable service across all of our Corporate Plan priorities including “*Better Workplace*”.

## Staff Survey 2019

Results of the staff survey will be published in April 2020 accompanying the Board 2020-24 Equality Scheme. The results have been benchmarked to the 2016 survey and show improvements across most of the questions. For example in relation to staff:-

- 78.4% (of those who answered) said they had told their manager they were disabled – an increase of 14% since 2016
- 80% LGB staff are out in workplace – an increase of 22% since 2016

The full report on the survey can be found [here](#)

## Board Workforce Equality Group - Key Ambitions 2020 - 2024

The Board Workforce Equality Group (WEG) aims to further develop NHS Greater Glasgow and Clyde as an inclusive organisation that engages with staff across all aspects of employment, in a way that reaches to the core of our organisational values and meets and exceeds our legal requirements as an equal opportunities employer. The WEG is responsible for the NHS Greater Glasgow and Clyde Workforce Equality Plan. The group includes representatives from the Staff Disability Forum, the Black and Minority Ethnic Staff Network, the LGBT+ Forum, staff-side, Human Resources and the Equality and Human Rights Team.

The key ambitions and outcomes for the Workforce Equality Action Plan 2020 – 2024 are:-

	Outcomes
<b>Ambition 1:</b> Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued	1a) Develop an inclusive workplace within NHS Greater Glasgow and Clyde 1b) Implement the Fairer NHS Survey in the Board encouraging staff responses that reflect on personal experiences 1c) Build on our relationships with external organisations, promoting specific equality issues within the Board 1d) Influence the development and implementation of policy guidelines
<b>Ambition 2:</b> Our data collection is legally compliant and is used to improve equality and diversity of our workforce	2a) Use available employee data to identify trends and develop solutions that will improve inclusiveness in the workplace 2b) Encourage staff to actively update their personal equality data within eESS
<b>Ambition 3:</b> We can demonstrate that we are an exemplar employer by participating in recognised equality frameworks and charters	3a) Develop our Board commitment to Disability Confident Award 3b) Develop our Board commitment to Disability Confident via application to Disability Confident Leadership Programme 3c) Participate in the Race Equality Charter 3d) Build on established participation in the Stonewall Workplace Equality Index
<b>Ambition 4:</b> We have taken all the actions in our control to reduce equal pay gaps by sex, disability and ethnicity	4a) Ensure that activities supporting the NHSGGC Equal Pay Statement highlight potential ways to reduce equal pay gaps

<p><b>Ambition 5:</b> Staff from equality groups are fully engaged in contributing to the Workforce Equality Group</p>	<p>5a) Engage with staff forums and networks to contribute to development of priorities of Board Workforce Equality Group 5b) Provide opportunities to engage the wider staff population in the development of the equalities agenda in NHSGGC</p>
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This Board Workforce Equality Plan sets out activity which will contribute to the achievement of the above ambitions across the 4 year life of the Board Equality Scheme. Detailed annual plans will be developed by the WEG and the staff forums and networks will develop actions in relation to their staff group. Progress will be reported annually to the Board Staff Governance Committee.

A summary of the Workforce Equality Action Plan 2020 - 2024 can be found in Appendix 1.

## Board Workforce Equality Group Membership

The Board Workforce Equality Group is charged with the responsibility of taking forward actions to meet corporate duties and responsibilities concerning workforce equalities.

The group is chaired by the Director of Human Resources and Organisational Development and membership going into this next cycle of the Board Workforce Equality Plan, is as follows:

- Anne Macpherson, Director of Human Resources and Organisational Development
- Jackie Erdman, Head of Equalities and Human Rights
- Alastair Low, Planning and Development Manager
- Moira Macdonald, Learning and Education Manager
- Diana Hudson, Staff Governance Advisor
- Steven Munce, Workforce Planning and Analytics Manager
- Doug Mann, Head of Organisational Development (Acute and Corporate)
- Kate Ocker, Chair Staff Disability Forum
- Katie Sharp, Chair LBGT+ Forum
- Oudwin Griffith, Co-Chair BME Network
- Lynn Allan, Staff Side representative

## Appendix 1: Action Plan Summary - Workforce Equality Action Plan 2020-2024

Summary actions for the next 4 years are highlighted below. These will be reviewed annually for development and/ or adaption in context.

Outcome	Year 1 (20/21)	Year (21/22)	Year 3 (22/23)	Year 4 (23/24)
<b>Ambition 1: Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued</b>				
<b>1a) Develop an inclusive workplace within NHS Greater Glasgow and Clyde</b>	Deliver a site based approach to Unconscious Bias within a single Acute setting	Evaluation of Unconscious Bias Acute setting 2020-2021  Identify Acute setting for 2021-2022	Evaluation of Unconscious Bias Acute setting 2021-2022  Identify Acute setting for 2022-2023	Publish evaluation report and share overarching findings
<b>1b) Implement the Fairer NHS Survey in the Board encouraging staff responses that reflect on personal experiences</b>	Analyse and publish the results of the Fairer NHS Survey 2019 and develop key messages for staff.	Take action to review embedded messages from the Fairer NHS Survey 2019	Implement Fairer NHS Survey 2023 and encourage staff participation	Analyse and publish the results of the Fairer NHS Survey 2023 and develop key messages for staff
<b>1c) Build on our relationships with external organisations, promoting specific equality issues within the Board</b>	Continue active engagement with confirmed partner events and explore key events planned in next 4 years	Engagement with partner annual events	Engagement with partner annual events	Engagement with partner annual events

<b>1d) Influence the development and implementation of policy guidelines</b>	Implement the NHS Scotland Gender Based Violence Policy due 2020	Contribute to EQIA of any policy/ guidelines or resources impacting on NHSGGC workforce	Contribute to EQIA of any policy/ guidelines or resources impacting on NHSGGC workforce	Contribute to EQIA of any policy/ guidelines or resources impacting on NHSGGC workforce
<b>Ambition 2:</b>				
<b>Our data collection is legally compliant and is used to improve equality and diversity of our workforce</b>				
<b>2a) Use available employee data to identify trends and develop solutions that will improve inclusiveness in the workplace</b>	Regularly review data trends emerging from employee equality information and make relevant improvements for equality groups	Analyse data to ensure that parents are supported fairly on return to work from leave and report on required action	Identify Year 3 theme from previous year(s) data trends	Identify Year 4 theme from previous year(s) data trends
<b>2b) Encourage staff to actively update their personal equality data within eESS</b>	Implement a campaign to encourage staff to update their eESS record in relation to personal equalities data	Review required activity for Year 2 against completion rate of personal equality data	Review required activity for Year 3 against completion rate of personal equality data	Review required activity for Year 4 against completion rate of personal equality data
<b>Ambition 3:</b>				
<b>We can demonstrate that we are an exemplar employer by participating in recognised equality frameworks and charters</b>				
<b>3a &amp; 3b) Develop our Board commitment to Disability Confident recognition</b>	Review the Disability Confident Award	a) Review the Disability Confident Award annually / b)Apply for the Disability Confident Leadership Programme	Review the Disability Confident recognitions	Review the Disability Confident recognitions

<b>3c) Participate in the Race Equality Charter</b>	Secure agreement from the Board to participate with the Charter	Review and report activity against Charter Standards	Review and report activity against Charter Standards	Review and report activity against Charter Standards
<b>3d) Build on established participation in the Stonewall Workplace Equality Index</b>	Submit annual return evidencing our activity to support LGBT+ staff	Collect evidence of support for LGBT+ staff in Year 2	Collect evidence of support for LGBT+ staff in Year 3	Collect evidence of support for LGBT+ staff in Year 4
<b>Ambition 4:</b>				
<b>We have taken all the actions in our control to reduce equal pay gaps by sex, disability and ethnicity</b>				
<b>4a) Ensure that activities supporting the NHSGGC Equal Pay Statement highlight potential ways to reduce equal pay gaps</b>	Deliver Year 3 actions identified in the NHSGGC Equal Pay Statement 2017-2021 and audit Equal Pay data	Complete and review all actions in NHSGGC Equal Pay Statement 2017-2021 and publish Equal Pay data and publish next statement	Review progress with Equal Pay Statement 2021 – 2024 and take action to reduce identified gaps	Complete review of all actions in NHSGGC Equal Pay Statement 2021-2024, publish Equal Pay data
<b>Ambition 5:</b>				
<b>Staff from equality groups are fully engaged in contributing to the Workforce Equality Group</b>				
<b>5a) Engage with staff forums and networks to contribute to development of priorities of Board Workforce Equality Group</b>	Confirmation of annual action plans and key priorities for each forum and network	Annual review of action plans and key priorities for staff forums and network	Annual review of action plans and key priorities for staff forums and network	Annual review of action plans and key priorities for staff forums and network
<b>5b) Provide opportunities to engage the wider staff population in the development of the equalities agenda in NHSGGC</b>	Schedule an inaugural NHSGGC Equality Conference for staff	Year 2 activities will be developed from staff feedback through surveys, forums and networks	Year 3 activities will be developed from staff feedback through surveys, forums and networks	Year 4 activities will be developed from staff feedback through surveys, forums and networks

