


Item Number: 11											
Name of Presenter: Rachel Potts											
Meeting of the Governing Body 5 February 2015	 Vale of York Clinical Commissioning Group										
Equality Strategy Implementation Plan: Performance Report											
Purpose of Report For Information											
<p>1. Rationale The purpose of this report is to assure the Governing Body that the CCG is carrying out our equalities duties as a public sector organisation and is making progress on implementing the Equality Strategy.</p>											
<p>2. Strategic Initiative <i>(double click and select 'checked' for all relevant initiatives)</i></p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Integration of care</td> <td><input checked="" type="checkbox"/> Planned care</td> </tr> <tr> <td><input checked="" type="checkbox"/> Person centred care</td> <td><input checked="" type="checkbox"/> Transforming MH and LD services</td> </tr> <tr> <td><input checked="" type="checkbox"/> Primary care reform</td> <td><input checked="" type="checkbox"/> Children and maternity</td> </tr> <tr> <td><input checked="" type="checkbox"/> Urgent care reform</td> <td><input checked="" type="checkbox"/> Cancer, palliative care and end of life care</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/> System resilience</td> </tr> </table>		<input checked="" type="checkbox"/> Integration of care	<input checked="" type="checkbox"/> Planned care	<input checked="" type="checkbox"/> Person centred care	<input checked="" type="checkbox"/> Transforming MH and LD services	<input checked="" type="checkbox"/> Primary care reform	<input checked="" type="checkbox"/> Children and maternity	<input checked="" type="checkbox"/> Urgent care reform	<input checked="" type="checkbox"/> Cancer, palliative care and end of life care		<input checked="" type="checkbox"/> System resilience
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<p>3. Actions / Recommendations The Governing Body are asked to note the progress being made to implement the Equality Strategy and to discharge our duties relating to equality and duties, as well as areas for development.</p>											
<p>4. Engagement with groups or committees Extensive engagement was carried in the drafting of the Equalities Strategy during 2013. The CCG works in partnership with the NHS Yorkshire and Humber Equalities and Diversity Network, the equality leads within City of York local authority and within York Teaching Hospital NHS Foundation Trust and Leeds and Partnership NHS Foundation Trust and has regular contact with HealthWatch managers.</p> <p>Further consultation with representatives of protected groups will take place in January and March to deliver our Equality Delivery System (EDS2) and with the York Equality Advisory Group in March to share our draft plans for procuring Community Services.</p>											
<p>5. Significant issues for consideration Two new duties are being mandated which will feature in the new NHS Standard Contract for 2015/16:</p> <ul style="list-style-type: none"> • The Workforce Race Equality Standard (WRES) • Implementing EDS2 <p>Over the past 12 months a lot of work has been done to embed equalities within the CCG's internal planning processes, train staff, build solid foundations for collaborative working and adopt Appreciative Inquiry for all engagement.</p> <p>Over the next 12 months, the focus will be on embedding equalities within our procurements through to contract monitoring, considering parity of esteem in our planning processes, piloting targeted interventions with Public Health to reduce health inequalities and implementing the WRES and EDS2.</p>											

6. Implementation

Discharging our equalities duties is the responsibility of all employees, Committee and Governing Body Members.

The Strategy and Assurance Manager (the CCG equality lead) will facilitate and coordinate the implementation of the strategy and provide assurance to the Governing Body annually.

Upcoming timescales include:

- EDS2 Planning event with community representatives – 29th January
- EDS2 Assessment and Grading event with community representatives – 24th March
- Review equality objectives following EDS2 grading – April-May
- Introduction of mandatory WRES – April
- Meet with providers to ensure delivery of equalities objectives – April and October

7. Monitoring

The Governing Body will be updated at least annually on the progress of implementing the equality strategy. The Governing Body will also be consulted with on specific work streams, for example health inequalities, and areas of work where equalities are an integral part, for example organisational development.

8. Responsible Chief Officer and Title

Rachel Potts
Chief Operating Officer

9. Report Author and Title

Helen Sikora
Strategy and Assurance Manager (Equality Lead)

10. Annexes

Annex 1 – Equality Strategy Implementation Plan: Performance Report

Provided for Governing Body members and available at

<http://www.valeofyorkccg.nhs.uk/about-us/governing-body-meetings/>