

## **Our Equality Objectives**

The Equality Act 2010 outlines specific duties on certain public bodies (of which NHS Gateshead Clinical Commissioning Group (CCG) is one) to meet the Public Sector Equality Duty more effectively. These specific duties are to:

- <sup>35</sup>/<sub>17</sub> Publish information to demonstrate their compliance with the Equality Duty at least annually
- <sup>35</sup>/<sub>17</sub> Set equality objectives at least every four years

NHS Gateshead CCG has developed its equality objectives as listed below:

1. Ensure that hard to reach groups are engaged in any changes across services through appropriate consultation and engagement and that services are commissioned, designed and procured whilst taking into account these groups.
2. That NHS Gateshead CCG uses a wide range of information to assure and improve the safety of patients and this is regularly reported and discussed.
3. That NHS Gateshead CCG has sufficient organisational data to demonstrate that staff from all protected groups are paid equally and in line with pay levels for the organisation as a whole and that appropriate training has been given on equality and diversity matters.
4. That the Governing Body receives adequate assurance around equality and diversity including the equality objectives, strategy and progress towards achievement.

We looked at lots of information to identify what our objectives needed to be, including monitoring data on service access, patient experience and engagement with local interest groups. We then gathered this information and shared it with our partners and members of the public. We then asked how they rated us on our services and if they agreed with our equality gradings. By working with our partners and members of the public, we could listen to feedback and this helped form our equality objectives.

These are the proposed equality objectives which will be formally signed off by the CCG's Governing Body on 26 November 2013.

We will show how we have made progress against these equality objectives annually in our Annual Equality and Diversity publication which will be published on this website.