

## Equalities Goals 2019-20

An update on progress against the goals of the Equality, Inclusion and Human Rights Strategy 2017-21 is set out below. Targets achieved and goals completed in previous years have been omitted for clarity.

	Goal	Progress to February 2020
1	To ensure on-going involvement and engagement of protected groups and enable the participation of vulnerable groups in shaping our services	<p>The CCG runs an extensive programme of outreach activity, including:</p> <ul style="list-style-type: none"> <li>• Wheelchair service users forum</li> <li>• Engaging with younger people on mental health access for 11-18 year olds – local youth council, leading to roll-out of Kooth online access for 11-18 age group</li> <li>• Working with children with a disability to improve health services as part of the access for all scheme.</li> <li>• Learning Disability Strategy launch, working with York CVS Learning Disabilities Forum</li> <li>• Ageing Well communities, engaging with older people in Selby and public health teams</li> <li>• Accessible Information Standard work to make information widely available, which includes training for staff in producing Easy Read documentation</li> </ul>
2	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	<p>The CCG continues to work with Healthwatch and the voluntary sector to respond to issues highlighted including those in Healthwatch reports.</p> <p>This year activity has focused on the response to the report on LGBT+ experiences, which has led to the launch of the Rainbow Badge initiative promoting LGBT awareness to staff. For further information see: <a href="https://www.valeofyorkccg.nhs.uk/about-us/equality-diversity-sustainability/nhs-rainbow-badge/">https://www.valeofyorkccg.nhs.uk/about-us/equality-diversity-sustainability/nhs-rainbow-badge/</a></p> <p>A review of the transgender pathway for GP referrers is in progress.</p> <p>The CCG continues to attend regional NHS meetings to share best practice in equalities and diversity.</p>
3	Contracts to have common Equalities and Diversity	Reporting from providers is made via NHS England reporting tools and form part of

	reporting for the WRES, Gender Pay Gap and from 1 April 2019 the WDES	standard contracts. First WDES reports due summer 2020.
4	Work with the Business Intelligence Team to improve background data for protected characteristics over the Vale of York footprint	Complete, base level data incorporated into the revised QIA process which now includes the Equality Impact Assessment, to ensure consistency of decision-making.
5	Ensure that service improvement plans for maternity services takes into account the needs of protected groups	A smoking cessation in pregnancy service has focused on the more deprived areas of the CCG's footprint. The Maternity Voices Partnership, under the leadership of a new chair, continues to engage with service users in an inclusive manner, including engagement with fathers and in child friendly venues. The group recently conducted a survey of over 500 parents focusing on priorities and improvements for maternity services.
6	Improve screening and health-check uptake among protected groups, including regular health checks for people with learning disabilities	Work with GPs is continuing to increase the numbers of people with LD accessing health checks and screening, with the CCG's performance on health checks for people with LD now above the national mean which represents a significant improvement on the previous year's position. Further work on screening for the LD population to be presented to GPs at a Protected Learning Time Event in July 2020.
7	Ensure that service re-designs and policies give due regard to the Equalities Impact Assessment process	The revised Quality Impact Assessment (which incorporates the Equalities Impact Assessment) was launched in January 2020, and all policies and major service changes are required to complete the assessment as part of the approval process for change.
8	Update the CCG's data on declared disabilities of staff as part of the implementation of the Workforce Disabilities Equalities Standard	Staff are encouraged to keep their data (including equalities data) updated on the Electronic Staff Record. WDES reporting is not mandatory for CCGs but staff are encouraged to self-report disabilities.
9	Increase the completion rates among staff of the Equalities e-learning training module	71.68% at 30 Nov 2019, an improvement on previous year's rate of 65%

10	Deliver annual face to face equality and diversity training as required	Training related to the Rainbow Badge initiative was delivered by MESMAC (local LGBT charity) to staff in October 2019. Accessible Information Standard – training on creating Easy Read documents delivered to communications and engagement staff.
11	To demonstrate effective leadership that values and prioritises equalities, inclusion and regard for human rights	Governing Body regularly discuss health inequalities, most recently in January 2020 with a presentation from the Director of Public Health from North Yorkshire CC on current issues. <a href="https://www.valeofyorkccg.nhs.uk/seecmsfile/?id=2946">https://www.valeofyorkccg.nhs.uk/seecmsfile/?id=2946</a> (Pgs 20-60)