National Institute for Health and Care Excellence

Annual Equality Report 2020-2021

This report highlights the new equality objectives for 2020-2024 and covers the reporting period between April 2020 to March 2021. It covers equality issues across all directorates at NICE that relate to the guidance we produce and our workforce.

NICE is committed to ensuring that equality, diversity, and inclusion (EDI) is central to everything that we do. This includes staff working within the organisation, independent members of our advisory committees, and those impacted by the use of our guidance and advice. We know that by being inclusive, our guidance products will better reflect society as a whole and support an improvement in patient outcomes.

As a public sector organisation, NICE is subject to the legal obligations placed upon it by the Equality Act 2010. The public sector equality duty requires us to:

* Publish an annual report containing statistical analysis of staff and job applicants.
* Review and publish a set of specific and measurable equality objectives every four years, from April 2012.

We faced incredible challenges during 2020/21 due to the ongoing COVID-19 pandemic. However, the resilience of our workforce and our commitment to equality, diversity and inclusion has enabled us to agree new equality objectives and commit to their delivery. As a result of the ongoing pandemic, the new equalities objectives for 2020/21 - 2023/24 were delayed and could not be agreed until November 2020. Therefore, this annual equality report presents the data for the past 12 months and reflects the progress we have made in the first 3 months of the new objectives from 1st January to 31st March 2021. Although this report provides an update against the new objectives, it is important to note that the work to deliver these new equality objectives is underway but will not be fully reflected in the data presented.

The report also contains a summary of 2020/21 data for the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standards (WDES).

The Board is asked to:

1. receive and approve the report for publication.
2. to note:

* that NICE’s 2020-2024 equality objectives were agreed in November 2020 and came into effect on 1 January 2021.
* the progress against and the approach for the delivery of the 2020-2024 equalities.
* that additional background information about NICE’s statutory role and the legal obligations it is subject to may be added to the final publication of the annual equality report on NICE’s public website, to support the general public’s understanding of its contents.

Jennifer Howells, Director, Finance Strategy and Transformation

Nicole Gee, Interim Chief People Officer

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