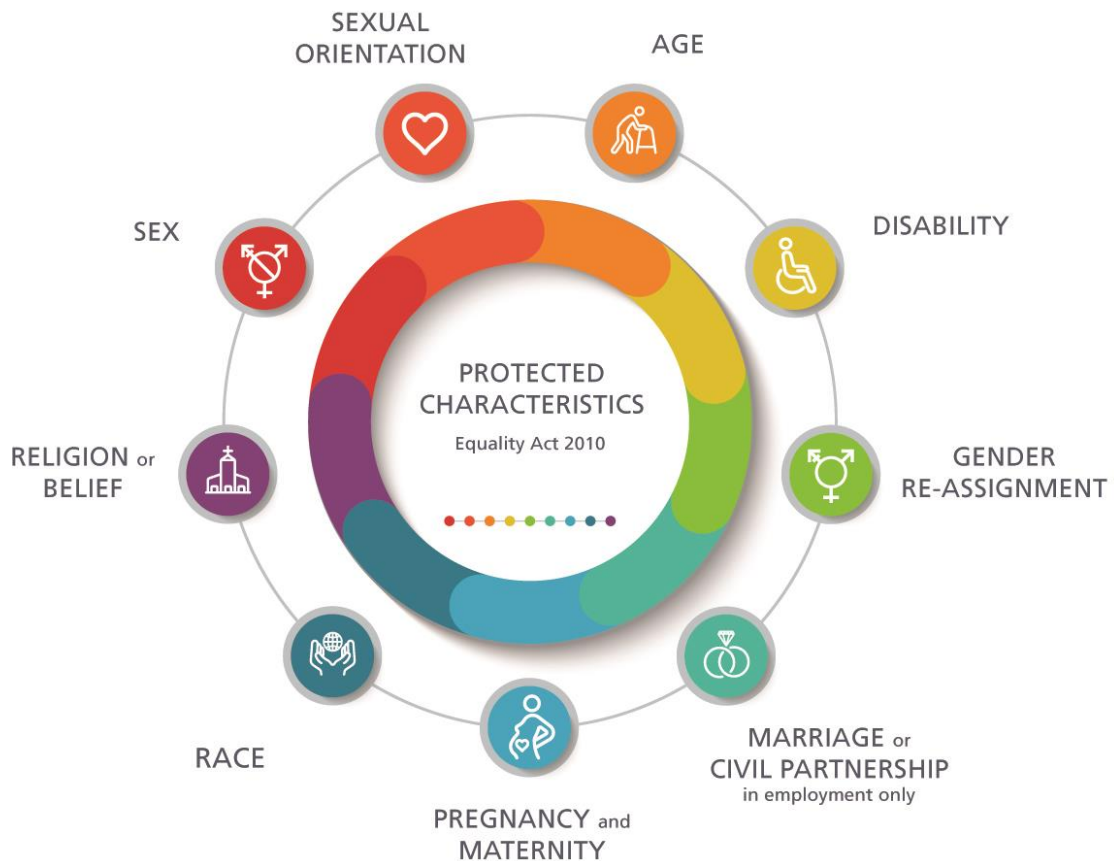


2018/19 Equality and Inclusion Annual Report Summary

STAFFORDSHIRE & STOKE-ON-TRENT SIX CLINICAL COMMISSIONING GROUPS



April 2019

Contents

Introduction	3
PSED (specific duty) Equality Objectives	3
PSED (specific duty) Annual Report	4
Accessible Information Standard	4
Equality Delivery System	4 - 5
Equality Impact and Risk Assessment (EIRAs)	5 - 6
Gender Pay Gap	6
Modern Day Slavery	6
Provider Monitoring	6 - 7
Workforce Profile Report (internally scrutinised document)	7 – 9
Workforce Disability Equality Standard	9
Workforce Race Equality Standard	9 – 10
Work for 2019-20	10

Introduction

This is a summary of the Equality and Inclusion Annual Publication which demonstrates how Staffordshire and Stoke on Trent CCGs are collectively meeting their equality duties, statutory and mandatory requirements.

This is the first year that the six CCGs have produced a single annual report. It reflects the equality programme of work during 2018 and how the CCGs have demonstrated due regard to the Equality Acts, Public Sector Equality Duty (PSED) when carrying out its day to day functions.

Statutory Requirement

The Equality Act 2010 (Specific Duties) Regulations 2011

- Publish information to show compliance with the public sector equality duty, at least annually.

This document provides summary information on equality activities up to March 2019 including:

- PSED (specific duty) Equality Objectives
- PSED (specific duty) Annual Report
- Accessible Information Standard
- Equality Delivery System
- Equality Impact and Risk Assessment (EIRAs)
- Gender Pay Gap
- Modern Day Slavery
- Provider Monitoring
- Workforce Profile Report (internally scrutinised document)
- Workforce Disability Equality Standard
- Workforce Race Equality Standard

Public Sector Equality Duty (Specific Duty) Equality Objectives

Key data/message

2019-2021 Equality Objectives are currently awaiting approval from the CCGs senior equality scrutiny panel the “Communications Engagement Equality & Employment Committee” (CEEE). Proposed Objectives:

- Objective 1. Improve mental health related access to high quality healthcare support, advice and information
- Objective 2. To improve the fair access experience of protected group patients (into primary and secondary healthcare services)
- Objective 3. Staffordshire CCGs will develop and support an organisational culture of inclusion where staff are engaged, listened to and feel supported, and where leaders and managers foster a workforce culture which values: diversity, improved mental health and wellbeing.
- Objective 4. Staffordshire CCGs should ensure that equality is everyone’s business, and everyone is expected to take an active part, supported by the work of specialist leaders and champions

Public Sector Equality Duty (specific duty) Annual Report – CCG Requirement

Key data/message

This is the first year (2018/19) that the six CCGs have produced a single annual report. The annual report provides an overview of equality activity for the previous year. The six Governing Bodies, and our senior governance committee for Communication Engagement, Equality and Employment (CEEE) and the Local Equality Advisory Forum (LEAF) commit to scrutinise, advise, influence and monitor progress. They receive regular reports on key equality workstreams, and the Public Sector report is published on each CCGs website.

Accessible Information Standard (AIS) – CCG Requirement

Key data/message

Commissioners of NHS services must give ‘due regard’ to this standard, ensuring that they enable, support and monitor provider partner compliance. This standard is in all NHS Standard Contracts and is monitored by the Equality and Inclusion team within the annual provider compliance audit.

Staffordshire and Stoke on Trent CCGs have Accessible Information on their respective websites and will agree if they are to produce and publish a collaborative statement along with any resulting actions.

The standard is assessed annually through the CEEE Committee.

Equality Delivery System 2 (EDS2) – CCG Requirement

Key data/message

2018/19 would be the first year that the 6 Staffordshire CCGs have produced a Staffordshire wide Equality Delivery System 2 Report.

It was agreed to self-assess the EDS2 for Staffordshire CCGs around an area where continued development was evident. The area of work being - Embedding Equality Impact & Risk Assessments (EIRAs) across Staffordshire and Stoke on Trent CCGs

It is anticipated that in 2019 equality activity within the six CCGs will be further aligned and a wider range of collaborative policies, projects, programmes, services and functions will be presented to a range of stakeholders for the purpose of grading future EDS work.

Embedding EIRAs across Staffordshire and Stoke on Trent CCGs

EDS2 Goals	EDS2 Outcomes	EDS2 Grades for 2018
1. Better health outcomes	1.1 Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Achieving
2. Improved patient access and experience	2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied on unreasonable grounds	Developing
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving

3.A representative and supported workforce	3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving
4.Inclusive Leadership	4.2 Paper that come to before the Board and other major Committees identify equality-related impacts including risk, and say how these are managed	Achieving

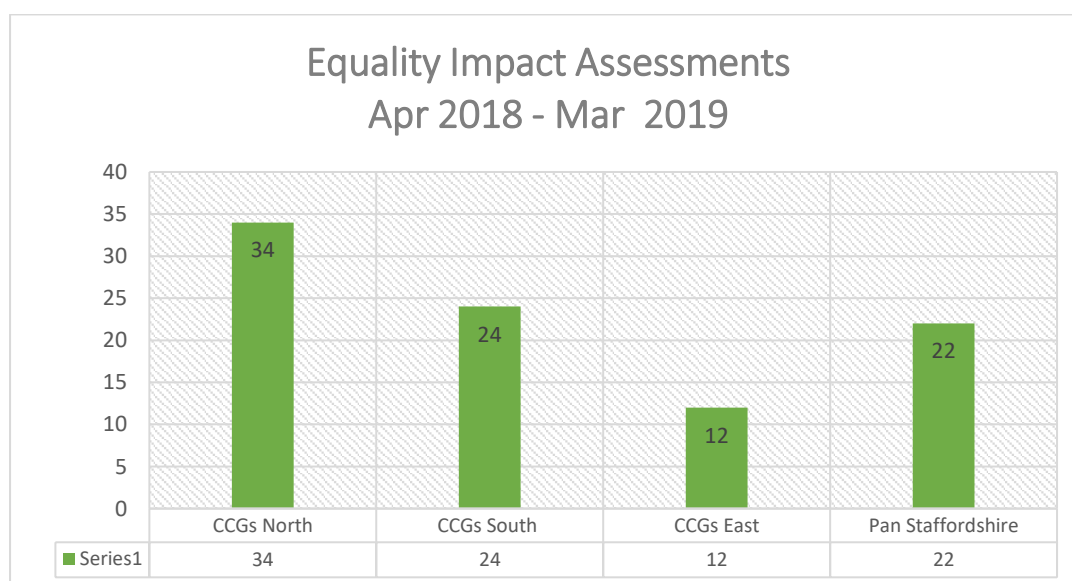
Key

Under-developed	Developing	Achieving	Excelling

Equality Impact and Risk Assessment (EIRA)

The Equality Impact and Risk Assessment (EIRAs) process is a tried and tested method to evidence and audit trail Due Regard (consideration) to the Equality Acts, Public Sector Equality duty and therefore helps to meet the CCGs legal duties as well as bringing several other benefits. For example:

- ensure that your decisions impact in a fair way: where there is evidence that a protected and vulnerable group is negatively affected by a decision, action should be taken to address this.
- make decisions based on evidence: EIRAs provides a clear and structured way to collect, assess and put forward relevant evidence.
- make decision-making more transparent: a process which involves those affected by the service, policy or function and which is based on evidence is much more open and transparent. This is more likely to engender trust in decision-makers and the decisions they make.
- provide a platform for partnership working: EIRAs offer an opportunity to work in partnership to consider the impact on the shared communities they serve and how they might best collaborate and co-ordinate Equality, Inclusion and Human Rights.



The annual equality publication also included how the equality and inclusion team have worked closely with our Communications and Engagement team to support targeted engagement with local seldom heard groups/representatives.

Gender Pay Gap – CCG Requirement (If CCG report collaboratively)

Key data/message

Owing to the CCGs employing less than 250 staff they are not required to report against this standard. As the CCGs progress towards a single strategic commissioning organisation they will commence reporting. The first year of reporting will be 2021.

Modern Day Slavery – CCG Requirement

The six CCGs produce a Modern Slavery Statement. that is reviewed annually, within the CCGs Annual Report which is signed by the Accountable Officer and approved by the CCG Boards.

CCG and Key Provider Equality Compliance Monitoring

The 6 Staffordshire CCGs are performing well at both meeting and publishing their legal compliance status. As six CCGs working together we have agreed that by aligning our webpages we can provide clearer leadership to our key providers

The annual provider webpage audit provided a range of compliance results; as a response the Equality & Inclusion and Contract Teams are working closely with providers to improve provider performance in this area.

The table below shows the result of the 2018 Key Provider Audit (Nov 2018)

Equality Workstreams	PSED Equality Objectives & Strategy	PSED Annual Report	AIS Statement and Action Plan	EDS2 Template and Action Plan	WRES Template and Action Plan	Gender Pay Gap	Modern Slavery Act	Sexual Orientation Monitoring
Key Staffordshire and Stoke on Trent CCG Providers								
University Hospitals of Derby and Burton NHS FT	No	Yes	Yes	Yes	Yes	Yes	Yes	No
University Hospital North Midlands	No	Yes	No	No	Yes	Yes	No	No
North Staffordshire Combined Healthcare NHS Trust	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Midlands Partnership NHS Foundation Trust	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Nuffield Health	No	No	No	**N/A	No	Yes	Yes	No
Virgin Care Ltd	No	No	No	**N/A	Yes	Yes	Yes	No
Rowley Hall Hospital	No	No	No	**N/A	No	No	No	No

Providers have responded positively to CCGs requests, with most making significant improvements.

Workforce Profile Report 2018-2019

Key data/message

Because most CCGs have relatively small staff levels, consideration should be given to ensuring anonymity of staff, but also, how percentages can substantially change when there are slight changes within small staff numbers.

Age



The combined average of Staffordshire CCG Staff under 25 is 1.9% which is significantly lower than the England's average of 6%. The combined average of Staffordshire CCG Staff in the 25-34 age group 13.7% is also significantly lower than the England average of 23% respectively.

While many roles within commissioning are senior positions. The Staffordshire CCGs could look at developing an apprenticeship programme

Disability



Taking the working population of Staffordshire as a whole, based on a Department of Work and Pensions Survey (Family Resource Survey 2016/17) we would expect staff with a disability to represent 19% of the workforce.

The Staffordshire and Stoke on Trent CCG combined total of staff declaring a disability in 2018 was currently 3% compared to 17% NHS wide (at all levels and including different levels of disability)

A total of 9.8% of the Staffordshire and Stoke on Trent CCGs

workforce did not provide a response regarding any disability. Disability is closely linked to the CCGs 2019-2022 Equality Objectives

Gender Re-assignment



The data from the CCGs staff survey suggests no issues from staff in post.

Through the equality impact assessment process, HR policies will be reviewed to ensure that the recruitment and employment process are inclusive.

Marriage and Civil Partnership



The data from the CCGs staff survey suggests no issues from staff in post.

Through the equality impact assessment process, HR policies will be reviewed to ensure that the recruitment and employment process are inclusive.

Pregnancy and Maternity



The data from the CCGs staff survey suggests no issues from staff in post.

Through the equality impact assessment process, HR policies will be reviewed to ensure that the recruitment and employment process are inclusive.

Race



The data from the CCGs staff survey suggests no issues from staff in post.

Through the equality impact assessment process, HR policies will be reviewed to ensure that the recruitment and employment process are inclusive.

In 2018/19 a scheme was introduced to improve black, Asian and minority ethnic (BAME) representation and experiences in the workplace. A report on the uptake of the scheme will be available in 2019-20

Religion or Belief



Christianity is the religion that CCG staff mostly associated with. Staffordshire combined CCG staff who did not state or did not wish to disclose their Religion or Beliefs totalled 42.5% which is significantly higher than the English average of 7.2%. "No religion or Atheism" was the third highest strand of this characteristic.

Sex



The NHS is one of the few sectors that is disproportionately occupied by women. However, inequalities can still exist within this working environment examples include gender pay gap and women's representation at board level. Both North and South CCGs present similar figures in line with the national average (England) with East Staffordshire employing more men (however the numbers of staff is low and this does not reach statistical significance).

Sexual Orientation



Significant percentage of Staffordshire and Stoke on Trent CCG staff who did not disclose this information (36.9%) with one CCG Division 68% of staff not wishing to disclose this information.

There is no hard data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. The official government figure is 5-7% of the population which Stonewall, the lesbian, gay and bisexual charity, feels is a reasonable estimate.

Workforce Disability Equality Standard – (WDES) – Trust and Foundation Trust Only for 2019.

Key data/message

The WDES applies to Trusts and Foundation Trusts who are required to publish their first WDES template/report by August 2019 against 10 WDES metrics.

For 2019 Staffordshire and Stoke on Trent CCGs are not mandated to implement WDES, however, to demonstrate good leadership they may wish to consider adopting the principles, agree a collaborative statement or approach and any subsequent actions.

Workforce Race Equality Standard – CCG Requirement

Key data/message

This is the first year that the CCGs have produced a combined WRES template and report. The data for 2018 will be used as a bench mark to assess future workforce race equality monitoring data and to agree and implement any resulting actions.

The broad data measuring experience and representation between Black and White staff, shows that overall Staffordshire and Stoke on Trent CCGs combined workforce is positively representative across most pay grades.

However, there are variations in BAME representation at Board voter and Board executive level when compared to the CCGs workforce, disaggregated by BAME and White staff.

The relative likelihood of White staff being appointed compared to BAME staff is 11.54% and 7.14% respectively.

Work for 2019-20

During 2019/2020 the CCGs will continue to consider any adverse impact on protected and vulnerable groups when commissioning services, policies and functions across the Stoke-

on-Trent and Staffordshire. While working more collaboratively the CCGs will take into account demographic differences within Staffordshire and Stoke on Trent as we continue the transition towards an Integrated Care Partnership (ICP).

The CCGs will also continue to develop a culture that values difference and a workforce that is supported, feels included and is representative of the diverse communities we serve.

Developed by Midlands and Lancashire Commissioning Support Unit (MLCSU)

Equality & Inclusion Business Partners

April 2019