

South West Lincolnshire  
Clinical Commissioning Group  
Annual Equality Report 2017/18

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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 17 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 17 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 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.

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.

The CCG has made progress throughout the year which includes delivery of actions contained in our Equality and Diversity Strategy and engaging on the content, 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 SWL 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.

### **Equality and Diversity Strategy**

The SWL CCG Equality and Diversity Strategy has been approved by the Governing Body and the comprehensive involvement and engagement exercise helped us to confirm that our plans for driving the agenda forward fed into the bigger picture for the local community of South West Lincolnshire.

The Strategy and its associated action plan, outline the equality objectives focussing on how we aim to address the areas highlighted in our self- assessment of the 18 outcomes of the Equality Delivery System as well as additional attention on areas that were not prominent in the EDS to go over and above what is normally expected.

Furthermore, we are developing 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 services.

Key activities this year have been:

- Developing and delivering equality and human rights training for staff and Governing Body members
- Ensuring that providers are required to monitor equality as part of the Quality schedule of their contracts
- Engaging and developing working relationships with patient and community groups in support of meaningful patient and public involvement within CCG work programmes

- Improving pro-active care for patients with long term conditions and their carers –with the development of neighbourhood teams in Sleaford and Grantham
- Focusing on improving diagnosis and early intervention for dementia
- Working closely with Lincolnshire Sustainability and Transformation Partnership – involved in county wide engagement activities to discuss health care provision
- Re-provision of services for people with learning disabilities
- Improving access of A8 Migrants \*\* to GP practices
- Continued development of the Patient Council and maintaining their contribution to the prioritisation, design, planning and commissioning of health care services
- Information governance training for employees and members of the Governing Body

*\*\* A8 countries are Czech Republic; Estonia; Hungary; Latvia; Lithuania; Poland; Slovakia; Slovenia*

### **Equality Delivery System**

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).

### **NHS Workforce Race Equality Standard – statement of commitment**

The CCG published its statement of commitment to the Workforce Race Equality Standard (WRES). South West Lincolnshire CCG is fully committed to creating an inclusive workplace that is free from discrimination, where all our staff are empowered to thrive and flourish based on their diverse talent. This is evident through our organisational values, shown through our robust recruitment processes, support for team working and wellbeing in the workplace and active awareness of Equality and Inclusion requirements within our workplace.

South West Lincolnshire CCG will collate, review and publish WRES data, where appropriate, against the 9 metrics.

### **Workforce**

We are a small employer; however, we are committed to supporting our staff and are exploring becoming Disability Symbol holders and Mindful Employers to further demonstrate this commitment.

### **Conclusion**

We have an Equality and Diversity Strategy and EDS2 (self assessment) in place and members of staff continue to drive improvement and deliver high standards of work to ensure that service users, patients and carers received the right healthcare that meets their needs.

This doesn't mean that we can stand still in our approach to equality and diversity as we can improve our process to comply with the Equality Act 2010 and continually drive improvement so that no individual, regardless of their background, is detrimentally affected by the commissioning decisions that we make.

We will continue to build on our achievements so far and ensure that equality is embedded into everything we do.