

Equality and Diversity – Progress Report October 2013

1. Background

1.1 In August 2013, the Lewisham CCG Strategy and Development Committee received an Equality and Diversity Update Report that provided an update on action taken during April-July regarding Equality Delivery System (EDS) implementation and Public Sector Equality Duty (PSED) compliance. The report gave details of the Equality Objectives setting process to take place in Lewisham CCG including a timeline of events between June and October 2013.

2 Equality Objectives 2013-14/ EDS Process

2.1 Strategic Themes for Equality Objectives 2013-14 and EDS

Rather than developing Equality Objectives and completing the EDS assessment against all commissioning activity, the CCG is required to identify some priority areas to focus on.

In August 2013, Lewisham CCG Strategy and Development Committee agreed a proposal from the CCG and CSU Equality Leads that Lewisham CCG use the Commissioning Strategic Themes upon which to focus the CCG's Equality Objectives and the EDS 2013-14.

2.2 Development of Interim Equality Objectives 2013-14

During an initial discussion about the formulation of Equality Objectives with Ray Warburton, Lay Member on the Governing Body, the CCG and CSU Equality Leads agreed to convene a meeting to engage local stakeholders.

A range of stakeholders were invited to the Lewisham CCG Equality Objective setting meeting:

- Lewisham CCG Clinical Directors
- Lewisham Healthwatch
- PALs representatives
- Lewisham Public Health
- Lewisham CCG Engagement Team

At the same time, Lewisham CCG's Clinical Directors were asked for suggestions on the health conditions/issues where there are important equality considerations and the pathways connected to them.

2.3 Lewisham CCG's Equality Objectives 2013-14 Meeting

The meeting held on 11 September 2013 was well attended with representation from all the organisations that were invited.

It was agreed that the Equality Objectives should be regarded as interim. More work on the objectives supported by more engagement with patients, public and staff would take place with the intention of preparing final objectives for April 2014.

Attendees were informed about:

- The EDS Performance by Lewisham PCT/CCG in February 2013 and the need for the CCG to increase collection and analysis of equality monitoring data across the 9 protected characteristics.
- The changes to the EDS, i.e. refinement that has simplified the process that will be known as EDS2 from autumn 2013 when it is launched.

Attendees then used the EDS2 Outcomes in Fig 1 as a tool to focus upon areas that are important to the public, the Commission Strategic Themes and Health Priorities in Fig 2 and suggestions from the Clinical Directors.

Fig. 1

Goal	Outcome
1 Better health outcomes	1.1 Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed
	1.2 When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse
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 access on unreasonable grounds
	2.2 People report positive experiences of the NHS

Fig. 2

Lewisham CCG Strategic Themes							
Healthy Lifestyles & choice		Frail and Vulnerable People		Long Term Conditions		Delivery of Services	
Lewisham CCG Health Priorities							
Health and wellbeing	Maternity	Long Term Conditions	Frail Older People	Mental Health	Urgent Care	Primary Care development & Planned Care	Integrated Commissioning

2.4 Interim Equality Objectives Areas agreed at the meeting

During the meeting attendees agreed the following areas should be used as the basis for creating 3-4 Equality Objectives.

- Improve access to GP services
- Improve understanding to navigate the NHS System
- Improve information that patients receive when discharged from hospitals into the community
- Improve communication and understanding of reception staff in a range of settings.

3. Proposed Interim Lewisham CCG Equality Objectives

3.1 The following interim Equality Objectives were agreed that includes a further objective relating to papers that come before the Board:

Fig. 3

Objective No.	Lewisham CCG Interim Equality Objectives 2013-14
1.	Improve access to Primary Care for older people and people with long term conditions.
2.	Improve the format and methods of materials and systems to support increased understanding of navigating the NHS System for people including new immigrant communities and others not familiar with system
3.	Ensure that discharge information that patients and GPs receive is sensible, appropriate and communicated well, including drug prescriptions that should be accurate and fully understood
4.	Ensure that pathway development plans incorporate training and information for staff in all relevant settings
5.	Ensure that papers that come before Lewisham CCG's major committees identify equality-related opportunities, risks and say how these risks are to be managed

3.2 Each of the objectives supports the CCG's Strategic Themes or Health Priorities and EDS2 Outcomes. The Objectives also specify the protected characteristics/people that the objective is targeting.

3.3 A corresponding Equality Objectives Action Plan will be developed over the coming months. Development of the Action Plan will include identifying Leads, Timelines and KPIs (Key Performance Indicators) and outcomes to measure success.

Please refer to Appendix 2 for more details of the Interim Equality Objectives

6. Recommendation

The CCG Governing Body is asked to

- Approve the five Interim Equality Objectives set out in Fig 3 above to enable them to be published on the CCG website by 13 October 2013, acknowledging that more work is to be done on them supported by more engagement with patients, public and staff.

7. Next Steps

The SLCSU Equality and Diversity Lead will be working with Lewisham CCG commissioners on:

7.1 EDS Grading exercise in 2014

Continuing to collate evidence with the aim of improving the final EDS grading in February/March 2014.

7.2 Equality and Diversity Strategy incorporating Equality Objectives

To finalise the strategy, getting approval at the Strategy and Development Committee on 7 November 2013 and ratification of the document by the Governing Body on 5 December 2014.

7.3 Public Sector Equality Duties

To use the EDS evidence to prepare the Equality Data report that Lewisham CCG must publish by 31 January 2014.

7.4 Finalisation of the Equality Objectives 2013-14

To continue work on finalising the Equality Objectives supported by more engagement with patients, public and staff, taking the opportunity to use broader engagement events to finalise the objectives for April 2014.

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