

## Equality, Diversity and Inclusivity Statement

### Introduction

Equality, diversity and inclusivity is at the heart of the NHS GJ and NES, the parent Boards, and in turn the NHSSA, with values-based recruitment used for all appointments to ensure the full team is open and inclusive.

NHSSA actively seeks to ensure that the faculty we develop/appoint for all our programmes is diverse, reflecting the population that we serve, with a mix of protected characteristics included. We will seek to increase representation from under-represented groups and will ensure best practice for accessibility and inclusion is core to the design of all our products and programmes. Where consent is given, we will collect, store and monitor data on protected characteristics and differential attainment, and will use this within our quality enhancement and improvement processes.

### Statutory Equality Outcomes

NHSSA will contribute to the parent Boards achieving their published statutory Equality Outcomes. Equality Outcomes are specific outcomes the Board seeks to deliver and NHSSA will consider these within its planning cycle and when developing the project plan for each workstream.

### Reporting through Board structures

Within NES, equality and diversity outcomes specific to a particular Standing Committees remit are scrutinised by that committee with the whole report governance by the full Board. The NHSSA Associate Director will liaise with the NES Equality and Diversity Principal Lead, to ensure good communication and awareness of workstreams delivered through NHSSA make an appropriate contribution to the overall NES Board outcomes. Aspects that may be of particular relevance to date are for example youth employment, refugee health workers, digital capability, digital inclusion and accessibility, and differential attainment.

Within NHS GJ, the NHSSA Associate Director will liaise with the Service Design and Equalities Lead to support the delivery of Equality Outcomes and to ensure that NHSSA completes the NHSGJ EQIA template for all relevant workstreams. A representative from NHSSA will also attend bi-monthly Diversity and Inclusion Group meetings to report on and capture elements relating to EDI and associated outcomes/deliverables.

### Procurement duty

All NHSSA procurement is managed through one of the parent Boards. Usually, NES will procure digital products and services, and manage sessional employment, and NHSGJ will procure kit and maintenance contracts, but this will be decided and agreed between the procurement teams on a project by project basis. Both Boards have mainstreamed the equality duty into their procurement processes.

### Equality Impact Assessment (EQIA)

NHSSA notes NES is seeking to ensure a systematic approach to using EQIA to inform the development of new workstreams in 2021-25, and we will complete the documentation and report these through the NES Education and Quality Committee as appropriate.

NHSSA notes NHSGJ requires an EQIA template to be completed for new workstreams and a proportionate approach will require these to be completed programme level rather than project level, except in projects where there is significant engagement with patients.

### Employment

NHSSA is not an employer, and all Boards or Care providers employing NHSSA staff (core or sessional) are working to the Fairer Scotland framework and/or the Public Sector Equality Duty. NHSSA staff will also be encouraged to join and participate in diversity networks (Ethnic Minority / LGBT+ / Ability / Spiritual Care) within their host Board to further mainstream equalities and foster a culture of dignity, fairness, and respect.

Approved by the NHSSA Joint Strategic Board 22 February 2022. Date of next review: 21 February 2025.