

EIHR summary of work outcomes in line with EDS2 – April 2020 to March 2021

For this year, due to Covid-19 situation taking precedence, a shorter summary of the EIHR outcomes has been published in line with our statutory duties under the Equality Act 2010. A more thorough EDS2 (or EDS v3, if released) assessment will be undertaken in 2021/22. Key areas of work achieved as part of the EIHR compliance agenda for NHS Lincolnshire CCG during 2020/21 and in conjunction with EDS2 are highlighted below: -

LCCG Equality objectives and additional Covid-19 BAME disparities objective:

New Lincolnshire CCG equality objectives for 2020-23 were approved. These were derived from the individual EDS2 assessments that were conducted by the former four CCG's. Further to this, due to the issues raised in various national reports brought about by the Covid-19 situation, an additional objective with actions was developed around supporting BAME staff within the CCG and Lincolnshire's diverse communities.

Examples of work undertaken as part of this included: -

- Collating local information and data to assess disparities that may be apparent in Lincolnshire populations
- Collecting equality information relating to staff so that EIA/risk assessments could be undertaken to support BAME/at risk staff in the frontline
- Targeting comms and engagement exercises as wide as possible to ensure the messages are getting out there to different communities as well as through the new Lincolnshire CCG Website
- Working with our providers to ensure they were communicating all information in accessible formats in line with the Accessible Information Standard
- Supporting joint work as part of the systemwide BAME and Allies Network
- Produced Equality Guidance on Covid-19 as a support tool to help CCG to respond to diverse needs and requirements of different staff and communities.

As part of the above, the objectives and action plan have been incorporated into the LCCG EIHR strategy which demonstrates LCCG position on equalities up to 2023.

New Lincolnshire CCG Equality Forum:

The Equality Forum was re-established following the transition process from four in to one CCG. The Forum acts as a supportive mechanism for staff to discuss ongoing EIHR work priorities, implement key actions, monitor and review action plan objectives and publish outcomes in line with the Equality Act 2010, Public Sector Equality (PSED-2011) duty. The Forum membership includes LCCG leadership team champions, HR, service lead reps and equality advisors. Membership of the Forum was also extended to local health provider organisations to enable a system-wide approach for sharing information, raising concerns around current issues and planning collaborative EIHR initiatives. The Forum has reporting links to other LCCG committees to feedback and gain approval of key EIHR priorities and initiatives.

LCCG Equality Policy:

The new LCCG EIHR policy approved in March 2021. This sets out the CCG's stance on promoting EIHR in relation to employment, service delivery, goods and supply of service including contractors and partner agencies. It ensures that no individual or group receives less favourable treatment either directly or indirectly and that reasonable adjustments are made effectively and proactively.

Equality Impact Assessment (EIA) template and guidance:

Produced to enable staff to give due regard to equalities when assessing the impact of an activity/project either in its revision or development stage. Both documents are being implemented by LCCG staff as part of their roles within the CCG and with the diverse population they serve. An example of this was organising EIA training to support staff working in Covid-19 cells, to enable them to give due regard to equalities in decision making – this work continues into 2021.

Charter marks – The following Charter marks have been achieved by LCCG:

- Disability Confident – Employer Status
- Mindful Employer
- Carers Award – originally achieved for East and South CCGs, further work being undertaken to retain for Lincolnshire wide CCG.

Work has continued over the year to implement initiatives including assessing practice, conducting reviews and training to ensure that LCCG retain appropriate standards required and research is being done on identifying other relevant Charter marks.

Workforce Race Equality Standard (WRES): With regards to WRES work

- WRES data set (SDCS submission) – was submitted to NHSE/I WRES team before the end of August 2020 deadline
- WRES, report (redacted for publication) was completed, approved and published on the CCG website in October 2020
- WRES action plan: This was produced jointly with HR and is linked to the CCG's equality objective focusing on 'enhancing workforce data and providing staff support'. Work to improve the equality monitoring of workforce data, the recruitment of staff from diverse background, board and committee members and supporting progression of internal staff is being implemented as a result.

Equalities in Communications and Engagement: Work with the comms and engagement teams have enabled accessible methods to be considered and embedded in health activities and campaigns to notify and advise diverse communities of e.g. Covid-19/vaccinations and other key health priorities to tackle health inequalities. Regular update reports have been shared with the Equality Forum as well as regular bulletins circulated to LCCG workforce to keep them updated with EIHR developments.

EIHR Webpage: Following the transition from four into one CCG work was undertaken in early 2020 to develop content for new LCCG EIHR webpage. The webpage has evolved over the year. It is an ideal resource for the CCG to publish EIHR information in line with its responsibilities under the PSED and to communicate information to staff and the public. The webpage is updated regularly as work progresses. All information/documents can be found on:-

<https://lincolnshireccg.nhs.uk/about-us/our-commitment-to-equality-inclusion-and-human-rights/>

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