

Meeting: Governing Body			
Meeting Date	24 June 2020	Action	Approve
Item No.	8	Confidential	No
Title	Equalities Update		
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Executive Summary

NHS Bury CCG, like all NHS organisations, has a legal obligation to ensure that through all its activities it eliminates discrimination, promotes equality of opportunity and fosters good relationships between different groups.

The Public Sector Equality Duty (PSED) requires that the CCG takes account of the needs of disadvantaged individuals, both as employers and in the development, commissioning and delivery of public services. Through the effective consideration of hidden discrimination and systematic barriers, which lead to unmet need and disadvantages, the CCG can drive improvement through more efficient and effective public services, improved health outcomes, reduced health inequalities and lower social costs of inequality.

NHS Bury CCG currently commission Greater Manchester Shared Service to provide Equality, Diversity and Human Rights support. This enables the CCG to deliver against core statutory requirements, including ensuring there is an up-to-date Equality Strategy in place, supported by Equality Objectives and an Equality, Diversity and Inclusion Action Plan, completion of the annual Workforce Race Equality Standard submission, provision of Equality Impact Assessment training, production of the Annual Public Sector Equality Publication and facilitation of the Equality Delivery System.

The resource available through the commissioned arrangement is limited, and whilst the CCG satisfies the statutory requirements placed upon it and has made genuine progress year-on-year, there is always more that can be done to ensure Equality and Diversity is truly embedded through routine day-to-day practice. With an ambition to do more, a risk was placed on the CCG risk register in June 2019 which reflected the need to consider the current EDHR offer and associated resource requirements to deliver the agenda differently in order that further progress could be made.

Whilst equality remains core to all CCG activity, the Covid-19 pandemic, and the more recent worldwide #BlackLivesMatter campaign, have brought a renewed focus to this agenda.

Nationally, the NHS has committed its support and has made available tools, including risk assessments, that must be undertaken to protect and support all staff, but particularly BAME colleagues, given the evidence of disproportionate mortality and morbidity amongst this

community from Covid-19. There has also been an announcement that NHS England and the NHS Confederation will create the NHS Race and Health Observatory, which is a new centre, which will investigate the impact of race and ethnicity on people's health.

The attached paper, which was presented to the Council Cabinet on 10th June 2020 sets out some next steps, including the roll-out of agreed risk assessment tools to all our staff, commissioned services and volunteers and the commission of an independent partner to undertake an equalities audit across both the Council and CCG, with reference to the relevant Equality Frameworks, in order to develop an overarching Equality Strategy and Outcomes Framework.

The CCG had commenced a review of its Equality Strategy and objectives, which require refresh, and had put arrangements in place to engage with stakeholders through the OneCommunity website, in readiness for approval through the Quality and Performance Committee, however this has been paused due to Covid-19. This work will remain paused in light of the current proposal, subject to approval, and the commissioned support through the CCG arrangement with GMSS will be utilised to support this wider work on behalf of the CCG.

This independent review will assess the foundations and good practice already in place, and through engaging with our population (patients and citizens), communities and staff as key stakeholders, through a range of available and accessible channels, will help shape the future work programme aligned to Bury 2030 Strategy to address inequalities and create greater equality through all our activities and decisions. The commissioned work will be overseen through the Corporate Core with a direct reporting line to the Strategic Commissioning Board.

The Council Cabinet considered the report at its meeting on 10th June, noted that it was due for consideration through the CCG Governance processes, and supported the proposals presented.

Recommendations

It is recommended that the Governing Body:

- note the current commitment to equality including the approach to staff risk assessments, which will expand at pace;
- note the outcome from the discussion of this paper at Council Cabinet on 10th June 2020; and
- support the proposed approach to the Equality Strategy work, including the joint commission of an independent partner to undertake an equalities audit; and
- note that the programme of work will be overseen through the Corporate Core with a direct reporting line to the Strategic Commissioning Board.

Links to CCG Strategic Objectives

SO1 People and Place

To enable the people of Bury to live in a place where they can co-create their own good health and well-being and to provide good quality care when it is needed to help people return to the best possible quality of life



SO2 Inclusive Growth To increase the productivity of Bury's economy by enabling all Bury people to contribute to and benefit from growth by accessing good jobs with good career prospects and through commissioning for social value	<input checked="" type="checkbox"/>
SO3 Budget To deliver a balanced budget	<input checked="" type="checkbox"/>
SO4 Staff Wellbeing To increase the involvement and wellbeing of all staff in scope of the OCO.	<input checked="" type="checkbox"/>
Does this report seek to address any of the risks included on the Governing Body Assurance Framework?	
Yes	

Implications						
Are there any quality, safeguarding or patient experience implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Has any engagement (clinical, stakeholder or public/patient) been undertaken in relation to this report?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Have any departments/organisations who will be affected been consulted?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The paper has been considered by the Council Cabinet on 10 th June The paper will be discussed with the GMSS lead prior to publication						
Are there any conflicts of interest arising from the proposal or decision being requested?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any financial Implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
There will be costs associated with the independent partner if the proposal is supported						
Has an Equality, Privacy or Quality Impact Assessment been completed?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Is an Equality, Privacy or Quality Impact Assessment required?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are there any associated risks including Conflicts of Interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are the risks on the CCG's risk register?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

Governance and Reporting		
Meeting	Date	Outcome

Bury Council and CCG Equality Strategy Update and COVID-19 response

1.0 Introduction

- 1.1 This paper sets out a summary of the current approach to equality within the Council and CCG partnership and proposes further work to protect our vulnerable communities during the current pandemic and to further equality objectives within the partnership

2.0 Background

- 2.1 Bury Council and Clinical Commissioning Group staff are committed to furthering equality between all parts of our diverse communities and improving outcomes for all. Over recent weeks the national picture has presented an imperative to take further action in pursuit of this objective. In particular:

- The protests in the United States of America, this country and across the world following the killing of George Floyd has led to a renewed focus on addressing racism and inequality in all parts of society. The Leader of this Council has expressed the need to be united in tackling racism and inequality and that the diversity of our Borough is a key strength whilst the Council's Chief Executive/ CCG Chief Accountable Officer has reaffirmed that, *"as an employer and service provider, Bury Council and NHS Bury CCG remain determined to oppose racist attitudes in everything we do"*.
- The Public Health England report *Disparities in the risk and outcomes of COVID-19* (June 2nd, 2020) provided emerging evidence that black and minority ethnic (BAME) communities are disproportionately affected by COVID-19

- 2.2 In this context it is important that the Bury partnership takes action to:
- protect our BAME communities and other vulnerable groups during the current pandemic and
 - ensure that our organisations and culture is equality-proofed and provides the conditions for a diverse workforce and partnership to thrive.

- 2.3 This paper sets out a summary of the current approach to equality within the partnership and proposals for further work to protect our vulnerable communities and further equality.

3.0 Current position

- 3.1 Bury Council and CCG have a robust approach to workforce equality which includes:
- Respective equality policies and underpinning processes, including Equality Impact Assessments of every decision
 - Joint signature to the Greater Manchester Workforce Race Equality Standard which is seeking ambitious progress in race equality and workforce representation

- Support to active staff groups which represent all protected characteristics, including race
- Signature to the letter from all Greater Manchester Leaders which expressed horror and defiance about George Floyd's death and a n intention to do everything practicable to defy racism in Greater Manchester

3.2 During the further response of the partnership in relation to equality has included:

- joint guidance to all our staff to manage their health and safety at work, based on a risk assessed approach which follows dynamic government guidance; the COVID-19 secure working principles and meets the statutory Management of Health and Safety at Work Regulations 1999
- a targeted risk assessment of all adult social care staff of BAME background, using the template provided by the GMCA
- the promotion of health and wellbeing support to the BAME staff in the primary care sector in particular, following the PHE publication, this included prioritised access to Personal Protective Equipment and publication of NHS Employer Risk assessment Guidance
- detailed Equality Impact Assessment of our COVID response work including particular work with communities of faith to reduce transmission during lockdown.

3.3 It is important to note that the reasons for the disproportionate impact of COVID-19 on BAME communities is not yet understood, but the health inequalities present for BAME communities have long been recognised. This papers therefore proposes two key further actions, as a basis for Cabinet and Governing Body agreement.

4.0 **Proposed further action**

- **COVID 19 response**

4.1 It is recommended that the workforce risk assessment tools are further developed and, subject to consultation with staff groups and the Trade Union side, are:

- proactively completed for every employee who wishes to engage and has been identified as potentially vulnerable, including older people and those from a BAME background or who have households / family members from BAME background
- recommended to our commissioned providers
- recommended to the network of c700 volunteers who are supporting our Community Hubs

4.2 The risk assessment approach is intended to support managers to have sensitive and comprehensive conversations with their BAME staff. They should identify any existing underlying health conditions that may increase the risks for them in undertaking their frontline roles, in any capacity. Most importantly, the conversations should also, on an ongoing basis, consider the feelings of BAME colleagues, particularly regarding both their physical safety, their psychological safety, and their mental health. The objective of the risk assessment process is to seek to reduce, avoid or eliminate risks identified.

- **Furthering Equality**

- 4.3 It is proposed that an independent partner is engaged to undertake an equalities audit across both the Council and the CCG, with reference to the Equality Framework for Local Government (EFLG) or similar. The intention will be to produce a strategy and outcomes framework in the context of an objective, best practice standard. The commission will report to the Strategic Commissioning Board, as a partnership deliverable and to take the opportunity of furthering system-wide partnership leadership on equalities which will be an intrinsic part of the organisation transformation to which the Council has committed.
- 4.4 The review will consider all protected characteristics, including race. It will be co-designed and delivered in conjunction with staff side representatives. The specific proposed components of the commission at this stage, as a basis for engagement with staff groups, will include:
- Undertaking an assessment of the partnership's current performance in relation to equalities, identifying areas of strength and specific areas for improvement. The assessment will be based on a review of relevant policies and procedures as well as consultation and engagement with community leaders from all protected characteristics and the relevant staff-side groups
 - Producing a proposed Equalities Strategy in the context of key findings, which is aligned to our Bury 2030 strategy and emerging neighbourhood model.
 - Review and refresh current policies relating to equalities.
 - Alongside the strategy, to develop equality objectives, based on sector experience and understanding of best practice – and advising on actions that are required to achieve those objectives
 - Developing an implementation plan setting out the actions required to meet key recommendations. Actions are likely to include policy and procedural work as well as training and organisational culture development
 - To secure skills transfer through this work to officers in the team to develop and sustain a culture of embedding equality into core organisational practices.
 - To produce recommendations on the partnership equality training offer for staff.

5.0 Recommendations

- 5.1 The Governing Body is asked to:
- Note the current commitment to equality including the approach to staff risk assessments, which will expand at pace;
 - note the outcome from the discussion of this paper at Council Cabinet on 10th June 2020;
 - endorse the approach to proposed equality strategy work; and
 - note that the programme of work will be overseen through the Corporate Core with a direct reporting line to the Strategic Commissioning Board.