

6.

Enabling Programmes	X
WSC000 - Whole system commissioning and new payments models	<input type="checkbox"/>
CE000 - Communications and Engagement	<input type="checkbox"/>
TE000 - Better use of Technology and IT	<input type="checkbox"/>
ES000 - Estates	<input type="checkbox"/>
WF000 - Workforce	<input checked="" type="checkbox"/>
MM000 - Medicines Management	<input type="checkbox"/>
QU000 - Quality	<input type="checkbox"/>
Promote good governance and proper stewardship of public resources in pursuance of CCG goals and in meeting its statutory duties	<input type="checkbox"/>

7.

	CCG Values Underpinned in this paper	X
1	Integrity	<input checked="" type="checkbox"/>
2	Transparency	<input checked="" type="checkbox"/>
3	Collaboration	<input checked="" type="checkbox"/>
4	Focus	<input checked="" type="checkbox"/>
5	Action	<input checked="" type="checkbox"/>
6	Energy	<input checked="" type="checkbox"/>
7	Courage	<input checked="" type="checkbox"/>

8. Does this paper provide evidence of assurance against the Governing Body Assurance Framework? Click [here](#) for link

	X
YES	<input type="checkbox"/>
NO	<input checked="" type="checkbox"/>

If you answered yes above, please indicate which principle risk and outline

Principle Risk No	Principle Risk Outline
Principal Risk No:	
Principal Risk No:	

9. Does this paper mitigate risk included in the CCGs Risk Registers? If Yes, please outline. Click [here](#) for link

	Ref: Risk No	Outline
Yes		
No	None	

10. Executive Summary

Hambleton Richmondshire and Whitby Clinical Commissioning Group (hereafter referred to as 'the CCG') is committed to providing equality of opportunity for all employees. This policy is underpinned by the CCG Visions and Values. The CCG is dedicated to employment practices, policies and procedures which ensure that no employee, or potential employee, receives less favourable treatment on the grounds of gender, race, colour, ethnic or national origin, sexual orientation, marital status, religion or belief, age, trade union affiliation, disability, offending background, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or any other personal characteristic. Diversity will be viewed positively and, in recognising that everyone is different, the unique contribution that each individual's experience, knowledge and skills can make is valued equally.

The promotion of equality and diversity will be actively pursued through policies and procedures which will ensure that employees receive fair, equitable and consistent treatment and make certain that employees, and potential employees, are not subject to discrimination.

11. Any statutory / regulatory / legal / NHS Constitution Implications

The policy will support the delivery of the CCG's obligations under the Equality Act 2010.

12. Equality Impact Assessment Click [here](#) for link

As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share Protected Characteristics and no further actions are recommended at this stage.

13. Implications / Actions for Public and Patient Engagement

None.

14. Recommendations / Action required

Quality and Safety Committee review 24/10/18.
The Governing Body is asked to approve the report 24/01/19.

15. Monitoring

The policy will be reviewed in 2022.

For further information please contact: Richard Kirby