

ANNEX 1

December

2015

Equality Strategy
Implementation Plan
Performance Report, 2015

This document sets out NHS Vale of York Clinical Commissioning Group's performance against its Equality Strategy.

Table of Contents

1. Introduction	3
2. Equality Objectives.....	4
3. Performance against objectives	5
Objective 1: To provide accessible and appropriate information to meet a wide range of communication styles and needs	5
Objective 2: To improve the reporting and use of equality data to inform equality analyses	6
Objective 3: To strengthen stakeholder engagement and partnership working	7
Objective 4: To be a great employer with a diverse, engaged and well supported workforce	8
Objective 5: Ensure our leadership is inclusive and effective at promoting equality	9
4. Recommendations	Error! Bookmark not defined.
5. Conclusion	10

1. Introduction

1.1 In November 2013, NHS Vale of York CCG's Governing Body signed off a consultation draft of its first Equality, Diversity and Human Rights Strategy. This work was the result of a review of the CCG's current and legacy arrangements for integrating and managing equality, and a wide ranging consultation with staff, Governing Body members, and stakeholders, such as the local authorities, provider organisations and the local HealthWatch, amongst others.

1.2 The strategy went out for consultation from November 2013 – January 2014. Feedback from the public, community groups and partners was incorporated into the strategy. The strategy was subsequently updated in November 2015 to take into account recent changes in practice. An online version, together with its supporting documents, can be found here:

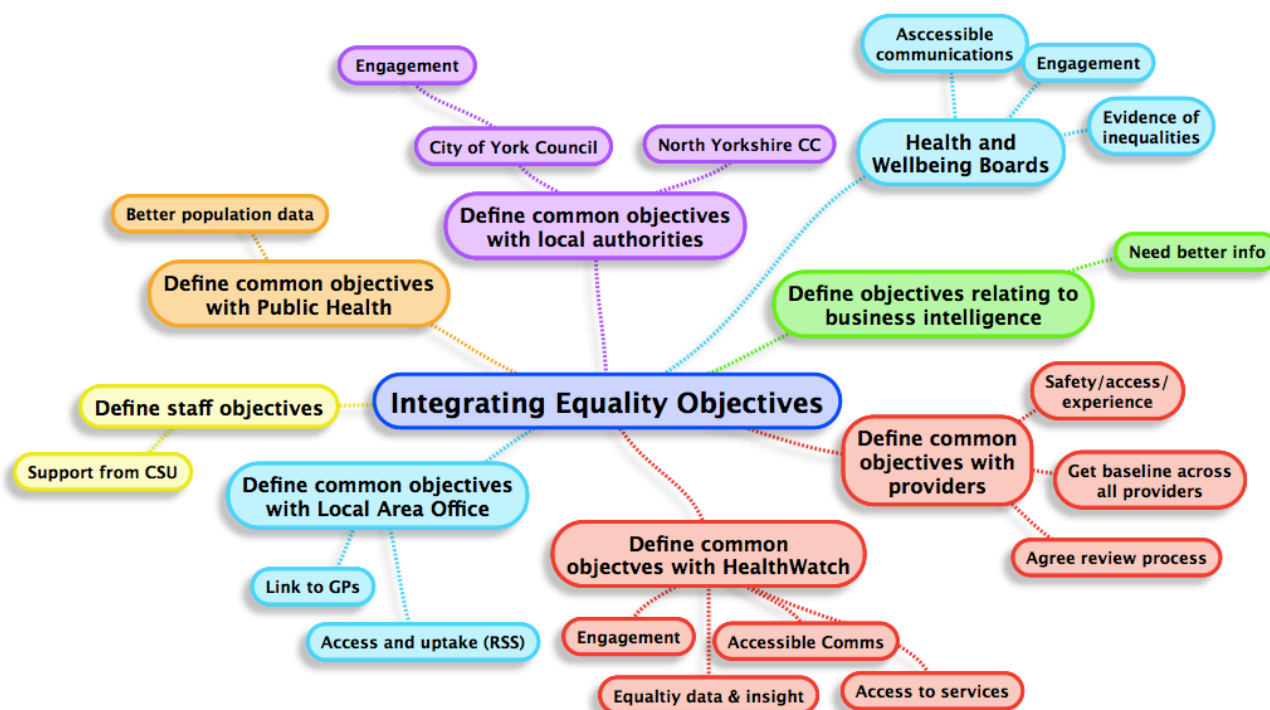
<http://www.valeofyorkccg.nhs.uk/about-us/equality/>.

1.3 Other outcomes from this work were an Equality Delivery System (EDS) Assessment, the findings of which informed the equality objectives agreed by the CCG. In addition, the Equality Analysis Tool was further developed to meet the particular needs of commissioners, particularly the Innovation & Improvement Team. Further information on these can also be found on the link above.

1.4 This report will highlight achievements and progress made in meeting the CCG's equality objectives during the past year (2015). It will also highlight areas for development and provide recommendations for further progress to be made against the action plan for 2016 and beyond.

2. Equality Objectives

2.1 The equality objectives set were the result of internal and external assessment, with the intention that joint objectives would be defined with local authorities, provider organisations and other stakeholders, and that wherever possible, there would be collaboration to achieve these objectives. A vision for this is shown in the figure below:



2.2 The CCG's equality objectives are:

1. To provide accessible and appropriate information to meet a wide range of communication styles and needs
2. To improve the reporting and use of equality data to inform equality analyses
3. To strengthen stakeholder engagement and partnership working

4. To be a great employer with a diverse, engaged and well supported workforce
5. Ensure our leadership is inclusive and effective at promoting equality

3. Performance against objectives

3.1 Objective 1: To provide accessible and appropriate information to meet a wide range of communication styles and needs

Achievements:

- All public-facing documents include an accessibility statement.
- The CCG is implementing additional tools on its website to translate text into a number of languages, as well as making text more accessible for people with a range of sensory impairments.
- Joint working with Public Health team to provide GPs with sample Easy Read letters to invite people with learning disabilities for health checks.

Areas for development:

- To make surveys as widely accessible as possible and to collect and collate information on how accessible people find out surveys.
- More documentation to be available in Easy Read format including a summary of the Five Year Operational Plan (new plan in development during the first part of 2016).
- From April 2016, health and social care organisations will have to implement the [Accessible Information Standard](#), a

formal guidance for health and social care organisations on how they ensure that disabled patients / service users and, where appropriate, carers, receive information in formats that they can understand, and that they receive appropriate support to help them to communicate. The CCG is reviewing its public-facing information to ensure it meets the new guidance and working with providers to ensure the impact of the legislation is understood.

3.2 Objective 2: To improve the reporting and use of equality data to inform equality analyses

Achievements:

- The new Joint Strategic Needs Assessment (JSNA) is now an online information source (at www.healthyork.org.uk) and gives population and health needs data across many of the protected characteristics – the Innovation and Improvement Team and Clinical Leads are encouraged to use this data to inform equality impact assessments. An Easy Read summary of the JSNA is available on the site.
- The CCG lead for Equality (the Strategy and Assurance Manager) is working with the Quality Manager within the Contracts team to ensure that providers report regularly on equalities data, with the Quality Manager following up reporting with providers.
- Equalities impact assessments have been embedded within the CCG's systems and processes, e.g. within Initial Viability Assessments, Business Cases and on Covalent (the CCG's risk management and performance system).

Areas for development:

- Not all equalities data is collected as routine, and at a national level the Health and Social Care Information Centre (HSCIC) has a work programme to extend the collection requirements for public sector providers. Data on sexual orientation became mandatory for 2015-16, and there are plans for further data collections from 2016 onwards.
- Collection of sufficient data to provide meaningful analysis – at present age and gender are the only characteristics with full data-sets. Deprivation is being used as a proxy for health inequalities, since this data is available.
- Liaising with GP practices for patient satisfaction data where practices collect this independently.
- Further analysis of the Workforce Race Equality Standard (WRES) data submitted by NHS provider organisations, and follow up on their action plans for improvement.

3.3 Objective 3: To strengthen stakeholder engagement and partnership working

Achievements:

- The Strategy and Assurance Manager is working with the equality leads from York Hospitals NHS Foundation Trust and from Tees, Esk & Wear Valleys NHS Foundation Trust to implement the Equality Delivery System 2 (EDS2, a framework for assessing and grading how NHS organisations meet equalities goals and outcomes). We will be reviewing last year's progress and setting goals for 2016-17 in February 2016.
- The Strategy and Assurance Manager represents the CCG on the citywide Fairness and Equality Board (FEB), part of

the former Local Strategic Partnership, a forum for equalities work in York, as well as maintaining working relationships with local Healthwatch and voluntary sector organisations.

- New patient lead appointed in November 2015 to take forward engagement with patients.
- Working with commissioning team from the inception of contract for wheelchair provision, to ensure equalities aspects considered at each stage of the process.

Areas for development

Internal capacity for engagement has been a challenge due to staff and organisational changes. This needs renewed focus and ensuring that the link between equality, particularly the Equality Delivery System, and engagement is maintained and overseen by an accountable engagement forum. This will also ensure the CCG is reaching a wider and more diverse range of stakeholders for engagement.

3.4 Objective 4: To be a great employer with a diverse, engaged and well supported workforce

Achievements:

- The staff engagement group organised a staff engagement week in December 2015 with a wide variety of events to support physical and mental health, including mindfulness training, lunchtime walks and a series of lunchtime talks.
- HR policies to support flexible working are in place.
- The Workforce Race Equality Standard (WRES) assessment was carried out during 2015 and an action plan produced.

Areas for development:

- Small workforce with limited diversity

- Plans to sign up for Mindful Employer scheme to support mental health in the workplace
- Additional work to increase staff survey satisfaction rates

3.5 Objective 5: Ensure our leadership is inclusive and effective at promoting equality

Achievements:

- The Equality Strategy was fully endorsed by the Governing Body after a detailed presentation and discussion in November 2013.
- On 8th January 2015 the Governing Body received a presentation about the role of a CCG in addressing health inequalities, and work is continuing to develop a joint action plan.
- Equality and diversity has been embedded into the systems and processes of the CCG. For example the EIA tool is used for all policy development and all Governing Body decision papers. Addressing equalities is also embedded within our business case process and within Covalent, our risk management system.

Areas for development:

- A priority area for the CCG is Governing Body development on equalities, particularly with regard to understanding the link between equalities issues and decision-making. Further work with the Governing Body to share experiences of equalities leadership with other CCGs or healthcare leaders.

3.6 The areas for development noted above have been collated into the following recommendations:

- Continue to work with providers in order to develop the capacity to report on activity by protected characteristic.
- Work with the WRES information for workforce matters, as well as following this up with provider organisations.
- Prioritise Governing Body development on equalities.
- Renew focus on engagement, ensuring that the link between equality, particularly the Equality Delivery System, and engagement is maintained and overseen by an appropriate engagement forum.
- Ensure that public facing documents and patient information is provided in accessible formats, according to need, and make key documents available in easy read format as an organisational standard.
- Develop a new action plan based on the above recommendations with named leads against each action, with engagement with each lead to ensure that actions are incorporated into current workstreams.

4. Conclusion

4.1 This is the second year of reporting equalities achievements against the goals set out in the Equalities Strategy, and while progress is being made, there remain a number of challenges in the area of evidencing the experience of patients and service users of the protected characteristic groups.

4.2 For 2016, the CCG intends to build on its current links with partners and providers to strengthen the evidence base and to show leadership in driving forward the achievement of its equalities goals.