



Primary Care Manchester

Reports
Equality Report 2015-16

Document Control

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1 INTRODUCTION

This represents the first full year of operation for Primary Care Manchester since it was incorporated in November 2014. We are still very much in our infancy in embedding our equality and diversity strategy. We have a diverse workforce, despite its small size.

As required by the Equality Act 2010, this report shares information about the equality impact of our employment practices and activities. The report has provided the benchmark from which to set our equality objectives and action plan for the next four years. Future reports will update on our progress against these objectives.

The Public Sector Specific Equality Duties require us to publish information that demonstrates compliance with the general equality duties on an annual basis. The duties contain both general and specific duties which include the three aims that we have due regard to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

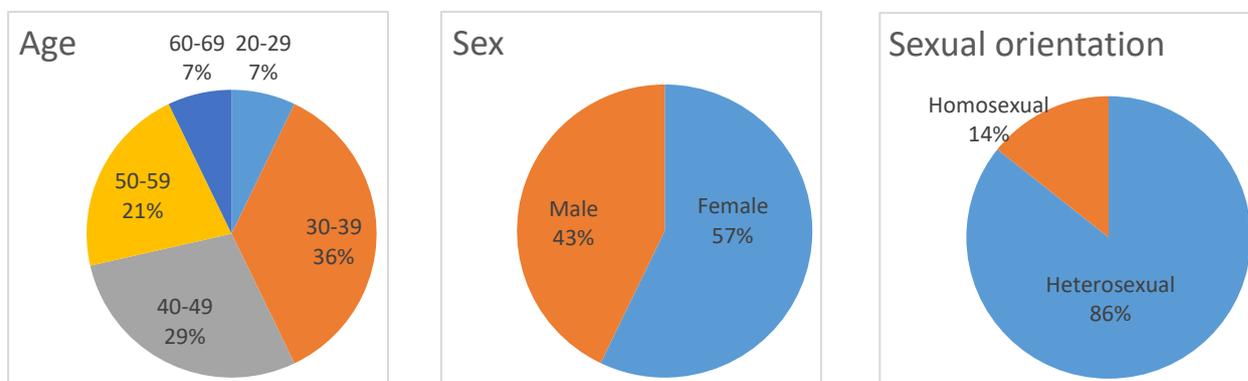
Protected characteristics covered by the equality duty are:

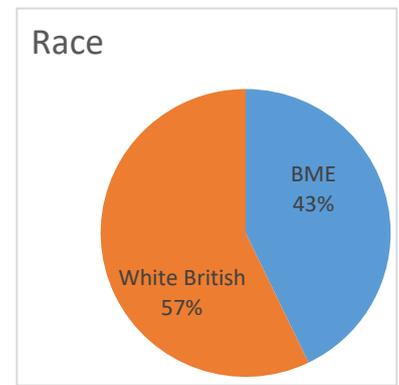
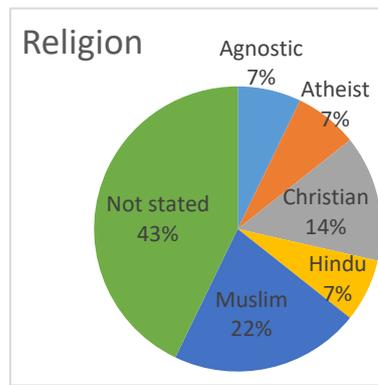
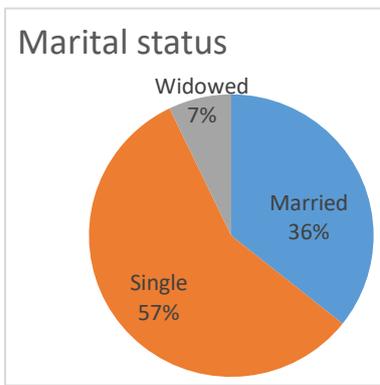
- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (embracing ethnic or national origins, colour and nationality);
- religion or belief;
- sex;
- sexual orientation.

2 WORKFORCE

2.1 Profile of the workforce

Primary Care Manchester workforce totalled a maximum of 14 people during the year. Equality data relating to this maximum number is presented in the following charts.





None of the workforce declared a disability, gender reassignment or pregnancy.

2.2 Recruitment

We undertook one recruitment process during the year, to appoint a number of reception staff. The post was advertised on our behalf using NHS Jobs. Whilst this system does collect equality monitoring data, unfortunately we do not now have access to this account in order to present the data relating to the post. We have now secured an NHS Jobs account for Primary Care Manchester which will allow us to provide equality monitoring data for future recruitment.

In addition we appointed to the post of Interim Operations Manager. There was no recruitment process for this post. In the interest of maintaining confidentiality, data for this post is not reported here but is included in the workforce data above.

2.3 Employee related objectives

To foster an accessible and inclusive working environment for all our staff.

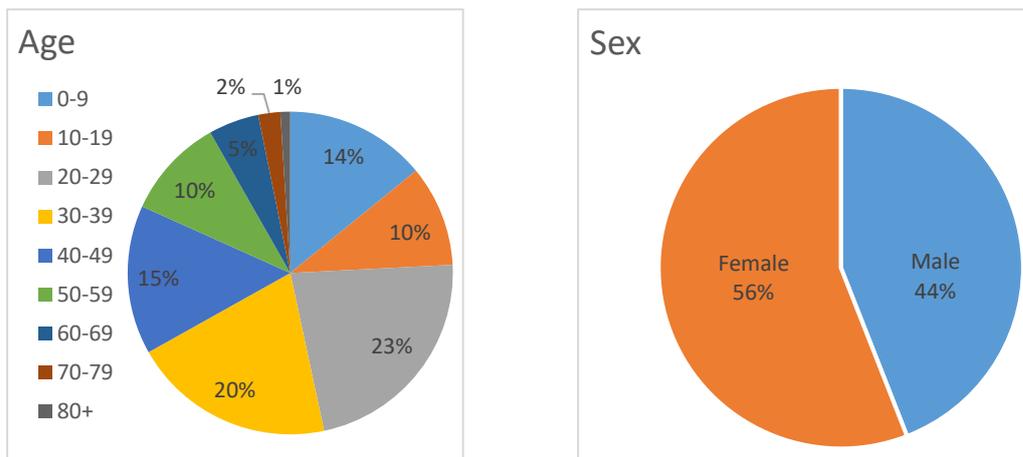
- We will review our Equality Policy to ensure it serves its purpose.
- We will undertake monitoring of our existing staff, recruitment processes and include this information in future annual reports.

Ensure that business improvements and organisational changes are implemented fairly.

- We will ensure that any changes to our structure or ways of working are implemented fairly, with any potential detrimental impacts on staff who share particular protected characteristics identified and mitigated where possible.
- Equality considerations will be integral to any decisions we take on how we design and implement changes to our structure, how we allocate resources to our work and how we embed new ways of working.
- We will also continue to put in place training and support to ensure that managers have the right skills and capabilities to support our diverse workforce during change.

3 SERVICE USERS

3.1 Profile of service users



Unfortunately we do not have data available relating to other protected characteristics.

3.2 Service user related objectives

Ensure our services are accessible and patient's experiences and outcomes are positive.

- We will ensure our website meets accessibility standards.
- We will work with our service providers to ensure that their staff have received equality and diversity training.
- Survey patients on their experience of our services, including collection of equality monitoring data.

Improve the collection and recording on equality monitoring data for service users

- We will investigate how we can report on data held by our member practices for equality monitoring purposes.