

Patient and Public Engagement Committee 2020/2021

Date of Meeting:	14 January 2021
Agenda Item:	Agenda Item 5.4
Subject:	Equality, Diversity and Inclusion Update Quarter 3: 2020/21
Reporting Officer:	Samina Arfan, Equality, Diversity and Inclusion Strategic Lead
Aim of Paper:	To inform the Committee of work undertaken

Governance route prior to PPEC	Meeting Date	Objective/Outcome
Governing Body	Select date of meeting.	Click to Select
Audit Committee	Select date of meeting.	Click to Select
Strategic Place Board	Select date of meeting.	Click to Select
Integrated Commissioning Board	Select date of meeting.	Click to Select
Locality Engagement Group	Select date of meeting.	Click to Select
Patient and Public Engagement Committee	Select date of meeting.	Click to Select
Quality and Safeguarding Committee	Select date of meeting.	Click to Select
Remuneration Committee	Select date of meeting.	Click to Select
Clinical and Professional Advisory Panel	Select date of meeting.	Click to Select
Primary Care Commissioning Committee	Select date of meeting.	Click to Select
Information Governance Management Group	Select date of meeting.	Click to Select
Other	Click here to enter text.	

Patient and Public Engagement Committee Resolution Required:	For Discussion
Recommendation	To review the update, and to provide a quarter 3 update at the next meeting.

Link to Strategic Objectives	Contributes to: (Select Yes or No)
SO1: To be a high performing CCG, deliver our statutory duties and use our available resources innovatively to deliver the best outcomes for our population.	Yes
SO2: To deliver on the outcomes of the Locality Plan in respect of Prevention and Access (Prevention and Self Care)	No
SO3: To deliver on the outcomes of the Locality Plan in respect of Neighbourhoods & Primary Care (Getting help in the Community)	No
SO4: To deliver on the outcomes of the Locality Plan in respect of In Hospital - Planned (Getting more help)	No
SO5: To deliver on the outcomes of the Locality Plan in respect of In Hospital - Urgent Care (Getting more help)	No
SO6: To deliver on the outcomes of the Locality Plan in respect of Children, young people and families	No
SO7: To deliver on the outcomes of the Locality Plan in respect of Mental Health	No

Risk Level: (To be reviewed in line with Risk Policy)	Green
Comments (Document should detail how the risk will be mitigated)	Click here to enter text.

Content Approval/Sign Off:	
The contents of this paper have been reviewed and approved by:	Director of Operations / Executive Nurse, Karen Hurley
Clinical Content signed off by:	Not applicable
Financial content signed off by:	Not applicable

	Completed:
Clinical Engagement taken place	Not Applicable
Patient and Public Involvement	Not Applicable
Patient Data Impact Assessment	Not Applicable
Equality Analysis / Human Rights Assessment completed	Not Applicable

Executive Summary

An update paper is attached.

HEALTHIER PEOPLE,
BETTER FUTURE

NHS
Heywood, Middleton
and Rochdale
Clinical Commissioning Group

Equality, Diversity and Inclusion Update

Quarter 3

2020/2021

Samina Arfan
EDI Strategic Lead



Equality and Inclusion Update: 2020/21 Quarter 3

1.0 Joint Equality Diversity and Inclusion Strategy Action Plan

The Equality Diversity & Inclusion (EDI) Strategy action plans need to be rolled out across the Council and CCG for directorates and service areas to complete by identifying areas of work related to the high level Equality Objectives 2020-24 have been themed with the acronym 'READI', (further details about the equality objectives are detailed in Appendix 1):

- **R**educe inequalities and improve outcomes
- **E**MBED EDI in our way of working and meet our statutory and mandatory requirements
- **A**ctively consult, engage, involve and communicate with our communities
- **D**evelop inclusive leadership, workforce and culture
- **I**mprove access to information services and data collection and usage

This action plan will be providing assurance to leadership and the CCG that the work is being undertaken and can be used as evidence to support submissions including: Equality Delivery System, Accessible Information standard, PSED and others. To move this forward meeting have been scheduled with integrated commissioning in January.

2.0 NHS Equality Delivery System2

Guidance from NHS England to NHS organisations advises there was not a requirement to complete the EDS2 for 2020/21 due to the pandemic. As long, as an organisation, however due regard and compliance with the Equality Act is enough of a requirement for this year. Further guidance is anticipated for 2021/22.

The CCG welcomes this advise given much of the evidence will be drawn from commissioned services. However, as part of the action planning process as described in 1.0 above, identified actions for integrated commissioning and the CCG will contribute to meeting our Public Sector Equality Duty under the Equality Act along with evidence for an EDS2 review in future.

3.0 Black History Month and the Joint Workforce Race Equality Report 2020

To mark Black History month, the first comprehensive joint report looking at 'Workforce Race Equality' (WRES) with findings for Rochdale Borough Council (RBC) and NHS Heywood Middleton and Rochdale Clinical Commissioning Group (NHS HMRCCG) was produced. This report triangulated the data with thematic insights and proposed recommendations. The report coincided with a review of data and insights gathered by both organisations for:

- The Greater Manchester Workforce Race (this will be referred to as WRES throughout this report) key data indicator returns for public sector organisations;
- The CCG's annual Workforce Race Equality Standard (WRES) data submission to NHS England and sixth WRES Report for Governing Body scheduled for November;
- Black, Asian and Minority Ethnic (BAME) staff listening events across both organisations over June-September 2020

The report and recommendations were endorsed by the Joint Leadership Team 27/10/2020 and NHS HMRCCG's Governing Body 20/11/2020. This report supports meeting our Public Sector Equality Duty and our local Joint Equality Diversity and Inclusion strategy and Equality

Objective 4 'Develop inclusive and reflective leadership, workforce and culture' and provides a blueprint to look at other protected characteristics in the workplace. This report is the first in GM looking at workplace race equality and is currently been requested by NHS England Northwest WRES team to showcase as an example of good practice at a system level.

4.0 Adult Care

4.1 Trans Inclusive

Over the past 3 months a Trans Awareness workshop was delivered by Northern Care Alliance to staff working aimed at staff working across adult care. This was followed up with 3 action learning set meetings aimed at identifying priorities. Three priority areas were identified:

1. Compliance with data sharing and care records
2. Understanding of access to gender specific services and myth busting
3. Confidence with communicating and supporting trans service users from adapting assessments to basic customer service and challenging bias

A draft work plan has been developed to be presented to the Adult Care senior management team for approval.

4.2 Unconscious bias and Inclusion workshop

In December an unconscious bias and inclusion workshop was delivered to team leaders and manager in adult care. The session provided a space for staff to understand and discuss concepts around bias.

5.0 Equalities Assembly October 2020

The CCG was invited to present the joint Equality Diversity & Inclusion (EDI) Strategy and Objectives presented at the October Equalities assembly hosted by Action together. It was also an opportunity to discuss with grassroots organisations in Rochdale the inequalities in thematic areas listed below:

- Learning Disabilities,
- Multiple Disadvantage
- Inequalities within BAME Communities
- COVID-19 and LGBT inequalities
- COVID-19 and Patient Access
- Digital Poverty and Inclusion
- Older People and COVID-19

6.0 Disability History Month

November is disability, month and a planning meeting took place in October hosted by RADDAG, to look at ideas and activities scheduled to take place across organisations in Rochdale given the constraints of the pandemic and ways of working. The CCG is involved in a few on-going workstreams to address inequalities for disabled people including:

- Task group: health checks for people with a learning disability
- Task group: Accessibility standard

7.0 Leadership Development

Developing inclusive leadership is a key theme within the National NHS People's Plan, GM people's Plan and one of our joint equality objectives. The list below highlights some of the development sessions delivered this quarter:

- Wider Leadership Team: Unconscious bias workshop
- Rochdale Academy: 2 Inclusive leadership sessions
- NHS HMRCCG: Governing Body strategy session: Inequalities and Inclusive leadership

8.0 Joint Equality Steering Group and EDI Working Groups

The joint Equality Steering group met in November and has agreed to review its terms of reference to ensure it reflects all directorates across the council and CCG and the strategy is embedded and delivered. Currently 2 working groups under the steering group, the Workforce EDI group which is focusing on the workforce elements of the strategy. The Health and Care working group is under review and will reconvene following discussions with integrated care directorate. This working group will be key to ensure the wide requirements for health and care are embedded and delivered and can support future EDS2 reviews.

9.0 Workstreams Embedding EDI

The list below provides an overview of the variety of workstreams currently embedding EDI:

- Census 2021
- Health Protection Board
- Community Response
- Dementia Partnership Board
- Mental Health Review