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Date	Tuesday, 12 March 2019
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Title of paper	North West London overarching equality objectives 2019 – 2023 and local objectives
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Presenter	Bethany Golding (Engagement and Communications Manager)				
Author	Bethany Golding (Engagement and Communications Manager)				
Responsible Director	NW London: Diane Jones H&F CCG: Janet Cree Approved report Yes <input type="checkbox"/>				
Clinical Lead	Vanessa Andreae, Vice Chair/Practice Nurse				
Confidential	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	Items are only confidential if it is in the public interest for them to be so

The Governing Body is asked to:
Agree the recommendation from the Quality, Patient Safety and Risk Committee to approve the local equality objectives and approve the report.

Context and background

Each CCG is required to adhere to its statutory and legal requirements as set out by:
 The Human Rights Act 1998
 Equality Act 2010
 Health & Social Care Act 2012

The Equality Act 2010 has general and specific duties, which came into place, to harmonise the previous race, disability and gender equality duties and to extend protection to the new protected characteristics listed in the Act.

In summary, CCGs who are subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties help public bodies perform the Equality Duty better. They do this by requiring public bodies to be transparent about how they are responding to the Equality Duty, requiring them to:

- Publish information to demonstrate compliance with the PSED, at least annually.
- Prepare and publish equality objectives at least every four years.

To support the CCGs in meeting their Public Sector Equality Duties, NHS England have developed the Equality Delivery System (EDS) framework, which assesses how NHS organisations are performing with regard to equality, diversity and human rights; how they can improve; and how they can get to where they want to be.

This paper sets out the process undertaken to agree the draft North West London overarching equality objectives namely;

1. To improve engagement and consultation activity with individuals and groups of people accessing NHS services, with specific reference to identifying issues relating to patient access and experience.
2. To reduce any barriers (language or otherwise) experienced by individuals and groups of people when accessing local NHS services.
3. To improve staff capability and understanding of their legal obligations under the Public Sector Equality Duties and duties to reduce health inequalities introduced by the Health and Social Care Act 2012.
4. To improve Black, Asian and Minority Ethnic staff representation, treatment and experience in the CCGs and Provider organisations.
5. To improve representation, treatment and experience of patients and staff with disabilities in local NHS services.
6. To improve representation, treatment and experience of LGBT patients and staff in local NHS services.

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The draft overarching equality objectives have been co-designed and developed so that they are underpinned by four overall principles. These principles are:

1. Engage and involve communities
2. Provide information which is accessible and easy to understand
3. Demonstrate the CCGs are fair and inclusive employers
4. Demonstrate the CCGs support and develop all staff to be inclusive

In order to ensure the overall approach to this work is underpinned by SMART principles, the six draft overarching equality objectives are supported by additional target objectives, which the CCG’s engagement lead has produced based on local feedback from members of protected groups and with the input of team leads.

This will ensure each organisation is not grappling with lots of different approaches and that in fact there will be one overall plan which will lay strong foundations for this work but will also offer opportunity to ensure that there is scope for more localised work determined by the demographics and issues each CCG has in its own geographical locality.

The additional localised target objectives, from each CCG, will also ensure feedback from all engagement activity is further embedded into the overall approach to delivering on this agenda.

In due course, this work will be supported by a detailed action plan outlining how each equality objective and target objective will be delivered, by whom and within what timescales. This plan will also have incremental review dates so that the Board will be able to regularly oversee progress and identify any risks as they occur.

In the meantime, the North West London Equalities Steering Group will, in the first instance, monitor all activity related to this work. This group will be jointly led by Diane Jones and Rory Hegarty.

Local equality objectives for approval

The local equality objectives were designed by the CCG’s engagement lead based on local feedback and with the support of the Joint Commissioning, Primary Care and Commissioning and Delivery teams, with input also received from the IAPT service Deputy Clinical Lead. For each of the six overarching NW London equality objectives, two local SMART objectives have been inputted for the CCG.

The local objectives for the Committee to approve are as follows:

Local objective	To support NW London team in recruiting 500 local residents	<ul style="list-style-type: none"> • During our engagement on equality objectives, all community groups fed back the need to ensure representative engagement and 	Engagement and Governance Team	Recruitment to be completed by
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	who are representative of the borough's diversity to be members of the Citizens' Panel by March 2020	strong mechanisms for ensuring that the voices of local people help to shape service buying, planning and monitoring		December 2019
Local objective	To ensure that 80% of our engagement events include an element of prevention / "stay well" support and signposting, tailored to the community group	<ul style="list-style-type: none"> BAME groups, older people, people with learning and physical disabilities and LGBT groups all raised the need for more prevention and signposting support tailored to their needs 	Engagement and Governance Team	From April 2019
Local objective	To ensure that commissioning and provider staff understand how to make services accessible for people who are homeless (particularly to encourage GP registration, health need assessments and signposting), using the resources available in the Healthy London Partnership Homelessness Programme	<ul style="list-style-type: none"> Local people fed back the importance of ensuring robust support to the homeless population, particularly in Westminster 	Central London CCG to lead	By March 2020
Local	To work with	- Based on feedback from BAME	Primary	From April

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objective	interpreting services through contract review meetings to ensure that the feedback gathered through CCG community outreach is actioned by the service wherever possible	community groups, CVS representatives and residents with English as a second language	Care Team Engagement and Governance Team	2019
Local objective	To encourage basic training of 100% of CCG staff undertaking equality impact assessment screening	<ul style="list-style-type: none"> Ensures that commissioning decisions are made in a way which gives due regard to and mitigates any potential negative patient impacts for particular protected groups 	Engagement and Governance Team, with support from NW London directors	By December 2019
Local objective	To ensure that all EHIA work has incorporated a proportionate amount of engagement activity where required, including with relevant community and voluntary sector bodies	<ul style="list-style-type: none"> Ensures that commissioning decisions are made in a way which gives due regard to and mitigates any potential negative patient impacts for particular protected groups 	All CCG teams undertaking EHIA work	From April 2019 onwards
Local objective	To improve GP access and experience for the BAME population	<ul style="list-style-type: none"> Ensures that steps are being taken to tackle health inequalities for this protected group Helps to build a stronger relationship between practices and their BAME population Improved patient access and 	Primary Care Team Engagement and Governance Team	From April 2019

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Local objective	To support the IAPT service in coproducing and piloting a tailored emotional well-being workshop for the BAME population, and advertise services directly to community groups	experience <ul style="list-style-type: none"> • Feedback a range of from BAME community groups suggests that stigma, taboo and a lack of tailored support with trusted interpreters present results in poorer access and outcomes for mental health • Improved patient access and experience 	Commissioning and Delivery Team	By March 2020
Local objective	To increase the numbers of people with learning disabilities attending a health check (which is quality assured and includes a health action plan) to 75% by end of March 2020. The health action plans should identify achievable health outcomes.	<ul style="list-style-type: none"> • Feedback from people with learning disabilities and monitoring data shows low uptake and efficacy of health checks • Improved patient access and experience 	Senior Commissioner for Learning Disabilities Head of Primary Care	Completion by March 2020
Local objective	To ensure that the CCG is working with relevant community and voluntary sector organisations to coproduce signposting to	<ul style="list-style-type: none"> • In response to feedback from people with physical and learning disabilities, • Improved patient access and experience 	Commissioning and Delivery Team, Contracting Team, Engagement and Governanc	From April 2019 – March 2020

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	services to ensure accessibility by March 2020		e Team	
Local objective	To ensure that 50% of local GP practices have reached a Bronze, Silver or Gold level of accreditation via the “Pride in Practice” initiative by March 2020	<ul style="list-style-type: none"> Local feedback and the national evidence base demonstrates need for awareness training and support provided to GP practices Increased accessibility and improved access and outcomes for this group 	Head of Primary Care, Engagement and Communications Manager	From April 2019 until March 2020
Local objective	To develop an LGBT staff awareness training programme which could be used by any NHS organisation by March 2020	<ul style="list-style-type: none"> Offers fairness and inclusivity to staff Establishes CCGs as organisations which recognise benefits of a competent, well-informed and supported workforce Services are commissioned and provided appropriately LGBT patients better supported with improved access and outcomes 	LGBT Network with senior support	By March 2020

Quality & Safety/ Patient Engagement/ Impact on patient services:

Quality and Safety

- Establishing and delivering equality objectives based on what we know from and of our local populations is key to ensuring that we make the right commissioning decisions to ensure quality services which meet local need.
- Engagement and equalities activity is vital to ensuring that the CCG meet our statutory obligations under the Equality Act 2010, and our engagement and health inequality related duties under the Health and Social Care Act 2012.
- Robust equality objectives and delivery against these are critical to delivering our overall corporate objectives and the work feeds into both Delivery Area 1 (DA1) and DA2 of the NW London Sustainability & Development Plan.

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Finance, resources and QIPP

- Delivering effectively against our equality objectives will require input and resource from a number of CCG teams and providers, including the Primary Care Team, the Commissioning and Delivery Team, the Joint Commissioning Team, the Engagement and Governance Team and the IAPT service.
- Robust equalities work is key to ensuring effective and legally compliant delivery of our QIPP schemes which are underpinned by due regard for our duties.

Equality / Human Rights / Privacy impact analysis

- The local equality objectives have been formed in response to feedback from protected groups across the borough, to ensure that they are meaningful goals which address real issues.

Risk	Mitigating actions
<ul style="list-style-type: none"> • The fact that the CCG does not have a set budget for engagement and equalities related work may result in some community groups being unwilling to engage in the coproduction work required to deliver against some of our equality objectives. • Successful delivery against our equality objectives is reliant on cooperative collaboration from a range of other staff including GP practice and IAPT staff members. • There is a risk that the CCG does not identify or consider the impacts of changes to services effectively 	<ul style="list-style-type: none"> • To achieve as much as possible within our financial constraints, and look to pull down external funding where possible and needed e.g. as we have done for roll out of “Pride in Practice”. • Engage with GP practice staff through the Primary Care Team and IAPT staff early on and ensure that the process of monitoring ourselves against equality objective progress is embedded into the appropriate committee and governance process. • Proposed community engagement process to be put in place

Supporting documents

NWL and local CCG Equalities Objectives – 2019-23

Governance and reporting (list committees, groups, other bodies in your CCG or other CCGs that have discussed the paper)

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Committee name	Date discussed	Outcome
Name	DD/MM/YYYY	
NW London SMT	18.02.2019	For CCG engagement leads to add in localised objectives, then for the report to be agreed at local CCG Quality Committees before going to Governing Body for final approval.
Quality, Patient Safety and Risk Committee	26.03.19	To agree to recommend approval of the NW London and local objectives with minor changes to the local objectives