

**NHS VALE OF YORK CLINICAL
COMMISSIONING GROUP**

GOVERNING BODY MEETING



**Vale of York
Clinical Commissioning Group**

Meeting Date: 7 November 2013

Report Sponsor:

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Report Author:

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1. Title of Paper: NHS Vale of York CCG Equalities Strategy

2. Strategic Objectives supported by this paper

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| 1. Improve healthcare outcomes | Yes |
| 2. Reduce health inequalities | Yes |
| 3. Improve the quality and safety of commissioned services | No |
| 4. Improve efficiency | No |
| 5. Achieve financial balance | No |

3. Executive Summary

The NHS Vale of York CCG equality strategy sets out the draft equality objectives for the organisation, as required under equality legislation. The Strategy sets the direction for increasing knowledge and awareness of the health experience of different groups within the Vale of York Community and actions to reduce inequalities. The 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

The strategy and equality objectives will be published as a consultation draft with 3 month consultation period. This will ensure that the organisation is online to meet its information publishing duty on 31 January 2014.

4. Evidence Base

A supporting document to this strategy the “Equality Needs Assessment’ sets out a comprehensive evidence base outlining population demographics and health needs or inequalities associated with protected characteristic groups.

The following supporting documents have been circulated by email to members and will be available on the website at www.valeofyorkccg.nhs.uk:

Attachment 1: Legal Duties

Attachment 2: Equality Delivery System Briefing and Assessment

Attachment 3: Population and Health Inequalities Data

Attachment 4: Human Rights and Healthcare

5. Risks relating to proposals in this paper

n/a

6. Summary of any finance / resource implications

The objective relating to improving accessible communications has cost implications in terms of translating or transcribing of documents, where a need has been identified, or providing interpreters where requested at engagement events. However, common objectives relating to accessible communications have been identified with City of York Council, providing opportunities to share resources related to easy read transcription. Also, the CSU is in the process of drafting a Translation and Interpretation Policy which will provide the organisation with access to national procurement hub agreements providing value for money, quality assured providers.

7. Any statutory / regulatory / legal / NHS Constitution implications

This strategy will support the organisation to meet its duties under:

1. The Equality Act 2010 including the Equality Act 2010 (Specific Duties) Regulations 2011
2. The Health and Social Care Act 2012 states that ‘each commissioning group must, in the exercise of its functions, have the regard to the need to:
 - Reduce inequalities between patients with respect to their ability to access health services.
 - Reduce inequalities between patients with respect to the outcomes achieved for them by provision of health services.
 - Promote the involvement of patients and their carers in decisions about provision of the health services to them.
 - Enable patients to make choices with respect to aspects of health services provided to them.’

3. The Constitution includes clear values and principles about equality and fairness and sets out rights related to equality and diversity:

As an NHS patient:

“You have the right not to be unlawfully discriminated against in the provision of NHS services including on grounds of gender, race, religion or belief, sexual orientation, disability (including learning disability or mental illness) or age.”

As a member of staff:

- *You have a duty “Not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation.”*
- *You have the right “To a working environment (including practices on recruitment and promotion) free from unlawful discrimination on the basis of race, gender, sexual orientation, disability, age or religion or belief.”*

8. Equality Impact Assessment

The strategy has carefully considered the information available about the population of the Vale of York and the organisation’s staff to ensure that equality is promoted, discrimination eliminated and that commissioning decisions consider the equality impact and make every effort to mitigate any potential negative impact and build on positive impact to commission accessible and appropriate services for everyone.

The Equality Delivery System Assessment strengthened the equality analysis associated with this strategy (see supporting paper “VoY EDS Assessment September 2013”).

9. Any related work with stakeholders or communications plan

Stakeholder engagement was central to the drafting of this strategy with involvement from a broad section of the CCG staff at all levels and engagement with stakeholders. Section 7.4 of the Strategy outlines the approach the organisation takes to communications and engagement, how this promotes equality and how stakeholders have and will be engaged on this strategy.

10. Recommendations / Action Required

- The Governing Body endorses this Strategy
- The Governing Body is fully aware of its role in paying due regard to equality as set out in the Equality Act 2010

11. Assurance

The Implementation Plan developed to deliver the strategy will be monitored by Management Team.