

NHS Sheffield CCG Equality Objectives Action Plan 2014-16

The Equality Objectives have been developed and supported by underpinning actions, which are priorities by the Equalities Action Group and are linked to the Equality Delivery System (EDS 2) goals which are;

- Better health outcomes for all
- Improved patient access and experience
- Empowered, engaged and included staff
- Inclusive leadership

	Equality objectives	Actions	Lead	Timescale	Evidence
1	Ensuring equality is core commissioning business.	To develop the collection of equality data across all commissioned services.	Equality and Diversity Manager	Quarterly	
		We will gather feedback from multiple sources especially relating to less accessible groups around specific engagement activities	CSU Engagement Team	March 2015	
		Portfolio leads to use feedback received from multiple sources to inform commissioning decisions.	Senior Commissioning Manager	March 2015	
		Continue to raise awareness of Equality and Diversity issues and support portfolio leads in completing Equality Impact Assessments across service areas.	Equality and Diversity Manager	Ongoing	
		Ensure that all portfolios embed equality and diversity considerations into their commissioning developments from the outset and that they seek information, input and support wherever and whenever needed.	Director of Business Planning and Partnerships	December 2014 (as part of planning process)	
2	Improve the range of activity information we have about patients in protected groups and how this is being used.	Publish an updated Equality Monitoring report for 2013/14 on internet site.	Head of Informatics	Oct 14	
		Agree a three year trend monitoring report.	Head of Informatics	Oct 14	
		Publish Trend report on Sheffield CCG internet site.	Head of Informatics	Dec 14	
3	Improve our understanding of patient experience of services, re E&D, and act upon instances	Ensure that complaints about Equality and Diversity issues are handled respectfully and efficiently and also shared with the relevant commissioning teams.	Complaints Manager	As part quarterly	

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of potential discrimination.	Require that current national and local equality issues are highlighted and acknowledged on the CCG website.	Equality and Diversity Manager	Quarterly	report to GB
	Work with the Sheffield Equality Engagement Group to better understand the patient experience, tackling examples of apparent discrimination and publishing the patient experience alongside activity information.	Equality and Diversity Manager	Quarterly	
4 Developing strong and consistent leadership on equality issues	Deliver Equality and Diversity awareness training to GP staff as part of the Practice Learning Initiative (PLI) programme.	Equality and Diversity Manager	March & June 14	
	Ensure that the Governing Body receives adequate assurance around equality and diversity including progress towards achievement of this plan.	Equality and Diversity Manager	Quarterly	
	Use the presentation of progress reports at Governing Body to highlight and discuss GB members' leadership role in tackling inequity.	Governing Body Lead Member	Ongoing	
	Ensure Governing Body receives and discusses audits of papers that come before the Board and other major Committees to test how well equality impact assessments are undertaken and reported.	Company Secretary & Head of Corporate Governance	Every six months – three times by March 2016	
	Mechanisms for succession planning for future Governing Body members and other senior clinical leaders encourage further diversity within the organisation.	OD Steering Group	March 2015	
5 Empowered, engaged and well	Following discussion at Equalities Action Group meetings we will share and celebrate the good work being done in the portfolios where commissioning decisions are having an impact on the known disparities in service uptake, e.g. for people with mental health and learning difficulties.	Senior Commissioning Manager	Quarterly	
	Monitor compliance with mandatory equality and	HR Manager	Monthly	

	Equality objectives	Actions	Lead	Timescale	Evidence
	supported staff	diversity training for employees.			
		Raise awareness of equality issues using different communication methods.	HR Manager	Ongoing	
		Ensure collection and appropriate consideration of equality data for all employees.	HR Manager	Annually	
		Support leadership development at all levels in a manner that values and promotes equality, diversity and inclusion.	HR Manager	Ongoing	
		Use staff survey results to develop actions that will improve key areas.	HR Manager	Annually	
		Ensure interests of protected characteristic groups are supported in accordance with Equality Act 2010.	HR Manager	Ongoing	
6	Improving access to services i.e. contracting	Data about population changes is fed into the commissioning cycle and equality data used to drive priorities consistent with the Commissioning Plan.	Director of Business Planning and Partnerships	October 2014	
		Ensure that Public Health colleagues receive up to date information to inform the JSNA.	Director of Business Planning and Partnerships	As JSNA is refreshed	
		Ensure that the providers share statutory returns of access data according to protected characteristics.	Head of Contracting	March 2015	
		Ensure that the CCG challenges any issues in service provision around equality of access.	Equality and Diversity Manager	Ongoing	