

## The Role of Scrutiny in Meeting the Public Sector Equality Duty

The Overview and Scrutiny Committee and each of the scrutiny panels have a vital role to play in ensuring that the Council meets all the statutory duties under the Public Sector Equality Duty of the Equality Act 2010, particularly in ensuring that the authority has due regard to the needs of diverse groups when designing, evaluating and delivering services in order to –

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
- advance equality of opportunity between persons who share a protected characteristic and persons who do not share a protected characteristic, and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

In order to do this, the Overview and Scrutiny Committee will scrutinise the Council's Equality and Diversity Annual Report each year to monitor the organisation's performance. The Committee will be flexible enough to pick up on issues of inequality, wherever they arise in the Council work programme, or to delegate to individual panels for investigation. It also has a key role to play in providing a 'critical friend' challenge to the Council's strategic equality objectives and scrutinising performance in delivering those objectives.

In addition, as part of their normal work programme, each panel will (where relevant and proportionate) -

- request information about the equality impact assessments/analyses that have been undertaken whenever discussing proposals for new policies or future plans, or for current services, to inform their comments on those proposals or services
- examine these assessments/analyses of impact in detail to check if they are robust and have been developed based on strong evidence and appropriate engagement
- question and consider whether appropriate people have been involved and engaged in developing equality objectives and plans, and when assessing the impact of policies and proposals.
- when award criteria and contracts are determined, consider whether or not specific equality stipulations are required. Scrutiny may wish to examine these processes to ensure they are robust.
- investigate the accessibility of equality and other published documents, asking questions such as –
  - what is done to promote these documents?
  - what languages or formats is the information available in?
  - which documents are most regularly required?
  - how aware are the public of the authority's equality plans and performance?

Please note that the above programme maybe subject to change during the course of the year.

## HEALTH SCRUTINY PANEL: WORK PROGRAMME 2019/2020 DRAFT

Work Programme	Tuesday 11 <sup>th</sup> June 2019 (planning session)	Wednesday 10 <sup>th</sup> September 2019	Thursday 23 <sup>rd</sup> January 2020	Wednesday 25 <sup>th</sup> March 2020
<b>Deadline for sending papers to Scrutiny Team</b>	n/a	30 <sup>th</sup> August	10 <sup>th</sup> January	13 <sup>th</sup> March
<b>Annual Items</b>				
Agree Annual Work Programme 2019/20	Agree			
NHS Trust Quality Accounts B&CF(RF), NMUH, BEHMHT, (in liaison with NCL JHOSC)				If available
<b>Monitoring Items</b>				
Chase Farm Hospital:  Feasibility Study Urgent Care Centre Phlebotomy Services		Presentations/briefings		
North Middlesex Hospital:  CQC Inspection and Action Plan A&E Performance				Presentations/briefings
Continuing Healthcare – Enfield CCG  GPs and Primary Care Networks - Enfield CCG  Immunisation Services – NHS England			Presentations/briefings	

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