

Equality Report 2015-16

Introduction

Ensuring equality for all: Working towards an NHS that is personal, fair and diverse
Equality is about making sure people are treated fairly and given fair chances. It's not about treating everyone the same way, but recognising that their needs are met in different ways.

The Governing Body is formally committed to the NHS Equality Delivery System (EDS), and has been kept updated on this work. A review of the CCG's Equality and Diversity Strategy will be undertaken early in 2016/17 to reflect the new requirements of the NHS Equality Delivery System (EDS 2). A number of steps have already been taken to ensure that the CCG fulfils its public sector equality duty:

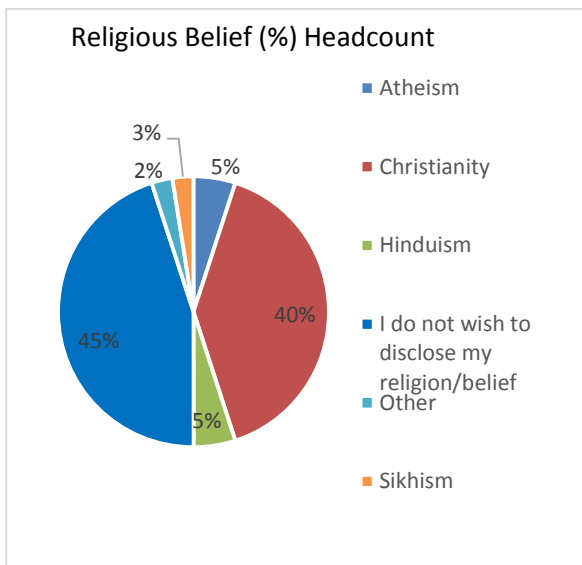
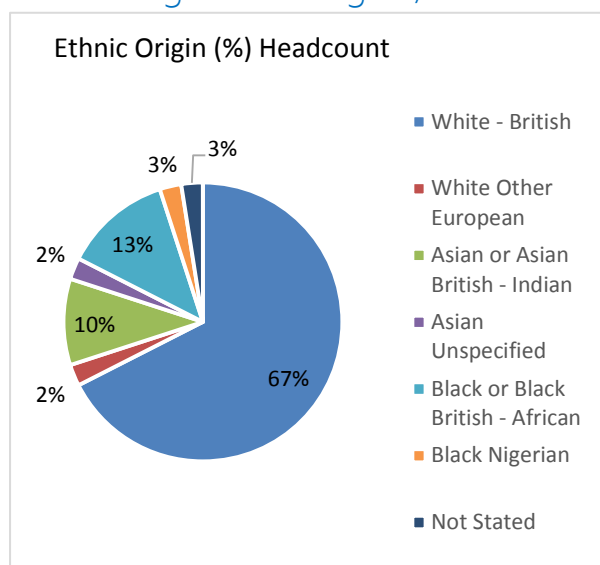
- Information about the composition of the CCG's workforce has been published on the dedicated equality and diversity section of the CCG website;
- Within the Equality and Diversity Strategy, the CCG has published its interim EDS goals;
- Equality and Diversity (including a refresh of the EDS goals) was discussed with the CCG's Commissioning Reference Group (CRG). The CRG, comprising representatives from all sections of the Thurrock community, will be a key vehicle for agreeing priorities with the community and assessing progress;
- Equality and Diversity Policy in place;
- Lay Member (Patient and Public Involvement) appointed as Board-level lead for Equality and Diversity;
- Equality impact assessments are undertaken on all CCG policies, QIPP plans and commissioning cases.

Staffing profile for Thurrock CCG

Please see below the indicative 'Equality Workforce Information' report as produced in January 2016 as part of the CCG disclosure as part of its public equality duty.

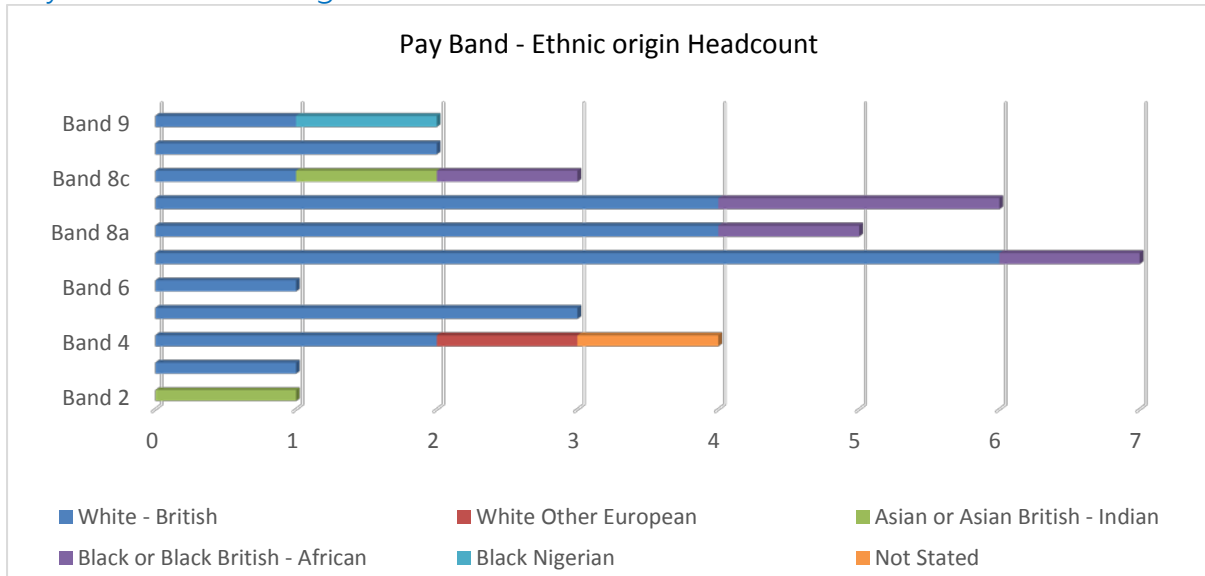
Other European													
Asian or Asian British - Indian	1							1					2
Black or Black British - African						1	1	2	1				5
Black Nigerian											1		1
Not Stated			1										1
Total	1	1	4	3	1	7	5	6	3	2	2	2	35

Ethnic Origin and Religion/Belief





Pay Band Ethnic Origin Headcount chart and table



Disability Marital, Age group, and Sexual Orientation

