

South West Lincolnshire  
Clinical Commissioning Group  
Annual Equality Report 2014/15

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## Introduction

This Annual Equality report outlines how South West Lincolnshire Clinical Commissioning Group (CCG) has embraced the equality, diversity and human rights agenda by embedding the public sector duties into everything we do. This includes how we operate as an organisation and how we commission services to meet the needs of the local population in South West Lincolnshire.

This report is a summary of how the CCG is working alongside the legislative requirements. Our legal responsibility under the Equality Act 2010 includes the general and specific duties covering age, sex, race, disability, sexual orientation, religion and belief, gender identity, marriage and civil partnerships and pregnancy and maternity – these are known as “protected characteristics”.

We are working to ensure that our staff and Governing Body are as representative of the local community as they can be and have access to robust training and development with regard to equality, inclusion and human rights.

## About South West Lincolnshire CCG

Across Lincolnshire there are four Clinical Commissioning Groups which work together to buy health services, not only for their own area, but the whole of Lincolnshire. South West Lincolnshire Clinical Commissioning Group (SWL CCG) is a group of 19 General Practices within the south west of Lincolnshire and covers the main towns of Grantham and Sleaford with a population of 130,957. Two surgeries in Bottesford and Croxton Kerrial, just over the Leicestershire border, are also part of our CCG. In addition to the 19 member practices, there is a team of staff to support the running of the CCG.

The Governing Body meets every month to make decisions about health priorities in Grantham, Sleaford and surrounding villages and ensures that the CCG meets its statutory obligations.

## Our Mission

The mission of NHS South West Lincolnshire Clinical Commissioning Group is to be a CCG for the whole community, striving for the continued improvement in health and wellbeing for all residents in our locality. We want to achieve this in partnership with the local population and our local partners so that we make the right decisions to ensure the best healthcare is provided, and needs are met.

## Values

In South West Lincolnshire CCG, we believe that high quality services need to be accessible to the whole community. Our clinicians are well placed to lead the development of commissioning and quality improvement in the locality – but we can only do this by close working with local people, councils, allied health professionals and care providers to design the very best services. We intend to maximise input and engagement in improving the quality of local health services.

We believe that:

- Patient safety and quality is paramount;
- We need to be realistic in our expectations and accept that our resources will never allow us to provide everything for everyone all of the time;
- We will be open, honest, and transparent about the difficult decisions we will have to make, and always strive to do the most good for the benefit of our population;
- Services should be local where viable and safe, centralised, and accessible where necessary;
- Patients should be at the heart of their health care;
- Integration between primary, community, secondary care services, and social care services is critical to the success of health provision;
- Services start at home, and our carers are an important part of this.

By 2014/2015 we want local patients to receive more care at home and in the community, where it is safe to do so. We shall be working closely with other NHS organisations and local authority to deliver more joined up services that will:

- Prevent people from dying early
- Enhance quality of life for people with long term conditions e.g. diabetes
- Help people to recover from episodes of ill health or injury
- Make sure people have a positive experience of care
- Treat and care for people in a safe environment, protecting them from avoidable harm.

### **Driving Forward the Equality Agenda**

During this last year, there has been a considerable improvement in moving the equality agenda forward in South West Lincolnshire CCG. The improvements have been about encouraging cultural and behavioural changes to the way we involve people when commissioning services and the decisions we make. We will continue to develop and incorporate these principles to ensure that high quality care is available to those who need it most.

In 2013, the CCG adopted the NHS equality standard call the Equality Delivery System (EDS). The EDS is a tool that assists the integration of equality as well as ensuring that commissioning plans meet the legal requirements under the Equality Act 2010. The system has now been refreshed and is now known as EDS2.

The system has allowed us to carry out a self-assessment to evaluate the performance of the CCG against 18 outcomes and highlight those areas which need to improve and require development. An action plan has been developed and is reported direct to the Quality and Patient Experience Committee (QPEC).

The CCG has made progress throughout the year on delivery of actions contained in our Equality Delivery System Self-Assessment Plan, monitoring equality objectives, developing a programme of equality and human rights training for staff and Governing Body members and putting together an equality and diversity competency framework for staff and for Governing Body members. At South West Lincolnshire CCG, we are determined to ensure that equality is embedded throughout our commissioning plans; for this reason, we ensure that an Equality Analysis for new and revised policies and projects is carried out.

In 2014-15 South West Lincolnshire CCG has focused on the following equality objectives to address the areas for improvement highlighted in our self- assessment:

- Improving proactive care for patients with Long Term Conditions and their carers through development of neighbourhood teams;
- Promoting parity of esteem for people with severe mental health conditions;
- Promoting the health of carers;
- Improving access to child and adolescent mental health services;
- Improving provision of inpatient care for people with learning disabilities;
- Supporting staff to work in culturally competent ways.

Furthermore, we have appointed a Head of Engagement and Inclusion to focus on specific action plans for protected groups to ensure that we start to concentrate our energy where evidence demonstrates that some groups are disadvantaged when accessing health services.

Key activities this year have been:

- Developing equality and human rights training for staff and Governing Body members;
- Ensuring that providers are required to monitor equality as part of the their contract management processes by incorporating a range of key performance indicators into the providers Quality schedule
- Engaging and developing working relationships with patient and community groups in support of meaningful patient and public involvement within CCG work programmes

- The CCG was a key partner in the four Listening Programme events held across the County, including an event in Sleaford
- Improving pro-active care for patients with long term conditions and their carers –with the development of neighbourhood teams in Sleaford and Grantham and a focus on cardiovascular disease, diabetes, the management of neurological conditions and implementation of the care home education project
- Re-provision of Child and Adolescent Mental Health service (CAMHS)
- Focusing on the quality of Adult Care placements within the care home setting
- Development of one stop services for children through the Kingfisher Hub at Grantham Hospital (United Lincolnshire Hospitals Trust)
- Focusing on improving diagnosis, screening and early intervention for dementia;
- Transforming care for people with learning disabilities
- Improving information to A8 Migrants on access to local GP practices
- Improving Service for people with common mental health problems
- Committing resources to service initiatives which will achieve parity of esteem
- Training our Governing Body Members and Senior Management Team as Dementia Champions
- Assurance that the widest range of professional groups understand and implement Mental Capacity Act by commissioning additional training and development for targeted groups including GPs, care home staff and clinicians who provide care in both in patient and community settings
- Continued development of the Patient Council and maintaining their contribution to the prioritisation, design, planning and commissioning of health care services.

## Workforce

We are a small employer, however we recognise that:

- People who have mental health issues may have experienced discrimination in recruitment and selection processes
- Whilst some people will acknowledge their experiences in of mental health in a frank and open way, others fear the stigma will affect their job prospects
- The vast majority of people who have experienced mental ill health continue to work successfully as do many with ongoing issues.

As a Mindful Employer we therefore aim to:

- Show a positive and enabling attitude to employees and job applicants with mental health issues. This will include positive statements in local recruitment literature
- Ensure that all staff involved in recruitment and selection are briefed on mental health issues and The Equality Act 2010, and given appropriate interview skills
- Make it clear in any recruitment or occupational health check that people who have experienced mental health issues will not be discriminated against and that disclosure of a mental health problem will enable both employee and employer to assess and provide the right level of support or adjustment
- Not make assumptions that a person with a mental health problem will be more vulnerable to workplace stress or take more time off than any other employee or job applicant
- Provide non-judgemental and proactive support to individual staff who experience mental health issues.

As a disability Symbol holder we are committed to:

- Interviewing all disabled candidates who meet the minimum criteria for a job vacancy and consider them on their abilities
- Ensuring that there is a mechanism in place to discuss, at any time but at least once a year, with disabled employees, what they can do to make sure they develop and use their abilities
- Making every effort, when employees become disabled, to make sure they stay in employment
- Taking action to ensure that all employees develop the appropriate level of disability awareness needed to make your commitments work
- Each year reviewing our commitments and what has been achieved,

### **Conclusion**

During 2014-2015 South West Lincolnshire CCG has made clear progress in its approach to equality and diversity and ensuring that no individual, regardless of their background, is detrimentally affected by the commissioning decisions that we make. We will continue to build on this foundation to ensure that equality is embedded into everything we do.