

## Joint Equality Objectives 2020-2024 (Proposed for Consultation)

Rochdale Borough Council and  
NHS Heywood Middleton and Rochdale Clinical Commissioning Group

Our draft joint five overarching Equality Objectives 2020-24 have been themed with the acronym '**READI**':

- **Objective 1:** **R**educe inequalities and improve outcomes
- **Objective 2:** **E**MBED Equality and Inclusion in our way of working and meet our statutory and mandatory requirements
- **Objective 3:** **A**ctively consult, engage, involve and communicate with our communities
- **Objective 4:** **D**evelop inclusive and reflective leadership, workforce and culture
- **Objective 5:** **I**mprove access to information services and data collection and

### Objective 1

#### Reduce inequalities and improve outcomes

##### Why?

It's only by recognising the diversity of our populations and addressing why some groups experience poorer life chances than others, will we break the cycle of long-standing inequalities in areas of: employment, health and social care, education, early years, community justice, enterprise and skills. By continuing to focus on those in greatest need we will ensure that all people can access services and support what works for them.

**Aim 1:** We will focus on improving health and wellbeing in the Borough, especially for groups that experience poorer outcomes. Inequalities will be a key focus of our revised Corporate Plan and Locality Plan and we will continue to join up and improve health and social care services to provide high quality, integrated and accessible care.

**Aim 2:** We will continue to raise aspirations for all the boroughs young people and work with partners to ensure there are effective pathways into education, training and employment (including apprenticeships). We will continue to work with schools and partner organisations to close the attainment gaps for disadvantaged pupils and children with SEND (special educational needs and disability).

**Aim 3:** We will continue to work with wider public sector organisations and other partner organisations to raise the awareness and resilience of our communities and tackle hate crime, domestic abuse and sexual abuse. We will ensure services are accessible and meet the needs of our diverse communities.

## Objective 2

**E**MBED Equality and Inclusion in our way of working and meet our statutory and mandatory requirements

### Why?

Equality and Inclusion considerations are to be better embedded in our all our business, this requires an understanding of how they align with the ways of doing things. The primary instrument to do this is Equality Impact Assessments. All our business function need to have a better understanding of their equality and inclusion requirements. This will enable us to be consistently compliant with our statutory and mandatory requirements.

**Aim 1:** Improve the consistency of Equality Impact Assessments to inform decision making, policy development, commissioning and service delivery. We will develop Equality and Inclusion champions across both the Council's and CCG's directorates and function areas to ensure EIA's are embedded into everyday practice.

**Aim 2:** We will focus on our commissioning and procurement processes to ensure equality, inclusion and social value are golden threads. We will monitor our service providers to ensure they are compliant with contract and service level requirements around equality and inclusion standards.

**Aim 3:** We will annually publish our information reports about our workforce and progress against our equality objectives which are aligned with our statutory and mandatory requirements (Gender Pay Gap, NHS Workforce Race Equality Standard, NHS Equality Delivery System and Equality Framework for Local Government)

## Objective 3

**A**CTIVELY consult, engage, involve and communicate with our communities

### Why?

Without active, effective and meaningful consultation, engagement and maintaining dialogue with our communities, residents, patients and carers we are unable to commission and shape our services to make the best of our resources.

To meet our ambitions, we need to ensure the needs and voices of the most vulnerable and disadvantaged are heard.

**Aim 1:** We will continue to improve engagement and involvement with our diverse and vulnerable communities to co-design and co-produce our plans, commissioning, design, service delivery and provision.

**Aim 2:** We will continue to improve our consultation processes with our citizens across the variety of methods and forums e.g. surveys, events, citizen panels, focus groups and customer feedback ad ensure voices reflect our diverse communities.

**Aim 3:** We will work with partner organisations to celebrate and promote our diverse communities and localities. We will support and promote events and activities that celebrate, builds resilience and cohesiveness.

## Objective 4

### Develop inclusive and reflective leadership, workforce and culture

#### Why?

We need to continue to promote inclusion, fairness and accessibility in our leadership, members and workforce while raising our workforce diversity. A representative workforce will help us commission and deliver services that are accessible, appropriate and that help reduce inequalities. Despite progress over recent years and in a period of continued economic challenge, we still do not have a workforce that reflects the diversity in the borough particularly at senior levels. We also need a better understanding of the 'lived experiences' of some staff from underrepresented groups in morale and opportunity.

**Aim 1:** We will work and learn from others locally, regionally and nationally to improve our approaches to addressing inequality in the workplace. We will work towards our meeting our equality workforce standards: Disability Confident, Greater Manchester Race Equality Indicators, Gender Pay Gap, workforce outcomes in the NHS Equality Delivery System and Equality Framework for Local Government and LGBT Advocate Programme.

**Aim 2:** We will focus on the recruitment pathway both external and internal and use evidence-based approaches to improve representation at all levels of the organisation from underserved communities and groups.

**Aim 3:** We will improve our understanding of the lived experiences of some staff from underrepresented groups by using organisational development approaches including staff surveys, engagement and staff groups.

## Objective 5

### Improve access to information services and data collection and usage

#### Why?

As a council and a CCG, we aim to commission and provide high quality, accessible and equitable services that meet the needs of all our residents. We need to continue to improve our knowledge of our residents and patient experience through better understanding of the population needs. We need to reduce waste or inappropriate provision, reducing poor up-take by impacting on the wider determinates of health for complex areas such as mental health.

**Aim 1:** We will continue to improve our Joint Strategic Needs Assessment ensuring it identifies the needs of people with protected characteristics and vulnerable groups and related public health data.

**Aim 2:** We will increase the availability of equity audits to effectively deliver improvements in service access experience and outcome for people with protected characteristics and vulnerable groups.

**Aim 3:** We will continue to work with our partners, including the enablement of the third sector to improve efficiency and targeting of services, to ensure value for money and meeting the needs of our residents.