

People & Organisational Development Committee

Subject	Report from the Equality and Diversity Manager on Equality Duty Assurance Report (EDAR)
Date of Meeting	Tuesday 22 nd January 2019
Author(s)	Sophie Hunter, Equality & Diversity Manager
Presented by	Sophie Hunter, Equality & Diversity Manager
Annual Plan Objective No.	N/A
Summary	The purpose of this paper is to provide a briefing in regard to the annual COCH Equality Duty Assurance Report (EDAR). This work stream is reported into the People & Organisational Development Committee.
Recommendation(s)	The Board is asked to note the report and support any recommendations that may emerge from the People & Organisational Development Committee.
Risk Score	N/A
<p>FOIA Status: <i>FOIA exemptions must be applied to specific information within documents, rather than documents as a whole. Only if the redaction renders the rest of the document non-sensical should the document itself be redacted.</i></p> <p>Applicable Exemptions:</p> <ul style="list-style-type: none"> ▪ Prejudice to effective conduct of public affairs ▪ Personal Information ▪ Info provided in confidence ▪ Commercial interests 	<p>Please tick the appropriate box below:</p> <p>X</p> <p>A. This document is for full publication X</p> <p>B. This document includes FOIA exempt information</p> <p>C. This whole document is exempt under the FOIA</p> <p>IMPORTANT:</p> <p>If you have chosen B. above, highlight the information that is to be redacted within the document, for subsequent removal.</p> <p>Confirm to the Trust Secretary, which applicable exemption(s) apply to the whole document or highlighted sections.</p>

People & Organisational Development Committee Report
Equality Duty Assurance Report (EDAR)

1.0 Introduction

The purpose of this paper is to provide the Equality Duty Assurance Report (EDAR) 2019 for publication in compliance with the trust Public Sector Equality Duty (PSED) under Equality Act 2010.

2.0 Background

The purpose of this report is to demonstrate how the Trust is actively working to reduce health inequalities by promoting equality and working to eliminate discrimination, whilst maintaining a commitment to respect human rights. Included in this are legal compliance, outreach initiatives and inclusion practice relating to both staff and patients planned for the next 12 months.

COCH is not only aiming to ensure that it is meeting the legal duties to promote equality and challenge unlawful discrimination, but to also ensure that consideration of equality and human rights issues is incorporated into day-to-day practice across the organisation. Intended outcomes will be equal access to services for all groups and reduced health inequalities and improved health outcomes for patients. Safeguarding employees across the protected characteristics and a commitment to advance equality of opportunity across the organisation are also key components of all work undertaken, and highlighted in EDAR.

3.0 Recommendations for on-going and future actions

It is recommended that Board remains aware, up to date and engaged with all E&D work undertaken at the trust

4.0 Conclusion

The Board is asked to receive and approve this report for publication.

Prepared by:
Sophie Hunter, Equality & Diversity Manager
January 2019