

Equality and Diversity Services

The Equality Act 2010 provides strong protections to ensure equality becomes embedded into the workplace and wider society.

Authorised public bodies have specific proactive responsibilities to ensure proper consideration to equality is taken in all activities including decisions relating to services and employment practices.

Our dedicated Equality and Diversity team are committed to ensuring people are treated equally and fairly - at work, during care and out in communities. We can provide the expert advice and support you need to implement equality and support inclusive cultures in line with legislation.



Philip Humphreys
Senior Corporate Manager



Mojisola Green
Senior EIHR Manager



Kamljit Obhi
Senior EIHR Manager



Jamila Dehansey
EIHR Manager



Satvinder Buttar
EIHR Manager



Ali Abdoul
EIHR Project Manager



Our Equality and Diversity Services

Our portfolio of services enable you to fulfil your Public Sector Equality Duty (PSED) and our flexible approach enables support to be shaped according to your individual needs.

To ensure best value for our clients, our at-scale services are primarily delivered remotely with the option of face to face interactions when required.



**Assessment and
refresh of E&D
documentation**



**WRES template
and plan**



**Place based
Population
Summary**



Equality strategy



**Health inequality
strategy**



**Equality group
development**



**Equality analysis
support**



**Workshops and
training**



**PSEF monitoring
and advice**



Workforce report



**Procurement
support**



**Provider
compliance
monitoring**



Assessment and Refresh of E&D Documentation

This initial piece of work enables our experts to ensure your web pages are fully compliant with all statutory requirements.

The assessment and refresh of your E&D documentation will include:

- Audit web pages and develop action plan to address gaps
- Develop a baseline analysis of where further work is needed.



WRES Template and Plan

Since 2015, all NHS organisations have been required to demonstrate how they are addressing race equality issues through the Workforce Race Equality Standard (WRES). Our support includes:

- Working with HR to collect data:
 - Support and advice on data collection issues from data analyst
 - Project management support collecting WRES data
- Processing data and completing WRES template
- Providing redacted and unredacted versions of the template for submission to NHS England
- Working with Corporate Governance leads to develop an action plan
- Intelligence gathering - based on cumulative data and outcomes from your current plan
- Engagement with HR and corporate governance to deliver a draft plan
- Providing content for appropriate staff engagement and communications.



Place based Population Summary

Develop place-based population summaries that give an overview of local population and published health Inequalities.



Equality Strategy

Develop and update the CCG's Equality Strategy in line with 2020 guidance.



Health Inequality Strategy

We enable you to develop a strategy that sets the direction of travel and intention for the local health economy. This is designed to dovetail with your overarching equality strategy



Equality Group Development

We support organisations to develop a group of staff that will act as a steering group and route to developing staff networks. This can be used for engagement and developing ownership of the EIHR agenda.





Equality analysis support

We act as critical friend providing advice to commissioning managers on completing/reviewing equality analysis on key projects through the year.

We also provide regular monthly support via an in-house 'surgery' (as appropriate). This is based on a day a month of support with an additional three days contingency for more significant projects.

Further capacity can also be accessed on a day rate basis.



Workshops and Training

We deliver specialist E&D workshops including:

- Equality analysis workshops for commissioning managers training. A total of three sessions - covering 15-20 people, lasting 90-120 minutes.
- Governing Body development workshop (30 minutes / 60 minutes).

We also provide training packages to meet your organisational needs in the following areas:

- Disability Awareness
- Cultural Awareness
- Mandatory Equality and Diversity training for NHS staff
- Unconscious Bias
- Gender Identity awareness.

Other specific needs related to Equality, Human Rights or Health Inequality can be arranged on request.





PSEF Monitoring and Advice

Our experts work with your organisation to develop up to date equality objectives and deliver an action plan with named leads.

We can provide quarterly assurance report for equality objective action plan (to include WRES action plan), follow up with responsible officers to ensure action plans progressed and assist in the development of remedial actions where necessary.



Workforce Report

We work with your HR team to collect data to support and advice on data collection and data analysis.

Our Project Management support will ensure data is collected and that a draft workforce report is delivered that meets statutory requirements.



Procurement Support

We provide support for the fair evaluation of tenders as well as bespoke consultancy on resolving equality related procurement issues.



Provider Compliance Monitoring

We establish a process for reviewing EIHR compliance of providers. This involves a proactive review of major NHS providers twice a year, use of self assessment templates for other providers to ensure assurance is given annually and support to resolve issues that arise.



Why Arden & GEM?

We seamlessly combine our experience and expertise to deliver integrated solutions that help our clients to address their most pressing challenges.

PROVEN TRACK RECORD: We have a proven track record in the successful transformation of health systems, our multi award-winning work in this area delivers proven experience and best practice.

CUTTING EDGE: Our work with exemplars, vanguards and unique network of partners ensures we are at the cutting edge of innovative healthcare solutions that improve outcomes and enable the delivery of better integrated care.

COLLABORATIVE WORKING: Our strong background and passion for collaborative working across the social care, voluntary, community and health sectors ideally positions us to deliver integrated models of care.

SKILLS BASE: Our scale and diverse skills base enables us to build the multidisciplinary teams required to successfully navigate each stage of the change process.



Get in touch with us at:

 www.ardengemcsu.nhs.uk

 @ardengem

 contact.ardengem@nhs.net