

# **Vale of York CCG: Equality and Diversity Strategy Action Plan Update March 2019**

## **Equality Objectives 2018-2022**

In line with the Equality Act 2010 we have reviewed our equality objectives using the Care Quality Commission (CQC) Equally outstanding: Equality and human rights – good practice resource 2017 and our EDS2 workshop in 2017.

The CQC report highlights the importance of senior leadership commitment to equality and diversity and that this is reflected in organisational culture and practice. It identified the following factors for success, which we have adopted as our equality objectives:

- Leadership committed to equality and human rights
- Putting equality and human rights principles into action
- Developing a culture of staff equality
- Applying equality and human rights thinking to improvement issues
- Putting people who use services at the centre
- Using external help and demonstrating courage and curiosity.

To support our new equality objectives and our refreshed Equality, Diversity and Human Rights Strategy we developed an action plan. Our action plan forms part of our Public Sector Equality Duty reporting. Below is an update on our progress.

Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
Putting people who use services at the centre	<p>To ensure ongoing involvement and engagement of protected groups and enable participation of vulnerable groups in shaping our services.</p> <ul style="list-style-type: none"> <li>• Work with engagement lead to ensure equality data and analysis is used to inform engagement plans and activity ensuring that those most impacted on by changes are targeted and included</li> <li>• Support engagement lead in analysing engagement activity to identify any differential impact or</li> </ul>	<p>Engagement work on extending GP hours was targeted towards working age people and students to ensure that the majority of responses were not from older people (as often happens).</p> <p>In response to feedback from parents of children with autism, the autism pathway is now under review. Engagement with the York Parent Carer Forum showed difficulties with the transition for disabled children into adult services. Information leaflets have been improved and shared and a workshop on transitions will take place in March 2019.</p>	Protected groups are able to participate in CCG engagement activity	VC /HN	Ongoing	Goal 1

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	<p>experience of protected groups</p> <ul style="list-style-type: none"> <li>• Ensure engagement and involvement activity / events takes into account the communication needs of protected groups and rurality</li> <li>• Work with practices to look at representation of patient groups</li> </ul>	<p>Working with children, young people and families has led to improvements in our Child and Adolescent Mental Health Service including reduced waiting times, services in new venues, rapid support at times of crisis and easy to access online support.</p> <p>Engagement with people with learning disabilities living in our CCG area showed that their priorities are to improve access to annual health checks and to Easy Read information. Two learning disability nurses are currently being employed to work in the Central York locality.</p>				

<b>Objectives</b>	<b>Actions linked to E&amp;D Strategy</b>	<b>Progress Update</b>	<b>Impact / success measure</b>	<b>Lead</b>	<b>Date</b>	<b>Link to EDS Goals</b>
Using external help and demonstrating courage and curiosity.	To work in partnership with public and voluntary sector bodies to ensure that the CCG engages with best practice in equalities and diversity, including regular attendance at regional NHS group meetings	CCG Lead continues to attend regional NHS E&D meetings.  The CCG has made links with Community First, which is an amalgamation of two Rural Action Groups and can now disseminate information through this network.	Best practice is identified and implemented locally	Exec Mgt team	Ongoing	Goals 1-2
Applying equality and human rights thinking to improvement issues	Contracts to have common Equalities and Diversity reporting for the WRES, Gender Pay Gap and from 1 April 2019 the WDES	Consider links with Quality – standardised contract reporting and monitoring still to be agreed.	Standardised contract reporting and monitoring developed for E&D and linked to service improvement plan	Contr acts team	2019	Goal 1 and 2
	Include equality performance of the main provider trusts including progress against WRES	PSED report due for publication 30 <sup>th</sup> March 2019.	Provider trusts providing regular updates on equality performance and	HN	Annually for publication on	

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	and WDES indicators as part of the published Annual Public Sector Equality Duty (PSED) Report		progress against WRES /WDES indicators, including development of action plans to address any issues identified		31 March	
	Work with the Business Intelligence team to improve background data for protected characteristics over the Vale of York footprint	A table listing the key health inequalities in the Vale of York and CCG action taken or planned in response is included in the 2018/19 Equality and Diversity report.	Agree data to be collected – improved understanding of local population and health inequalities particularly relating to protected groups, rural communities, students and carers	BI	March 2019	
	Report on metrics relating to BME access to MH services	George Scott from BI leading on this.	Identify any areas of concern including over or under service usage by BME groups; seek	BI / HN		

Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
			to understand causes of any differential access issues or health inequalities; feed into service improvement plans.			
	Ensure that service improvement plans for maternity services takes into account the needs of protected groups	The Maternity Voices Partnership now has a new chair and is working to ensure it is inclusive.	Engagement and equality data is used to identify access and patient experience issues for protected groups and that this used to inform service improvement plans to reduce health inequalities	DW	Ongoing	
	Improve screening and health-check uptake among protected groups, including regular health checks for people	Dr Dan Cottingham is leading in cancer screening.	To improve performance of national IAF 124b target: % of people with learning disabilities having	GPs	Ongoing	

Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
	with learning disabilities		an annual health check.			
Putting equality and human rights principles into action	<p>Work collaboratively with York Teaching Hospital Foundation Trust to undertake regular EDS2 Assessment and Grading events</p> <ul style="list-style-type: none"> <li>Review engagement process, identify and address gaps in representation and agree frequency and format of events</li> </ul>	Next Assessment and Grading event will take place following the publication of EDS3 guidance which is due Spring / Summer 2019	Increased engagement, representation and attendance at event	HN	Spring / Summer 2019	Goals 1 and 2
	Preparation and submission of required equalities and diversity returns	<p>Public Sector Equality Duty report to be included in Annual Report.</p> <p>WRES report published</p>	Statutory and mandatory reporting is completed and submitted by required timelines	HN	In line with national requirements	

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		<p>on CCG website August 2018.</p> <p>CCG has fewer than 250 staff and therefore is not required to complete Gender Pay Gap reporting.</p>				
	Ensure that service re-designs and policies give due regard to the Equalities Impact Assessment process	Equality and Diversity Policy reviewed and updated to reflect current legislation and guidance.	Staff understand and complete EIAs for service changes and policies. EIAs ensure decision making gives due regard to protected groups, identify mitigating actions where needed and seek to address any health inequalities identified	HN / All staff	ongoing	
Developing a culture of staff equality	Update the CCG's data on declared disabilities of staff in preparation for	Staff have been encouraged to update equality monitoring on	Promote the use of ESR self-service for updating monitoring	HN	April 2019	Goal 3



Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
	the implementation of the Workforce Disabilities Equalities Standard	self- service ESR.	information			
	Increase the completion rate among staff of the Equalities e-learning training module	<p>Currently 65%. New pay deal makes completion of statutory and mandatory training part of requirement for pay increment.</p> <p>Face –face training available for staff not able to use e-learning e.g. visually impaired staff.</p>	To reach 90% completion rate	HN	By 1 <sup>st</sup> April each year	
	Deliver annual face-to-face equality and diversity training as required.	<p>Delivery of Equality, Engagement and Health Inequalities 2 hour training session to CCG staff including commissioners on 13<sup>th</sup> November 2018.</p> <p>A follow up session took place on 23<sup>rd</sup> January 2019</p>	Session evaluated well participants evaluated that they had an increased understanding of equality and engagement duties and of health inequalities in Vale of York.	VB		

Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
	Undertake annual staff survey	2018 survey has just gone out. Await analysis and identification of any issues for protected groups.	Identify any equality issues and develop action plan to address	HN	Annually	
Leadership committed to equality and human rights	<p>To demonstrate effective leadership that values and prioritises equalities, inclusion and regard for human rights</p> <p>Governing Body to:</p> <ul style="list-style-type: none"> <li>• Identifies GB champion for E&amp;D</li> <li>• Reviews GB representation and recruitment practices</li> <li>• Review equality workforce data</li> <li>• Annual GB equality / health inequality learning event</li> <li>• Equality reporting</li> </ul>	<p>There is a new GB chair.</p> <p>Need to identify Governing Body Sponsor.</p> <p>Develop learning event / workshop for Governing Body that includes update on E&amp;D including the Accessible Information Standard.</p>	Governing Body and Senior Leadership demonstrate inclusive leadership and lead by example	Exec Mgt Team	March 2019	Goal 4

Objectives	Actions linked to E&D Strategy	Progress Update	Impact / success measure	Lead	Date	Link to EDS Goals
	requirements reported to GB <ul style="list-style-type: none"> <li>• 100% of GB and SMT have completed equality training module</li> <li>• GB and SMT to attend Unconscious bias learning event</li> </ul>					

We have been using the national **NHS Equality Delivery System 2** (EDS2), to help us improve our equality performance both as a commissioner of services and as an employer. This supports our commitment to reduce health inequalities and deliver better outcomes for the local population and better working environments for staff, which are personal, fair and diverse. You can find out more about EDS2 at <https://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>. NHS England is currently carrying out a review of EDS and publication of the guidance for EDS3 is expected by April 2019.

In November 2017, the CCG and York Teaching Hospital NHS Foundation Trust held a workshop that brought together key stakeholders including the voluntary and community sector to review progress against their EDS2 priorities. The workshop looked at progress against existing shared priorities and also focused on progress and gaps against EDS2 Goal 1 'Better health Outcomes'. In line with our Equality, Diversity and Human Rights Strategy, we have developed an action plan to respond to the agreed shared priorities that were identified at the

workshop. Below is an update of our progress. We plan to hold another workshop in 2019 after the EDS3 guidance has been published to review further progress and identify any new priorities.

### **Joint EDS2 priorities with York Teaching Hospital Foundation Trust 2018/19**

<b>Objective / priority</b>	<b>Action</b>	<b>Progress Update</b>	<b>Impact / success measure</b>	<b>Lead</b>	<b>Date</b>	<b>Links to EDS Goal</b>
Improve patient experience and access to services particularly the transition from children's to adult services for young disabled people and for learning disabled people	Develop Information guide/ booklet on accessing health services when transitioning from young people's services to adult services	Over the summer of 2018 we had a series of five seminars with the York Parent Carer Forum. These workshops described a lack of information about physical health checks and screening for children and young people and concerns about communication from hospital clinics when transferring to adult	Development, promotion and dissemination of Directories	HN	2019	Goal 2

		services. New improved information leaflets have been drafted.				
	<p>Improve transition pathway between children and adults' services for young people with cystic fibrosis.</p> <ul style="list-style-type: none"> <li>• Review pathway and identify barriers</li> <li>• Adapt pathway and include in directory</li> </ul>	<p>Feedback from the York Parent Carer Forum has been used to plan a workshop on transitions which will take place in March 2019 with the aim of improving the process.</p>	<p>Improved patient experience for young people transitioning from children to adult services</p>			
	<p>Develop information guide/ booklet on accessing health services for people with LD.</p>	<p>Engagement with people with learning disabilities living in our CCG area showed that their priorities are to improve access to annual health checks and to Easy Read information. Two learning disability nurses are currently</p>	<p>Improved access and patient experience of people with learning disabilities</p>			

		being employed to work in the Central York locality.				
Increase reach of consultation invitees for input into EDS2 process	<ul style="list-style-type: none"> <li>• Review current invitee list and identify any gaps, particularly around specific protected groups and rural areas</li> <li>• Identify additional groups e.g. faith groups</li> <li>• Agree engagement plan and hold panel / engagement event in Spring / Summer 2019</li> <li>• Agree EDS3 Goals / outcomes to be assessed in 2019</li> </ul>	<p>The CCG has made links with Community First, which is an amalgamation of two Rural Action Groups and can now disseminate information through this network.</p> <p>Nationally EDS is being significantly revised and a new EDS3 is due to be published in 2019. This new framework and associated guidance will inform our joint work in the future</p>	<ul style="list-style-type: none"> <li>• Increased engagement from a wider range of protected groups in assessing progress and identifying joint priorities relating to EDS</li> <li>• Increased insight into patient experience and barriers for protected groups</li> </ul>	HN / MM / SV	Spring / Summer 2019	Goal 1