



ENCLOSURE:

AUTHOR		REPORTING OFFICER	
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<b>REPORT TO</b>	Organisational Development Committee
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<b>TITLE OF REPORT</b>	Equality & Inclusion Progress Report March 2015 (6 monthly)
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<b>DATE OF THE MEETING</b>	25 March 2015
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WHAT OTHER CCG COMMITTEE OR GROUP HAS CONSIDERED THIS REPORT?	Record which groups/committee have already seen this report, the date and comments (for example agreed this report should go to the governing board for approval)

ACTION REQUIRED FROM COMMITTEE/GROUP/GOVERNING BOARD (PLEASE TICK)	Approve x		Assurance x		Discussion		Information	
<b>RECOMMENDATION</b>								

Conclusion  
 This progress report sets out the current compliance of North Staffordshire CCG and Stoke on Trent CCG in showing 'due regard' to the Public Sector Equality Duty. The Equality & Inclusion Team at M&LCSU continues to provide support to the CCGs and to monitor NHS Provider compliance and a report on CSU Equality Performance in 2014 is provided as an embedded appendix to this report.

Recommendations:

The Assurance Group (ODC) is asked to:

1. Acknowledge the update report.
2. Note the CCGs assurance to date
3. Note introduction of the WRES Standard in April 2015 with annual reporting by HR due in July.
4. Approve new joint E&I Strategy and Action Plan.
5. Note suggested Goals and required Outcomes focus for 2015 EDS – Equality Delivery System annual public grading of CCG equality performance.

STRATEGIC GOALS SUPPORTED BY THIS PAPER (tick appropriate goal)		
1.	Increase life expectancy and reduce inequality	√
2.	Improve prevention, early detection and effective management of those at increased risk	
3.	Enhance quality of life and improve health outcomes for people with LTCs	
4.	Ensure people receive the right care in the right place	

**PURPOSE OF THE REPORT/SUPPORTING INFORMATION (if applicable)**

To evidence governance arrangements for Equality and Inclusion work and scrutiny / strategic direction / alignment with other key strategies at both CCGs.

**KEY POINTS/EXECUTIVE SUMMARY**

A 6 monthly progress report has been completed jointly for North Staffordshire CCG and for Stoke on Trent CCG, as much of the work is being progressed in tandem / jointly, with a request for approval, and agreement to this joint E&I related approach.

In addition a new suggested E&I Strategy and Action Plan (2015 to 2017) has been developed in draft, showing actions and progress. Some actions are still to be started (shown in grey re RAG status column) and once CCG approval is gained.

The new Workforce Race Equality Standard (WRES) has been mandated by NHS England for all commissioners and their provider partner organisations, from April 2015. Annual reporting is due in July 2015.

EDS – Equality Delivery System has also been mandated by NHS England from April 2015. Suggested event timescales for 2015 are provided, along with suggested focus for joint evidence gathering and annual public grading and training events (2) across Goals 1 and 4 remaining required Outcomes, as a primary focus this year (evidence gathering for Goal 3 re workforce, to start in 2015 and run across 2016 for a 2 year delivery).

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**Risks relating to the proposals in this paper**

Evidence of good governance for Equality & Inclusion, with good checks and balances and links to key documents: E&I Strategy; E&I Action Plan; Equality Delivery System planning for delivery over 4 year cycle; Annual E&I Report – legal compliance requirement by 31 January 2015 – showing what equality data CCG hold, any significant gaps are identified and actions to say how they will be addressed in the coming year with clear links to agreed 'fit for purpose' Equality Objectives.

**Summary of any finance/resource/medicines management /workforce implications**

Data shown includes a snap shot in time of workforce demographic profiles at 31 December 2014. See E&I Action Plan for workforce related actions to be delivered by Human Resources colleagues. CCG are required to evidence how our workforce reflects the local population. However with smaller numbers of staff, this can be difficult to evidence clearly. Robust recruitment training is essential to ensure fair practices are evidenced for inclusion of all sections of our local communities and availability of reasonable adjustments on request are promoted to any job applicants.

**Any statutory/regulatory/legal/NHS Constitution/Assurance/Governance implications**

None.

**Equality Impact Assessment (Are there any direct or indirect implications)**

N/A

**Any related work with stakeholders/practices/public and patient engagement**

None.

**Quality implications**

The revised Pre PEAR Toolkit Assessment includes a Quality impact checklist within the integrated approach to Impact Assessment of significant healthcare changes. Suggest input from Quality colleagues in both CSU and CCG on proposed content.

**Acronyms**

E&I            Equality and Inclusion  
M&LCSU – Midlands and Lancashire Commissioning Support Unit