

**LECCG Equality and Diversity Action Plan 2018 – 20
(Approved at Governing Body meeting 28th June 2018)**

OBJECTIVE 1: Ensure leaders are committed to raising equality standards within the workplace, external stakeholders and diverse communities.

	Actions	Timescales	Implementation/Who	Strategy/policy link	Achieved/ outcome
1.	<p>Ensure that LECCG are at ‘Achieving Level’ (GREEN) of the EDS2 across all functions by end of March 2020:-</p> <ul style="list-style-type: none"> • Allocate responsibility for staff/team to work on EDS2 • Conduct equality analysis of different work streams to identify areas of work where actions are required to improve grading from Red (underdeveloped) and Yellow (Developing) to reaching Green (Achieving) level • Set up a Equality and Diversity Forum to monitor and support this work (have Equality Champions across the system) • Develop and implement strategy, policies, proposals and initiatives to support up-grading. • Assess and report outcomes/impact <p>Assess Providers work in this area</p>	<p>July 2018</p> <p>Sept – Dec 2018</p> <p>By Dec 2018</p> <p>Sept 2018 – Dec 2019</p> <p>Jan – Mar 2020</p> <p>Quarterly/ Annually</p>	<p>Sonia Currier Nikki Pepper Sarah Southall Support from Optum Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • EDS2 • Equality Act 2010 – PSED • NHS standard contract 	

2.	<p>Agree work around Workforce Race Equality Standard (WRES) in line with NHS England standard contract to review CCG data against the nine WRES indicators</p> <ul style="list-style-type: none"> • Allocate staff/team responsibility • Implement a plan to:- <ul style="list-style-type: none"> ○ Collect workforce data ○ Carry out data analyses ○ Produce an annual report and action plan ○ Publish the annual report and action plan (Publishing is dependent on Workforce numbers of CCG) ○ Work on implementing action plan to improve their performance against the WRES indicators <p>Assess Provider's work around this area</p>	<p>July/Aug 2018 Sept 2018 - Aug 2019</p> <p>Sept 2019 – March 2020</p> <p>Quarterly/ Annually</p>	<p>Sonia Currier Nikki Pepper Sarah Southall HR Michelle Jenkins Support from Optum Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • NHS standard contract • WRES • EDS2 • Equality Act 2010 – PSED • The CCG Improvement and Assessment Framework • HR recruitment strategies 	
3.	<p>Work around Workforce Disability Equality Standard (WDES) in line with NHS England recommendations and timetable (publication of WDES in Autumn 2018)</p> <ul style="list-style-type: none"> • Allocate staff/team responsibility • Develop plans for implementation • Publish results (Publishing is dependent on Workforce numbers) <p>Assess Provider's work in this area</p>	<p>Oct 2018 Jan 2019 June 2019</p> <p>Annually/ Quarterly</p>	<p>Sonia Currier Nikki Pepper Sarah Southall HR Michelle Jenkins Support from Optum Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • NHS standard contract • WRES • EDS2 • Equality Act 2010 – PSED • The CCG Improvement and Assessment Framework • HR recruitment strategies 	

4.	<p>Ensure LECCG senior staff and board/committee members are provided with training on equality and diversity issues and new initiatives</p> <ul style="list-style-type: none"> • Undertake Training needs/skills analysis of senior staff and board/committee members • Identify skills/training gaps • Prioritise, develop and deliver training according to need, e.g. subject area/method e-learning, face to face, short workshops etc. • Evaluate learning <p>Assess Providers work in this area</p>	<p>Sept – Dec 2018</p> <p>by Mar 2019</p> <p>April – Oct 2019</p> <p>Dec 2019</p> <p>Annually/ Quarterly</p>	<p>Sonia Currier Claire Wilson Sarah Southall HR Michelle Jenkins Support from Optum - Kamljit Obhi</p>	<ul style="list-style-type: none"> • EDS2 • Equality Act 2010 – PSED 	
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OBJECTIVE 2: Ensure leaders are committed to improving recruitment opportunities so that the workforce, LECCG boards and committees reflect different protected characteristics.

	Actions	Timescales	Implementation/Who	Strategy/policy link	Achieved/outcome
1.	<p>Collate and assess data of staff, board members and committees to identify protected characteristics that may be under-represented in specific work streams</p> <ul style="list-style-type: none"> • Collect and analyse data • Take action to promote vacancies widely to address under-representation on CCG boards, committees/networks and of staff through application of 	<p>Link to Objective 1(2) and (3) above</p>	<p>Sonia Currier HR Michelle Jenkins Sarah Southall with Support from Optum Kamljit Obhi</p>	<p>as Objective 1(2) and (3) above</p>	

		Quarterly			
4.	<p>Work on improving the representation of Black and Minority Ethnic (BME) nurses and midwives in senior posts based on the recommendations of the Report on this subject</p> <ul style="list-style-type: none"> • Allocate responsibility to staff/team • Draw up an action plan. Actions to include:- • Collation of data to assess current position relating to progression within LECCG – WRES data • Assessing details of vacancies/training opportunities to eradicate any barriers that may exist • Offer professional development/training to all and targeted opportunities where discrepancies may exist. • Include retention strategies to maintain wide range of good staff • Identifying models of good practice in other areas <p>Link to WRES work</p>	April 2019 – March 2020	<p>Sonia Currier HR Michelle Jenkins Sarah Southall Nikki Pepper Support from Optum - Kamljit Obhi Steph King/ Steph King</p>	<ul style="list-style-type: none"> • Report on Enabling BME Nurse and Midwife Progression into Senior Leadership Positions • EDS2 • Equality Act PSED • HR recruitment and retention policies • WRES 	

OBJECTIVE 3: Carry out effective communications, consultation and engagement exercises with different protected characteristics, groups and communities to support relevant reviews and development of CCG services, policies and practices with a view to improving patient experience and better health outcomes.

	Actions	Timescales	Implementation/Who	Strategy/policy link	Achieved/outcome
1.	Collect local data to identify diversity of		Sonia Currier	• EDS2	

	<p>population demographics and local communities within CCG service area:-</p> <ul style="list-style-type: none"> • Identify different sources for data collection • Collate data for use in service planning/implementation • Establish contact with and target protected characteristics, diverse groups and communities in relation to involvement and consultation of <ul style="list-style-type: none"> ○ relevant reviews ○ ongoing development of health policy and practice and ○ new proposals/ initiatives <p>Assess Providers work in this area</p>	<p>Sept 2018 – Aug 2019 Sept 2019 ongoing</p> <p>Annually/ Quarterly</p>	<p>Nikki Pepper Sarah Southall Support from Optum Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • Equality Act 2010 PSED • Comms and engagement strategies 	
2.	<p>Improve the communication of CCG information to wider groups, through different channels</p> <ul style="list-style-type: none"> • Review/refresh objectives of communication and engagement group to support Equality and Diversity work • Assess current methods of communication • Liaise with different individuals/communities to establish best means of communication required and develop actions • Implement actions through communications group 	<p>Sept – Dec 2018</p> <p>Jan – March 2019 April – July 2019</p> <p>Ongoing to March 2020</p>	<p>Sonia Currier Nikki Pepper Sarah Southall Support from Optum Kamljit Obhi Steph King/Steph Foster</p>	<ul style="list-style-type: none"> • EDS2 • Equality Act 2010 PSED • Comms and engagement strategies 	

3.	<p>Take action to address gaps to improve representation of people from different protected characteristics on patient council and external committees.</p> <p>Relate to WRES and WDES work as in Objective 1(2) and (3)</p> <p>Assess Provider work in this area</p>	<p>Relate to WRES and WDES work as in Objective 1(2) and (3)</p>	<p>Sonia Currier Sarah Southall HR Steve Wright Support from Optum - Kamljit Obhi</p>	<p>Relate to WRES and WDES work as in Objective 1(2) and (3)</p>	
4.	<p>Liase with relevant internal and external equality related networks/forums to ensure engagement around equality, diversity and health inequalities policy development, implementation and reviews:-</p> <ul style="list-style-type: none"> • Establish Joint work with Communications group and Provider • Identify different networks and forums • Set up links/meetings • Organise communication and engagement workshops x 3 annually – focusing on different protected characteristics • Write-up and publish actions to incorporate responses to service development 	<p>July 2018 – Sept 2019</p>	<p>Sonia Currier Nikki Pepper Sarah Southall Tim Couchman Support from Optum - Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • EDS2 • Equality Act 2010 PSED • Communications and engagement strategies 	
5.	<p>Work with Providers to conduct annual (or bi-annual) Equality and Diversity surveys to identify the effectiveness of service delivery</p> <ul style="list-style-type: none"> • Make direct contact with individuals, groups and communities representing different protected characteristics for more comprehensive feedback 	<p>Sept 2018 – Aug 2019</p>	<p>Sonia Currier Nikki Pepper Sarah Southall Support from Optum - Kamljit Obhi Steph King</p>	<ul style="list-style-type: none"> • EDS2 • Equality Act 2010 PSED • Communications and engagement strategies 	

	<ul style="list-style-type: none"> Analyse the feedback through Communications group and report to relevant LECCG, networks/committees on outcomes and proposal for action Set up action plans to improve services based on outcomes Monitor through Equalities Forum <p>Link work to EDS2 as in Objective 1(1)</p>				
6.	<p>Support Healthwatch initiatives targeted at children and young people, to ensure all young people are included regardless of background and circumstances</p> <ul style="list-style-type: none"> Develop and implement action plan incorporating health watch initiatives <p><i>To add detail when commissioned piece of work is finalised with Healthwatch</i></p>	Sept 2018 – March 2020	Sonia Currier Nikki Pepper Sarah Southall Support from Optum - Steph King/ Steph Foster Kamljit Obhi	<ul style="list-style-type: none"> EDS2 Equality Act 2010 PSED Comms and engagement strategies Healthwatch strategies 	

OBJECTIVE 4: Develop projects and initiatives to support people with mental and/or physical disabilities and their families.

	Actions	Timescales	Implementation/Who	Strategy/policy link	Achieved/ outcome
1.	<p>Focus on the work that was done in 2017/18 when Lincolnshire County Council commissioned an Independent Health Needs Assessment for people living with neurological conditions and concentrate on the recommendations</p> <ul style="list-style-type: none"> Allocate responsibility for this work within the quality team 	June 2018	Sonia Currier Nikki Pepper Sarah Southall Support from Optum - Steph King/Steph foster Kamljit Obhi	<ul style="list-style-type: none"> Lincs CC Needs Assessment Equality Act 2010 PSED EDS2 	

	<ul style="list-style-type: none"> • Scope current position in terms of support available and create a plan of action • Identify gaps and engage with people who have neurological conditions and their families to assess their specific individual needs • Establish links with appropriate organisations to ensure continued implementation of work identified • Monitor progress/outcomes through reviews and assess the impact that these initiatives are having on people with Neurological conditions via Equality Forum 	<p>July – Aug 2018</p> <p>Sept 2018 – Dec 2019</p> <p>Jan – March 2020 ongoing</p>			
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Monitoring and Review of Action Plan

- Equality Forum (To be set) – Monthly update
- External Assessors Group (Patient Council) – Quarterly update
- QPEC – Quarterly Update
- Patient Safety and Quality Assurance Meeting (Quality Focus) – Quarterly update
- Governing Body – updates as required

Kamljit Obhi
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18/06/2018