

NHS North Cumbria CCG Governing Body	Agenda Item 8
3 April 2019	

Equality Delivery System (EDS2)

Purpose of the Report							
To fulfill the requirement of the Equality Legislation and agree a move to system wide reporting.							
Outcome Required:	Approve	X	Ratify		For Recommendation		For Information
Assurance Framework Reference:							
As detailed in the Strategic Objectives below.							

Recommendation(s):
<ol style="list-style-type: none"> 1. Approve the Equality & Diversity Report so it can be published on the website as required by the Public Sector Equality Duty. 2. Agree to be part of system wide reporting, one report will cover both provider trusts and the CCG in future.

Executive Summary:
<p>Key Issues:</p> <p>In order to meet the Public Sector Equality Duty the CCG has to publish a report to show that those with a protected characteristic are not disadvantaged in anyway because of their protected characteristic.</p> <p>Key Risks:</p> <p>The CCG would not meet Statutory Equality Legislation</p> <p>Implications/Actions for Public and Patient Engagement:</p> <p>To ensure that those with a protected characteristic are included in any patient and public engagement.</p>

Financial Impact on the CCG:
None

Strategic Objective(s) supported by this paper:	Please select (X)
Support continuous quality improvement within existing services including General Practice	X
Commission a range of health services, including an increasing range of integrated services, appropriate to our population's needs	X
Develop our system leadership role (in the context of an integrated health and care system) and our effectiveness as a partner	X
Continuously improve our organisation and support our staff to excel	X

Impact assessment: (Including Health, Equality, Diversity and Human Rights)	No
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Conflicts of Interest Describe any possible Conflicts of interest associated with this paper, and how they will be managed	N/A
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North Cumbria
Clinical Commissioning Group

Equality Delivery System (EDS2)

Report
April 2019

DRAFT

Introduction

As mentioned in the last Equality Report, the aim was to have a system wide report in place in time for this reporting period. While some progress has been made it has not been possible to provide a system wide report for this reporting period. However, progress has been made on a joint provider report from North Cumbria University Hospitals Trust (NCUHT) and Cumbria Partnership Foundation Trust (CPFT). This report is available on the [CCG website](#).

As the wider Health & Care system moves forward and the CCG becomes more embedded in the wider system it needs to ensure that it continues to meet the requirements of the Equality Legislation. The easiest way to do this is to move towards system wide reporting. Discussions are ongoing with the providers but the Governing Body needs to confirm it is happy with system wide reporting in the future.

The CCG and other Health Trusts are key members of the Cumbria Public Sector Partnership, together with Cumbria Constabulary, and Cumbria County Council. Working together with shared equality objectives to identify, understand and meet the EDI needs of public, patients and service users within the County. Membership of the Group has been extended to include other public sector partners across the County.

North Cumbria CCG Equality Objectives

The table below shows how the CCG's objectives link to the EDS2 goals:

EDS Goals	North Cumbria CCG Equality Objectives
<ul style="list-style-type: none">• Better Health Outcomes	<ul style="list-style-type: none">• Improve access to services• Achieve improvements in overall health by clinical effectiveness, patient safety and patient experience for all through quality monitoring of commissioned services• Act on information received from engagement activities and patient feedback.
<ul style="list-style-type: none">• Improved Patient Access and Experience	<ul style="list-style-type: none">• Consult and Engage with a wide range of stakeholders about issues likely to have an impact on users of services.• Ensure that all staff are aware that equality is everyone's business and everyone is expected to contribute to the CCG's Equality Objectives
<ul style="list-style-type: none">• Representative and supported workforce	<ul style="list-style-type: none">• Provide a working environment that values and respects the individual and challenges discrimination, harassment, bullying and victimisation.
<ul style="list-style-type: none">• Inclusive leadership at all levels	

Like the CCG Provider Organisations objectives link to EDS goals. Public Sector organisations in North Cumbria are continuing to work together to ensure all objectives are complimentary.

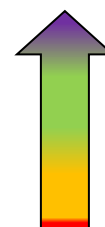
Equality Delivery System 2 (EDS2)

The report is based on the EDS2, toolkit designed to help NHS organisations meet the requirements of the Public Sector Equality Duty (PSED), in accordance with the Equality Act (2010).

CCG Assessment and Grading

The four assessment grades are:

Excelling (**Purple**) **all** protected groups fare as well as other people overall
Achieving (**Green**) **most** protected groups fare as well as other people overall
Developing (**Amber**) only **some** protected groups fare as well as other people overall
Undeveloped (**Red**) all protected groups fare poorly compared with other people overall



CCG Grading

For the CCG to complete an Equality Report it has to take account of the providers report as the CCG commissions the services the Trusts provide.

For goals 1 and 2 relating to patient care, the CCG grading must reflect the grading of providers as they provide the services we commission. The providers recent assessment shows an improvement from developing to achieving so therefore the CCG is assessed as showing the same improvement.

For goals 3 and 4 which are workforce related the issues are different as currently the report relates only to CCG staff.

Because the CCG has such a small workforce, we are not required to provide a detailed profile breakdown of our staff which could lead to individuals being identified. The Provider Trusts have 4 staff networks which CCG staff are able to join. They cover ex Armed Forces, Accessibility, LGBT and Cultural Diversity.

Summary of Grading for 2018/19

EDS Goals	CCG Grading
1. Better Health Outcomes	
2. Improved Patient Access and Experience	
3. Representative and supported workforce	
4. Inclusive leadership at all levels	

EDS Grades

EDS2 is applied to people whose characteristics are protected by the Equality Act (2010), and other identified vulnerable groups. The nine protected characteristics are age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race including nationality and ethnic origin, religion or belief, sex, and sexual orientation. Other issues taken into account in our area are Carers and Rurality.

Undeveloped (red)	Developing (orange)	Achieving (green)	Excelling (purple)
if there is no evidence one way or another for any protected group of how people fare ...OR if evidence shows that the majority of people in only two or less protected groups fare well	if evidence shows that the majority of people in three to five protected groups fare well	if evidence shows that the majority of people in six to eight protected groups fare well	if evidence shows that the majority of people in all nine protected groups fare well

North Cumbria CCG Grading for 2018/19

GOAL	OBJECTIVE	GRADING
1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving
1.2	Individual people's health needs are assessed and met in appropriate and effective ways	Developing
1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well informed	Developing
1.4	When people use NHS services their safety is prioritised, and they are free from mistakes, mistreatment and abuse	Achieving
1.5	Screening, vaccination and other health promotion services reach and benefit all communities	Achieving
2.1	Patients, carers and communities can readily access hospital, community health, or primary care services and should not be denied access on unreasonable grounds	Achieving
2.2	People are informed and supported to be involved as they wish to be in decisions about their care	Achieving
2.3	People report positive experiences of the NHS	Achieving
2.4	People's complaints about services are handled respectfully and efficiently	Achieving
3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Developing
3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	Achieving
3.3	Training and development opportunities are taken up and positively evaluated by all staff	Achieving
3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving
3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Achieving
3.6	Staff report positive experiences of their membership of the workforce	Achieving
4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Developing
4.2	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed	Achieving
4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Developing

Workforce Equality Standards

In accordance with NHS England's requirements, the CCG completed the Workforce Race Equality Standard (WRES) for 2017, providing both data and narrative around race equality issues within their workforce.

Equality Impact Assessment (EIA)

The purpose of an EIA is to ensure that our services, policies and practices do not directly, indirectly, intentionally or unintentionally discriminate against the users of our services or our staff. Where a negative impact is found, we will mitigate the impact through the development and implementation of equality improvement plans.

Undertaking an Equality Impact Assessment (EIA) enables us to consider the impact of each current and proposed service, policy, procedure or function, not only with regard to ethnicity, disability, age and gender, but also in relation to religion and belief, sexual orientation, and human rights. It is designed to ensure that 'due regard' is given to equality in relation to our service users and the manner in which we recruit, train and develop our staff.

An example of an EIA: developing plans for the new cancer centre at the Cumberland Infirmary we held a session particularly focusing on those with physical and sensory impairments and those who may require extra support to access services.

Translation Services

The last 12 months have seen some issues with translation services. Firstly Capita canceled their contract with all Health Services in North Cumbria, resulting in a new procurement process. This was undertaken jointly with CPFT leading on behalf of all 3 health organisations in north Cumbria. While a new provider has been awarded the contract there are some outstanding issues in getting this up and running in the CCG. Unfortunately the person responsible for the procurement process in CPFT has moved on. This has caused significant problems primarily in relation to the Syrian refugees.

The total cost to February 2019 is just under £1,220 a decrease on previous years.

Accessible Information Standard (AIS)

From the 1st August 2016 all publicly funded health and social care organisations are legally required to adhere to the standard requirements. These standards are to identify, record, flag, share and act on the information and communication support needs of patients, service users, carers and parents with a disability, impairment or sensory loss.

The emphasis going forward is for system wide working and sharing best practice. The providers have established a joint working group with staff, service user and partner involvement to progress a number of different work streams. The project has made a number of significant achievements including the implementation of BrowseAloud, a Digital Patient Information library and a custom AIS training package for staff.

Modern Slavery Act

As of October 2015 all commercial organisations carrying on business in the UK with a turnover of £36m or more have to complete a slavery and human trafficking statement for each financial year. The Modern Slavery Act consolidates offences relating to trafficking and slavery (both in the UK and overseas). As a large business we need to publicly state each year the actions we are taking to ensure our suppliers are slavery free. The CCG, NCUHT and CPFT are all working within the act.

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