**APPENDIX B**

**EQUALITY OBJECTIVE PLAN 2019 – 2023 (update September 2020)**

**The CCGs current equality objectives are:-**

1. To make fair and transparent commissioning decisions
2. To improve access and outcomes for patients and communities who experience disadvantage
3. To improve the equality performance of our providers through collaboration and partnership working
4. To empower and engage our workforce

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| **Protected characteristic** | **The barriers and issue at play (as identified by EDS2 collaborative engagement)** | **Action** | **Responsible officer** | **Time and date of completion** | **EDS Outcome PSED**  **CCG Equality Objective** |
| **Disability** | Poor access to services and poor outcomes | Ensure the CCG works closely with providers and General practice to progress the D/deaf access action plan. | Interim Programme lead- corporate Services | December 2021  Update September 2020  NHS Providers are required to submit progress updates on their organisation’s D/deaf action plan as part of the NHS Standard Contract Quality Schedule reporting requirements. Reporting suspended due to COVID-19. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Disability/ Age** | Poor access to services (secondary and primary Care) and poor outcomes | Support Providers of NHS services to implement Reasonable adjustments (including The Accessible Information Accessible Standard) | Chief Nurse | December 2021  Update September 2020  NHS Providers are required to submit progress updates on their organisation’s action plan as part of the NHS Standard Contract Quality Schedule reporting requirements. Reporting suspended due to COVID-19. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Race/ Disability** | Poor access to services (secondary and primary Care) and poor outcomes | Approve Translation and Interpretation Quality Standards and support providers to implement standards across South Sefton | Chief Finance Officer | During contract year 2019/20  Update September 2020  The Quality Standards for Translation and Interpretation were finalised in August 2018 for Providers and CCGs to progress through internal governance arrangements. Providers are due to provide an update on implementation at the Patient Equality Focussed Forum in November 2020. The standards will also be used as part of the Liverpool CCG-led multi-agency procurement for Translation and Interpretation services. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Race** | Poor access and outcomes | Work in close collaboration with CDW service to ensure access and outcome are improved and aligned to NHS pathways across all Black, Asian, minority and ethnic communities. | Director of Commissioning and Redesign | December 2019  Update September 2020  The CCG Equality and Inclusion Service facilitates the Black and Minority Ethnic Community Development Worker Steering Group meeting (quarterly) and receives key issues / highlight reports with clear links in place with CCG and Provider colleagues to escalate issues as required. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Age children and young people** | Poor access and outcomes | Ensure service change considers PSED and health inequalities and the appropriate level of engagement | Interim Programme lead- corporate Services | December 2021  Update September 2020  The CCG has reviewed its internal PMO documentation to ensure that Equality Advice is incorporated into the Gateway process. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Age**  **Working age and older citizens** | Poor access and outcomes | Ensure service change considers PSED and health inequalities and the appropriate level of engagement | Interim Programme lead- corporate Services | December 2021  Update September 2020  Refer to above narrative. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives 2,3 |
| **Sex** | Access to service and poor outcomes linked to sex | Ensure service change considers PSED and health inequalities and the appropriate level of engagement. | Interim Programme lead- corporate Services | December 2021  Update September 2020  Refer to narrative included above;  Age  Children and Young People | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Sexual orientation** | Access to service, poor outcomes and poor patient experience | Work with key departments across the CCG to ensure sexual orientation is considered and appropriate levels of engagement are in place. | Interim Programme lead- corporate Services | December 2021  Update September 2020  The CCG Equality and Inclusion Services continues to work directly with commissioning leads to consider the impact on people with protected characteristics as part of any service change/ redesign proposal. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Transgender** | Access to service, poor outcomes and poor patient experience | Ensure the CCG is aligned to the CMAGIC service and transgender pathway via both STP project and national NHSE pilot. | Director of Commissioning and Redesign | March 2021  Update September 2020  The CCG is awaiting the launch details of the NHSE Specialised Commissioning pilot. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |
| **Religion and belief** | Poor patients experience and outcomes | Ensure collaborative action plan around meeting religious and spiritual needs of patients is developed by the provider Collaborative forum and the CCG support implementation across the all NHS providers | Chief Nurse | December 2021  Update September 2020  A national review of the NHS guidance has been delayed and therefore the work of the Equality Collaborative has paused. CCG awaiting further national instruction. As a result of COVID-19 the CCG Equality and Inclusion Service has highlighted issues and proposed mitigations to support meeting the religious and spiritual needs of patients during the pandemic. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity  Equality Objectives  2,3 |
| **ALL** | Workforce and Human resources | CCG works closely with the EDS2 providers and CSU on progressing the CCG workforce Equality plan. | Interim programme Lead- Corporate Services | December 2019  Update September 2020  The CCG’s Workforce Equality Action plan has been updated. |  |
| **ALL** | Cultural sensitivity and patient safety | Support providers to meet the cultural needs of All protected groups and improve patient safety | Chief Nurse | December 2021  Update September 2020  Update September 2020  Meeting due to take place with CCG and Local Authority Commissioners of Children and Young Peoples’ Services October 2020 to progress discussion on Cultural sensitivity training with local providers. |  |
| **ALL** | Ensure CCG pays ‘due regard’ to PSED and health inequalities during unprecedented challenge facing NHS | Ensure Governing Body and executive leads are trained and briefed on lawful decision making and consideration of public law duties. | Interim programme Lead- Corporate Services | April 2020  Update September 2020  Date to be confirmed. | 4.1,4.2, 4.3  Equality Objective 1,1  Eliminate discrimination  Advance equality of opportunity |
| **Socio economic (poverty)** | Widening health inequalities | Ensure the CCG embeds consideration of health inequalities in decision making and PMO | Interim programme Lead- Corporate Services | March 2020  Update September 2020  PMO process and documentation reviewed. |  |

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