

Equality Steering Group - Update

Background

The Equality Steering Group (ESG) was established in 2015 and reports to the Quality and Safety subcommittee. The purpose of the ESG is to ensure that the CCG meets the *General* and *Specific* duties under the Equality Act 2010 across all commissioning decisions, contracting and workforce.

The ESG also ensures that equality, diversity and human rights is actively promoted, communicated and managed from the workforce and community of Bexley alongside the continuing work with other partners to contribute to reducing health inequalities.

The ESG meets on a regular basis, with a minimum of 4 meetings per year. During 2017 meetings have taken place in January and May, two further meetings are planned for October and December.

EDS2

The CCG has implemented EDS2, the preferred equalities reporting framework for the NHS, to help meet its PSED.

Following a self-assessment against the four goals and 18 outcomes set out within EDS2, which involves gathering evidence against each goal and outcomes using a RAG rating, the CCG has provided evidence to support a grading of either achieving or developing against all outcomes.

This information will be shared with Bexley Patient Council at its meeting on the 26th September 2017 for discussion and comment, with the aim of publishing an agreed EDS2 rating by the end of October 2017.

Equality Objectives and action plan progress

At its meeting in May 2017 the ESG discussed refreshed equality objectives for the period 2017 – 2020. Proposed objectives against each of the EDS aims are:

- 1. Better health outcomes**
Map population profile – identifying local groups and organisations
- 2. Improved patient access and experience**
Undertake three deep dives per year into chosen protected characteristic areas, this will help understand where gaps are and identify improvements/actions
- 3. A representative and supported workforce**
CCG staffing is not balanced (gender predominantly female), workforce should be reflective of the community
- 4. Inclusive leadership**
Training needs of governing body and board development should include equality and diversity.

It is believed that development of the above refreshed objectives will help to:

- Advise the CCG on equalities issues that affect local communities in Bexley and contribute to the development of solutions
- Make use of existing networks across the borough to understand equality issues that affect represented groups
- Understand the needs of different communities
- Identify research on specific equalities issues where a deeper understanding is required
- Meet, consult and engage with residents and bring these views to the CCG.

Action taken so far to address the refreshed objectives includes:

Objective	Action
Map population profile – identifying local groups and organisations	<p>Develop an equality matrix to act as a central document that maps the full range of diverse groups in Bexley.</p> <p>Action has begun to commence mapping of diverse groups – in addition to identifying other organisations that hold details of local groups and communities (e.g. BVSC)</p>
Undertake three deep dives per year into chosen protected characteristic areas, this will help understand where gaps are and identify improvements/actions	<p>Following work with Bexley Mencap it was identified that people with learning disabilities have poor experiences of accessing primary care.</p> <p>At its meeting planned for October the ESG will consider Healthwatch Bexley report regarding access challenges. It will also discuss any learning from the 'Big Health Check' event.</p> <p>In November the ESG will debate actions to progress a deep dive into Race, with a focus on identifying people/groups representing different nationalities and ethnic origin</p>
CCG staffing is not balanced (gender predominantly female), workforce should be reflective of the community	Under development – to be discussed with Head of Communications and Organisational Development/ Head of HR
Training needs of governing body, and board development, should include equality and diversity.	The PPI Lay Member will review equality training needs for Governing Body

Equality impact analysis

Equality analysis is embedded within the CCG commissioning process. This ensures that service proposals going before the Governing Body for consideration include an equality analysis and contributes to the evidence on which decisions are based. We carry out these analyses to ensure we pay 'due regard' to the three aims of the PSED and Human Rights Act

The CCG carries out Equality Analysis to highlight positive and negative impacts on protected characteristics and other local disadvantage groups, giving an opportunity to mitigate any negative impacts. Also Equality Analysis is used to inform decision making.

Following discussion at the meeting in May the ESG agreed that EiA's for new contracts/business cases should be discussed at group meetings. Review of EiA's should continue to be undertaken by the Head of Patient Experience and Equalities with support from the PPI Lay Member.

Partnership working

The CCG has received an invitation to attend the London Borough of Bexley Equalities Partnership Board to discuss how this group could work with the CCG's patient council and ESG.

The PPI lay member and Head of Patient Experience & Equalities will present information about the CCG and our equality agenda. There is a good record of partnership working with LBB and it is hoped that together we can work constructively with other members to help develop local policies, share information on equality issues and drive improvements.

Date for next meeting

The September meeting planned for the ESG was postponed due to diary clash with QSSC. However, a date has been identified for October (19th), when it is hoped that the work identified in this summary paper can be updated and progressed.



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