

WOLVERHAMPTON CCG

Governing Body
10 April 2018

Agenda item 15

TITLE OF REPORT:	Equality Objectives
AUTHOR(s) OF REPORT:	David King, EIHR Manager
MANAGEMENT LEAD:	Sally Roberts
PURPOSE OF REPORT:	Report presents the Equality Objectives for the CCG for 2018 - 21. Proposed objectives have been considered by SMT and approved by QSC prior to publication.
ACTION REQUIRED:	<input type="checkbox"/> Decision <input checked="" type="checkbox"/> Assurance
PUBLIC OR PRIVATE:	This Report is intended for the public domain
KEY POINTS:	<ul style="list-style-type: none"> • The CCGs is required to agree and publish new Equality Objectives before 1 April 2018 – which it has done. • As a result of the change to the statutory timeline for publication of information during 2017 the CCG published its annual equality information before 30 March 2018 rather than the previous annual timeline, which was October. • The current equality objectives were extended to bring the CCG in line with the new timeline of 30 March. (This was agreed following a report to GB in October 2017)
RECOMMENDATION:	GB are asked to: <ul style="list-style-type: none"> • Note the contents of the report and progress made • Note for information the new objectives set for the CCG.
LINK TO BOARD ASSURANCE FRAMEWORK AIMS & OBJECTIVES:	Equality, Inclusion and Human Rights (EIHR) are key to the three strategic aims of the CCG in delivering quality services to patients
1. Improving the quality and	<u>Ensure on-going safety and performance in the system</u>



<p>safety of the services we commission</p>	<p>Continually check, monitor and encourage providers to improve the quality and safety of patient services ensuring that patients are always at the centre of all our commissioning decisions.</p>
<p>2. Reducing Health Inequalities in Wolverhampton</p>	<p><u>Improve and develop primary care in Wolverhampton</u> Deliver our Primary Care Strategy to innovate, lead and transform the way local health care is delivered, supporting emerging clinical groupings and fostering strong local partnerships to achieve this.</p> <p><u>Deliver new models of care that support care closer to home and improve management of Long Term Conditions</u> Supporting the development of Multi-Speciality Community Provider and Primary and Acute Care Systems to deliver more integrated services in Primary Care and Community settings.</p>
<p>3. System effectiveness delivered within our financial envelope</p>	<p><u>Proactively drive our contribution to the Black Country STP</u> Play a leading role in the development and delivery of the Black Country STP to support material improvement in health and wellbeing for both Wolverhampton residents and the wider Black Country footprint.</p> <p><u>Greater integration of health and social care services across Wolverhampton</u> Work with partners across the City to support the development and delivery of the emerging vision for transformation; including exploring the potential for an ‘Accountable Care System.’</p> <p><u>Continue to meet our Statutory Duties and responsibilities</u> Providing assurance that we are delivering our core purpose of commissioning high quality health and care for our patients that meet the duties of the NHS Constitution, the Mandate to the NHS and the CCG Improvement and Assessment Framework.</p> <p><u>Deliver improvements in the infrastructure for health and care across Wolverhampton</u> The CCG will work with our members and other key partners to encourage innovation in the use of technology, effective utilisation of the estate across the public sector and the development of a modern up skilled workforce across Wolverhampton.</p>



1. Equality Objectives

1.1 Introduction

The report provides the Equality Objectives agreed at QSC for review. These are to be agreed and published before 30 March 2018. This provides an example of how the EIHR team is ensuring that the CCG remains compliant with the requirements of the Public Sector Equality Duty (PSED).

- 1.2 During a meeting with the Corporate Operations Manager, it was recommended that the equality objectives be presented to SMT for approval and to seek guidance on how the SMT would like the views of key stakeholders captured.

2. Background

Public bodies are required to prepare and publish one or more equality objectives as part of their duties under the Public sector Equality Duty (PSED). The CCG previously set objectives in 2013 with a four-year timeline and these, having been extended until March 2018, will then be complete.

The primary purpose of equality objectives is to focus organisations on the outcomes to be achieved through advancing equality, rather than the written documents and processes to evidence legal compliance (NHSE). The new objectives will build on the progress already made and set the CCG's direction of travel for the next four years. An accompanying action plan will support further success.

3. Previous CCG equality objectives (2013 – March 2018)

3.1 The CCG had nine Equality Objectives:

1. To ensure that leadership and governance arrangements persist in offering high level assurance of equality
2. Equality approaches are effectively included in key mechanisms of commissioning (such as business case development, procurement, contracting)
3. Equality Analysis becomes part of our organisational processes so that projects, policies, strategies, business cases, specifications and contracts have all been developed in consideration of equality, diversity and human rights issues
4. To apply goals one and two of the Equality Delivery System to an average of three patient pathways for each year of the strategy, and to demonstrate year on year improvements for goals three and four (staff and leadership)
5. To regularly review and update the strategic action plan and equality objectives (on at least an annual basis) to ensure that it is providing appropriate targets for development and improvement



6. To ensure all CCG staff receive basic training to ensure awareness of Equality Act 2010 responsibilities and the NHS Constitution, and that specific training on Equality Analysis and the Equality Delivery System is targeted to all staff who are involved in these processes
7. To ensure that Equality and Diversity forms an ongoing part of our leadership and organisational development programmes
8. To ensure that Equality and Diversity approaches are fully included in our engagement of people who use services and in our work with strategic partners and other stakeholders
9. Improve accessibility of information and communication for people from statutorily 'protected groups' and other disadvantaged

3.2 The intention of these objectives was to identify key areas of activity required for a new organisation and to ensure the best possible outcomes for patients. Updates have previously been published and much progress has been made towards these.

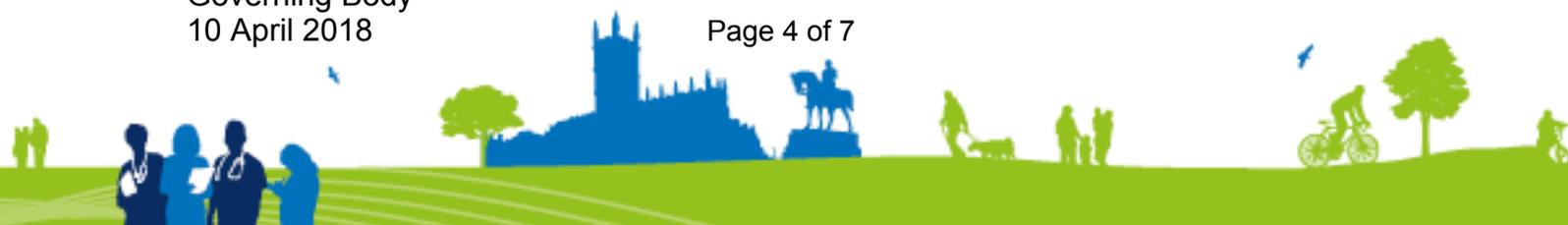
3.3 Four years later the CCG finds itself in a very different position to that in 2013 and needs to develop new objectives based on the key priorities.

4. New equality objectives (three-year timeline)

4.1 Four new equality objectives are in place, which are SMART and link to the CCG's priorities, the outcomes of the Equality Delivery System 2 (EDS2), the previous equality objectives, commissioning intentions and wider priorities within the NHS system.

1. The CCG to work towards a comprehensive understanding of the barriers to accessing services experienced by patients. To work to reduce the barriers identified with partner organisations and stakeholders.
2. The organisation will ensure that due regard is given to the needs of the CCG's population during service change, including vulnerable groups, through effective engagement aligned with the profile of the population affected by particular changes.
3. The organisation will use the findings from the NHS Workforce Race Equality Standard, Workforce Disability Equality Standard and the Staff Survey reporting requirement to inform a broader action plan to develop inclusive, supportive values and competencies across the workforce.
4. The CCG's leadership will, as system leaders, continue to champion improved outcomes for vulnerable groups and tackle health inequalities across Wolverhampton and the Black Country.

Adoption of these Equality Objectives will ensure that the CCG remains compliant with its legal duties and ensure that the CCG continues to work to reduce health



inequalities, improve outcomes for patients including vulnerable groups and maintain and develop a diverse supported workforce.

- 4.2** The CCG will provide updates to Quality Safety Committee and Governing Body on objectives' progress which will allow the publication of annual updates on the CCG website.

5. Next steps

- 5.1** It is recommended that the CCG consider seeking the views of key stakeholders and lay representatives on the proposed objectives before finalising them. By doing so the CCG gains external validation of the chosen objectives.

Action	Task	Date
Agree Equality Objectives	Present to SMT and QSC	
Seek feedback from CCG staff	Draft Equality Objectives to be included in Staff newsletter with opportunity to respond via email	
Seek feedback from Chairs Patient Participation Group	Present at next meeting	
Seek endorsement from Quality & Safety Committee (QSC)	Equality Objectives will be presented to QSC for comments	March 2018
Publish Objectives on CCG Website once approved	Material to be sent to comms team	Before 30 March 2018
Equality Objectives presented to Governing Body	Present a report to Governing Body	10 th April

- 5.2** GB is asked to note the objectives, next steps and make further suggestions if necessary.

6. CLINICAL VIEW

- 6.1** None for this report.

7. PATIENT AND PUBLIC VIEW

- 7.2** None for this report.



8. KEY RISKS AND MITIGATIONS

- 8.2 Publication of up to date, SMART Equality Objectives is a key aspect of compliance with the legal requirements of the PSED.

9. IMPACT ASSESSMENT

Financial and Resource Implications

- 9.2 None for this report.

Quality and Safety Implications

- 9.3 The implications on Quality and Safety are intrinsic to the report.

Equality Implications

- 9.4 Equality implications are intrinsic to the report.

Legal and Policy Implications

- 9.5 Equality Objectives are part of the PSED requirement which is a statutory duty of the Equality Act 2010. Compliance with the PSED is a key requirement on the CCG legally and to provide NHS England with Assurance.

Other Implications

- 9.6 None

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Job Title: EIHR Manager

Date:

RELEVANT BACKGROUND PAPERS

(Including national/CCG policies and frameworks)



REPORT SIGN-OFF CHECKLIST

This section must be completed before the report is submitted to the Admin team. If any of these steps are not applicable please indicate, do not leave blank.

	Details/ Name	Date
Clinical View	N/A	
Public/ Patient View	N/A	
Finance Implications discussed with Finance Team	N/A	
Quality Implications discussed with Quality and Risk Team	N/A	
Equality Implications discussed with CSU Equality and Inclusion Service	N/A	
Information Governance implications discussed with IG Support Officer	N/A	
Legal/ Policy implications discussed with Corporate Operations Manager	N/A	
Other Implications (Medicines management, estates, HR, IM&T etc.)	N/A	
Any relevant data requirements discussed with CSU Business Intelligence	N/A	
Signed off by Report Owner (Must be completed)	N/A	

