

### Our Vision

Create a Community where local people and local Clinicians continue to work together to improve healthcare quality and outcomes  
Ensure that the objectives of the Clinical Commissioning Groups continue to focus on equality in everything we do

### Our Aim

- To integrate inclusion and equality considerations into everything we do by becoming an inclusive Organisation and one that listens and responds to the people (Staff, Patients, Stakeholders and Partners) we serve by meeting their diverse needs and successfully addresses local health inequalities
- To deliver on statutory and legal obligations aligning this with our work on Quality, addressing health inequalities by focusing on improving Organisational Performance and reducing health inequalities between people of different protected characteristics

We will 'Integrate, Develop and Understand' to achieve this through our refreshed Equality Objectives

- Equality Objective 1: Continue to integrate inclusion and equality conditions into the decisions we make
- Equality Objective 2: Continue to develop as an inclusive employer to ensure staff are aware of and supported to meet the evolving needs of the organisation and local communities
- Equality Objective 3: Continue to focus on understanding gaps in health outcomes for the diverse local communities and working to reduce inequality

Why are we doing this?

- We want to create an inclusive and supportive environment for the People we serve that delivers the ambitions of the Behaviours and Values Framework: Compassionate – Effective – Safe – Supportive

We will achieve and demonstrate our progress through developed programs of work and action Plans which:

- Eliminate Discrimination
- Advance Equality of Opportunity
- Foster Good Relations

And delivers:

- Better Health outcomes for all
- Improved Patient Access and experience
- A representative and supportive workforce
- Inclusive Leadership

