

## WEST DUNBARTONSHIRE COUNCIL

### Report by the Director of the Community Health and Care Partnership

Community Health and Care Partnership Committee: 06<sup>th</sup> April 2011

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**Subject: The Equality Act 2010**

#### **1. Purpose**

- 1.1** The purpose of this report is to highlight the CHCP's overall approach towards tackling inequalities and discrimination in West Dunbartonshire within the context of the Equality Act 2010.

#### **2. Background**

- 2.1** Previous equality legislation required public sector bodies to have Race, Disability and Gender Equality Schemes. The Equality Act 2010 replaces the existing antidiscrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways to help tackle discrimination and inequality. The attached guide provides a summary for public sector organisations in relation to what those aspects of the Act coming into force in October 2010 mean for them.
- 2.2** As of 2009, both West Dunbartonshire Council (WDC) and NHS Greater Glasgow and Clyde (NHSGGC) have each had a single Equality Scheme.
- 2.3** The WDC Equality Scheme 2009-12 sets out how and when the Council will meet its objectives in relation to the promotion of equal opportunities across the following protected characteristics: disability; gender reassignment; race (this includes ethnic or national origins, colour and nationality); religion or belief; sex; sexual orientation; marriage and civil partnership; and pregnancy and maternity. Similarly the NHSGGC Equality Scheme 2010-13 specifies the commitment of NHS Greater Glasgow and Clyde to meet its General and Specific Public Duties under the, Act as well as addressing socio-economic disadvantage because of the adverse consequences it has on people's health (as reinforced for the CHCP within its Scheme of Establishment).

#### **3. Main Issues**

- 3.1** As an integrated CHCP the actions and themes in respect of equalities across the Council and NHS related to the CHCP have been combined from actions assigned to CHCPs in the Equality Scheme of NHS GGC 2010-13 and relevant actions assigned through the WDC Equality Scheme 2009-12.

### 3.2 The broad themes for action are:

- Collecting and processing data to support equalities objectives.
- Engagement with and participation by people in equalities groups.
- Equality impact assessment and risk assessment.
- Communication and language support.
- Training and development of staff.
- Tackling physical and attitudinal barriers.
- Tackling harassment, discrimination and victimisation.
- Supporting financial inclusion and employability.

3.3 Equalities legislation requires that new or significantly changing policies or services and financial decisions should be subject to an assessment of their impact on the wellbeing of certain groups of people. The CHCP is committed to strengthening an inequalities sensitive approach across all its operational service plans; and also continuing to develop those services that by definition by a particular focus on equalities concerns (e.g. Violence Against Women). The means of realising this objective is threaded throughout the CHCP Strategic Plan 2011/12 (which is being presented separately to Committee for approval), and continues to be supported by:

- The NHSGGC Equality Scheme 2010-13 and the WDC Equality Scheme 2009-12 (and their associated local policies and plans).
- The WDC and NHSGGC Annual Equality Reports.
- The new Equality Impact Assessment (EIA) guidance and impact screening documents.
- The on-going development of competencies and skills on inequalities in the Continuous Professional Development of staff.
- The on-going development of effective and representative arrangements for community engagement (recommendations for which are being separately presented to the Committee for approval).
- The CHCP's working relationships with other providers and contractors; and its active involvement in key partnerships (notably the local Community Planning Partnership).

## 4. People Implications

4.1 Ensuring that the CHCP effectively addresses the issues above requires - and will be enabled by - on-going awareness raising, training and organisational development activities (as supported by both NHSGGC and WDC).

## 5. Financial Implications

5.1 There are no specific financial issues raised by this report.

## 6. Risk Analysis

6.1 No formal risk analysis has been carried out.

## 7. Equalities, Health & Human Rights Impact Assessment (EIA)

7.1 An impact assessment of both parent organisations' Single Equalities Schemes have already been carried out - there are no additional local equality needs in initial screening.

## 8. Conclusions and Recommendations

8.1 The CHCP Committee is asked to note this report; and commend the on-going commitment of CHCP staff to addressing the issues highlighted within.

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Date: 18<sup>th</sup> March 2011

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**Appendices:** Equality Act 2010: What do I need to know  
A summary guide for public sector organisations.

**Background Papers:** West Dunbartonshire CHCP Scheme of Establishment:  
<http://www.wdchcp.org.uk/home/who-we-are/scheme-of-establishment/>  
WDC Equality Scheme 2009-12  
<http://www.wdcweb.info/EasySiteWeb/GatewayLink.aspx?allId=57424>  
NHSGGC Equality Scheme 2010-13  
[http://library.nhsggc.org.uk/mediaAssets/Recruitment/EqualityScheme\\_Access\\_Web.pdf](http://library.nhsggc.org.uk/mediaAssets/Recruitment/EqualityScheme_Access_Web.pdf)  
Interim advice on the Equality Act Scottish Specific Duties  
<http://www.equalityhumanrights.com/scotland/scottish-news/interim-advice-on-the-equality-act-scottish-specific-duties/>  
West Dunbartonshire CHCP Strategic Plan 2011/12

**Wards Affected:** All council wards