

EQUALITY & INCLUSION OVERVIEW 2019-2020

What have we delivered and improved ?

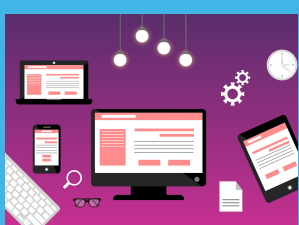
95 EIRAs completed and signed off



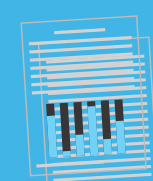
5 Master Classes: Raising Disability issues in the workplace



All 6 CCG equality web-pages aligned



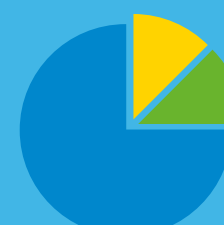
Developed bespoke ITT/PQQs, service moderations and assessment support



CCGs compliant with equality statutory and mandated duties



Improving equality reporting into SEG and CEEE



Progression made against all 4 Equality Objectives
 Examples are provided below, for more detailed information please view the CCGs' Equality and Inclusion Annual Report.

1

Objective 1 Task 1: Adults across the 6 Staffordshire CCGs requiring access to eating disorder services can do so and should not be denied access on unreasonable grounds - A business case and service specification outlining the clinical model and quality requirements have also been drafted . An EIRA has been completed. Services will be commissioned in line with NICE guidance which is nationally evidenced based.

2

Objective 2 Task 1: Improving adult access to psychological therapies (IAPT) re-procurement. Waiting times are reduced for all services users - A new Staffordshire and Stoke-on-Trent Well-being Service has been commissioned by the CCGs with a launch date of early 2020. An equality impact assessment was completed. The service will support people with common mental health problems.

3

Objective 3 Task 2: HR policies, training, NHS England's Workforce Race and Disability Equality Standards, Gender Pay Gap are aligned across all 6 CCGs and EIRAs completed - Several HR Policies have been aligned and scrutinised by SEG along with WRES. WDES is not a CCG requirement however CCGs adopt the key principles. EIRAs have been completed . CEEE have agreed that the CCGs are to publish combined Gender Pay Gap information.

4

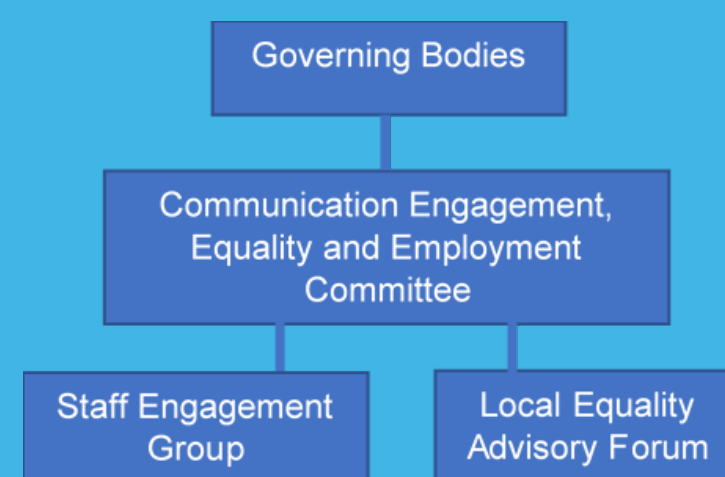
Objective 4 – Task 3: Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations - CCG leaders include the Accountable Officer, Director of Nursing and Lay Member working alongside Local Authority, Independent Sector and NHS Provider leaders, delivering a sustainable and joined up approach for people with complex mental health needs. <https://youtu.be/6ALLRqDaOeU> https://youtu.be/zEka2bjA_HU

EQUALITY & INCLUSION OVERVIEW 2019-2020

Equality Performance/Activity/Progress

Advancing Equality Governance : Helping CGGs to shape inclusive services

- Quarterly EIRA updates are being reported into CEEE
- The CCGs have Introduced "Kick Off Meetings"
- Improved Equality Assurance e.g. Papers going to the CCGs' decision making bodies require specific equality information



CCGs meeting their equality statutory and NHS mandated duties

- PSED Annual Report and Equality Objectives Update ✓
- Accessible Information Standard Annual Review ✓
- Equality Delivery System 2 ✓
- CCGs agree to produce Gender Pay Gap Information ✓
- Modern Slavery Act Annual Statement Review ✓
- Workforce Equality and Diversity Profile Report ✓
- Workforce Race Equality Standard ✓



Staff Engagement Group - Shaping culture and wellbeing

To date SEG have influenced, progressed and scrutinized :
 Staff Survey and Data Cleanse - Considering working with NHS provider Staff Network Groups - Policy Review - Apprenticeship Policy (Draft)- Training and Development of Staff - Mental Health First Aiders Assessment - CCGs' Equality Objectives - Provided Staff Event facilitators and Volunteers - Feedback to and from the CEEE Committee.



Interpreting and translation standards into provider contracts

Standards of language translation and interpreting in health services e.g. BSL, all other languages (where a patient need is identified for information in other formats) approved by governance CEEE Committee and is being embedded into provider contracts.



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Equality Performance/Activity/Progress

Raising Equality and Inclusion across the CCGs

The CCGs have significantly raised the Equality and Inclusion profile using IAN which now includes a Who's Who in the Equality and Inclusion Team and an equality and inclusion section within its resource centre section. Equality information is routinely included in the Friday message. Plans are well underway to introduce a 2 hr weekly drop in advisory session.



Staff Development Days 2019/20

- March 2019 The 'Vision for the Future'
- June 2019 'Shaping the Future'
- October 2019 'Taking our next steps' - Staff Development Day
- February 2020 - Staff Development Day - key topics included: Staff Survey Feedback - Mental Health & Wellbeing - Working Differently - Our journey to an Integrated Care System



North Staffordshire Equality Leads Network

The CCGs have been instrumental in setting up the North Midlands Equality Leads Network. The Network is supported by NHS England/Improvement and Equality Diversity Council representatives.

To date the network has:

- Produced a draft Terms of Reference
- Identified an executive sponsor
- Shared equality and human rights good practice and initiatives



For further details please see the CCGs' 2019/20 Equality and Inclusion Annual Report