

2019-20 Equality Delivery System Executive Summary

This will be Staffordshire and Stoke on Trent CCG's second combined Equality Delivery System (EDS) Report. This year's event included members of the CCG's; Communication Engagement, Equality and Employment (CEEE) Committee, Local Equality Advisory Forum (LEAF) and Staff Engagement Group (SEG). External delegates included individuals representing Gender Re-assignment and Disability, specifically people with hearing impairments.

The CCG's presented a range of activities and events, this was accompanied by proposed grading for the six EDS2 Goal 3 outcomes. The CCG's presented a position that accepted more work needed to be done, but also highlighted much of the positive work accomplished over 2019. The presentation is available on the CCG's internal and external equality webpages.

Open discussion and engagement provided useful feedback which will influence the development of the CCG's Equality Action Plan for 2020. Discussions included a person with a hearing impairment, perspective experience of going through the recruitment process, inequality within online recruitment that does not recognise Mx as a personal title. There were several discussions around training e.g dignity at work, variations in access to training, how bullying, in terms of definition and perception is perceived differently across the CCG's

Emerging themes; Recruitment (accessibility and inclusion), Bullying (defining and training opportunities) Representation, Training and while being aware of all protected and vulnerable groups a specific focus around the protected characteristics of; Age: under 25's, Disability and Race Black, Asian Minority Ethnic (BAME) and Sex (Gender)

Staffordshire and Stoke on Trent CCG EDS2 – Grading Results for Year 2019 -20

Following a review of the presentation data and information and discussion and

EDS2 Goal 3	Goal 3 6 Outcomes	Grades for 2019-20
A Representative and supported workforce	3.1.	Achieving
	3.2.	Achieving
	3.3.	Achieving
	3.4.	Developing
	3.5.	Achieving
	3.6.	Achieving

participants were asked to consider the proposed gradings and to re-assign alternative grades if they felt the CCG had over or underestimated their performance.

The CCG's received 5 gradings of "Achieving" The participants felt that while there was evidence of activity in this area, 3.4 the CCG's were at the developing stage as there were opportunities to progress in this area. The presentation can be found on any of the respective CCG's equality webpage (including the proposed grading).

Achieving "Excellent" grades would require further development in the way we collect staff data, (disaggregated by all protected characteristics). This would allow the

CGG's to evidence that the workforce is representative and inclusive when considering all protected characteristics.

Key Discussion Points from the EDS2 Grading Event

Role Models within the CCG's

We could develop dignity at work training

Mx is a title commonly used and accepted title for non-binary gender type people and should be reflected in the NHS application form.

Deaf Awareness Training.

Positive Action Initiatives

Variations in non-mandatory training was expressed as not always

NHS recruitment processes does not always consider the needs of people with hearing impairments

Specialist employment advisors to review job descriptions, adverts etc.

Recruitment procedures are too centralised

Freedom to speak up champions is something we should pursue.

There are variations in how managers apply and/or perceive flexible working

Opening opportunities for young people looking to the CCG's as a career option e.g. providing shadowing initiatives

The role of CCG's externally is often unknown or limited outside of the NHS and should be better promoted what we do

Promoting CCG career paths in Schools and Colleges

Equality training and organisational development opportunities incorporated into the Staff away days.

While bullying is defined within the CCG's Bullying Policy it was felt that the definition of bullying was subjective and varied across the CCG's and that a collaborative definition should be sort

2020 Staffordshire and Stoke on Trent E&I/HR Action Plan	Responsible Person/Directorate	Timeline	Status
1. The CEEE Committee to oversee the development of Staff E&I/HR action plan, which will reflect equality issues raised in 2019. Staff (E&I) Action Group to produce 2020 action plan and present to CEEE Committee for approval.	Staff (E&I/HR) Action Group	May 2020/2	
2. Staff E&I/HR Action Plan to be ratified by Governing Body/ies	CEEE	June 2020	
3. Check if NHS jobs website or local include “Mx” in the “Personal Title” drop down menu as an option and if applicants can request to receive messages via text	E&I Business Partner	TBA	NHS Jobs website check 02/03/2020 contains Mx. You can request to receive communication via text. Regional/Local sites/documentation to be checked.
4. Review internal recruitment process against best practice. Check with local providers for good practice initiatives	Staff (E&I/HR) Action Group		
5. Incorporate “Equality” agenda item section into each Staff away days. SEG or CEEE to select topic. E.g. training, appropriate behaviour in the workplace and awareness raising consolidate definition to bullying	SEG	TBA	
6. Prepare campaign for Anti-Bullying Week 16th - 20th November 2020	Staff (E&I/HR) Action Group	TBA	
7. Incorporate Equality and inclusion awareness section into the induction. To include bullying and accessible information and services.	Staff (E&I/HR) Action Group	TBA	
8. Promote CCG’s Profile and Career Opportunities within Schools and Colleges.	HR/OD	TBA	
9. Open shadowing opportunities within the CCG’s considering Age (young people), Disability and Race.	Staff (E&I/HR) Action Group	TBA	
10. Positive action initiative to recruit Lay Member. Considering Race, Disability and Age.	Staff (E&I/HR) Action Group	TBA	