

## Overview of Activity

The CCGs joint Equality Objectives for 2013-16 have been successful in highlighting the activity necessary for the CCGs to work towards achieving these far reaching goals with the evidence of that progress detailed in the tables below.

The following summary highlights the key activities and sets out the future Equality Objectives for 2016-19;

1. **Integrate inclusion and equality into everything we do** – this Objective identified the gaps in the levels of data and information the CCGs has access to in order to understand what the health inequalities of the local populations are. Then to identify how to tackle them. The closer working with Public Health has been key in the activities needed to achieve this objective. Due to the nature of this work and the broad reaching aspiration of this objective, this work will continue in the 2016-19 Equality Objectives
2. **Be a supportive, respected and fair employer** – the CCGs have put in place supportive workforce policies that have been kept under regular review. As part of that review process, each policy is assessed for any discriminatory practice and updated to ensure this is removed. A continuous programme of Inclusion and Equality awareness training sessions has been underway since 2013. Methods to engage and involve all staff in the development of the CCGs continues, which will see this Objective continue during 2016-19.
3. **Engage with patients, public, staff, partners and providers in an inclusive way** – the evidence below demonstrates that the CCGs have undertaken a high level of engagement with patients, public and stakeholders. These activities have also focused to key sections of the community whether due to age, disability or access to services. These public engagement activities are part of the way the CCGs work and are therefore seen to be continuing beyond the Equality Objective. The CCGs have however highlighted that further work is needed especially with continuing meaningful involvement and support for staff.

## The CCGs Equality Objectives for 2016-19 are:

1. **Continue to integrate inclusion and equality considerations into the decisions we make.**
2. **Develop as an inclusive employer to ensure staff are aware of and supported to meet the evolving needs of the organisation and local communities.**
3. **To focus on understanding gaps in health outcomes for the diverse local communities and working to reduce inequality.**

The action plans for these are currently being developed and will be published once they are finalised.



No	Recommendation	Action	Lead	By When	Progress Update	RAG
1.	<p><b>Integrate inclusion and equality into everything that we do:</b> We shall develop robust systems of collecting, analysing and using information about people with protected characteristics to inform commissioning decisions and hence work towards reducing health inequalities between those with certain protected characteristics and other parts of the community.</p>	a) Gain understanding of how information was gathered and agree sources	Interim Director of Quality, NHS Nene CCG (Alison Jamson)	December 2013	<p>Discussed with Stephen Gunther, Public Health. Agreed to provide data packs for county population in relation to protected characteristics. Revised data packs due in January 2014.</p> <p>Due to large scale re-organisation of the Public Health function (as part of the Local Authority), this work will require further future activity to ensure a comprehensive understanding of the information available for the local population.</p> <p>March 2015 - Representative from Public Health attended the January 2015 meeting of the Inclusion and Equality Leadership Group. Progress to date discussed. To discuss in Public Health and return.</p> <p>April 2015 – met with public health and equality lead. Public health presented locality reports on health inequalities. Agreed to provide a comparative report across the county.</p> <p>August 2015 – due to changes in public health at the LA there has been some further delays on this. A new person has been allocated to the work and a meeting is arranged for them to meet with the CCG. A paper is to be presented to the Board of Directors in August/September.</p> <p>December 2015 – Public Health were represented at the last meeting and presented an example of the further developed locality</p>	Green

Not started

Overdue

In Progress/ongoing

Completed

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					<p>profile. It was agreed to ensure this was rolled out across the whole county with individual profiles for each locality and to meet separately with both CCGs and their clinical leaders.</p> <p>4-4-2016 Work and engagement over the last six months had enabled progress to be made regarding information; and that would help determine where to best focus services. Action can be moved to green.</p>	Green
		b) Agree and use data to reduce health inequalities	Interim Director of Quality, NHS Nene CCG (Alison Jamson)	September 2014	<p>Public Health function within the Local Authority is undergoing significant re-organisation. There is currently lack of clarity over responsibilities.</p> <p>To improve understanding of CCG locality population an analysis of the 2011 census data by protected characteristic has been undertaken by the GEM Equality, Inclusion and Human Rights team and circulated to the CCGs.</p> <p>No further update available in March 2015.</p> <p>April 2015 – Following meeting as described in previous objective, we shall have some information coming back to the leadership group and also to Board of Directors and Corby Exec team later in the summer</p> <p>August 2015 - as above objective update</p> <p>December 2015 – Since the last meeting, further meetings have taken place between Public Health and the two CCGs. There are now</p>	Amber

Not started Overdue In Progress/ongoing Completed

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					<p>plans in place for public health to engage further with GP commissioning and also with the CCG joint executive group to further this work.</p> <p>April 2016 - Work is now progressing to use health inequalities data to inform operational planning and the five year Sustainability and Transformation Plan, due for submission in June 2016. This will be used to demonstrate how the CCG will target resource to reduce inequalities across its population.</p> <p>June 2016 – The revised Inclusion and Equality Strategy includes Public health data</p>	Amber
		C) Demonstrate evidence of reduced health inequalities	Interim Director of Quality, NHS Nene CCG (Alison Jamson)	March 2016	April 2016 - Nothing further to report at this time.	Blue
2.	<p><b>Be a supportive, respected and fair employer:</b></p> <p>We will work to develop an inclusive organisational culture where all staff feel empowered to be involved in the way the CCGs operate.</p>	a) Assess all policies and workforce practices to ensure they support inclusiveness and equality both in the delivery of health services and in the workplace.	Deputy Director of Governance, Nene CCG ; (Stuart Dalton) -and- Corporate Services & Governance Manager, Corby CCG (Emma Follis)	March 2014	A suite of policies have been developed and reviewed by the CCGs. Unions have also been consulted. All policies contain the following: EQUALITY STATEMENT Nene / Corby Clinical Commissioning Group (CCG) aims to design and implement policy documents that meet the diverse needs of our services, population and workforce, ensuring that none are placed at a disadvantage over others. It takes into account current UK legislative requirements, including the Equality Action 2010 and the Human Rights Act 1998, and promotes equal opportunities for all. This document has been designed to ensure that no-one receives less favourable treatment	Green

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					<p>due to their reassignment, sexual orientation, marriage and civil partnership, race, religion or belief, pregnancy and maternity. Appropriate consideration has also been given to gender identity, socio-economic status, immigration status and the principles of the Human Rights Act.</p> <p>In carrying out its functions, Nene / Corby CCGs must have due regard to the Public Sector Equality Duty (PSED). This applies to all the activities for which Nene / Corby CCGs are responsible, including policy development, review and implementation.</p> <p>In order to demonstrate the CCGs' positive commitment to recruit, train, retain, consult with disabled staff and to increase disability awareness they have achieved the 'two tick' – positive about disability symbol awarded by local Job Centre plus.</p> <p>July 31 2016- Nene CCG has published their Workforce Race Equality Standard with actions Corby CCG received a 'Dashboard' of workforce indicators in lieu of WRES</p>	Green
		b) We will make sure that all members of the CCGs understand the equality agenda and are trained in undertaking proportionate equality analysis to effectively inform	Deputy Director of Governance, Nene CCG ; (Stuart Dalton) -and- Corporate Services & Governance Manager, Corby CCG (Emma Follis)	June 2014	A training programme has been developed which will be delivered to two sets of audience within the CCGs: 'all staff' and 'senior commissioning leads / managers'. The dates have now been confirmed and a training schedule has been shared with the CCGs. Communication advertising the training sessions will be through internal 'exchange' events and also via personal invite. The first	Green

Not started Overdue In Progress/ongoing Completed

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		policy and practice.			<p>training session will commence in October with final session being delivered mid-November.</p> <p>Nene CCG Governing Body have already had a successful delivery of Equality, Inclusion and Human Rights development session</p> <p>Mandatory Equality and Diversity training is also available on line which all staff have access to.</p> <p>Corby CCG Governing Body has received successful delivery of an Equality, Inclusion and Human Rights development session. Further session held with CCG staff on 26 November 2015.</p> <p>April 2016 – Management teams have received training at team meetings as mandated by the Inclusion &amp; Equality group</p>	Green
		c) Undertake a comprehensive engagement and involvement programme with all staff.	Deputy Director of Governance, Nene CCG ; (Stuart Dalton) -and- Corporate Services & Governance Manager, Corby CCG (Emma Follis)	March 2016	Initial discussions taking place within the Workforce Committee led by Peter Boylan	Blue

Not started Overdue In Progress/ongoing Completed



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					<p><b>Public, Patient Engagement Workgroup</b> Has been re-established and meets monthly to scrutinise public and patient engagement – primary on Healthier Northamptonshire.</p> <p><b>Progress and Success:</b> Wellbeing events have been held in Northampton, Towcester and East Northants.</p> <p>Student lock-in at Grosvenor Centre - 1<sup>st</sup> October</p> <p>Personal Health Budget Patient stories have been collected and are due to be published on the website.</p> <p>Xchange bulletins have been updated to a full colour staff newsletter.</p> <p>Engagement with public / patients and carers about the Better Care Fund carried out by Health Watch</p> <p>Partnership with Police, County and Borough Councils to expand public membership for future engagement activities.</p> <p><b>Update December 2014</b></p> <ul style="list-style-type: none"> <li>• Work on understanding the socio-economic and cultural demographics of the CCG catchment area has been undertaken to assist the localities in the effective targeting of their engagement activity.</li> <li>• Internal independent audit of Patient Congress carried out. This reported the</li> </ul>	Amber

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					<p>Committee was inclusive, supportive and that there was a good level of discussion amongst peers.</p> <ul style="list-style-type: none"> <li>• Patient Congress voting rights aligned with the aspirations of the congress and committed within the recent Terms of Reference review. These will ensure the patient voice is heard within the CCG. Key partner organisations have joined the Committee as non-voting members, namely Healthwatch, local authority, Carers and Voluntary Sector. Any long-term solution within health and social care will require input and support from the wider health and social community.</li> <li>• Locality Engagement Group (LEG) communication sheets have been introduced. These are designed to strengthen the communication links between the LEGs and Patient Congress, facilitating a mutual understanding of concerns and work undertaken and enabling local concerns to be taken into account when considering strategic issues.</li> <li>• Patient Congress has been updated on the work of Healthier Northamptonshire at each meeting. Challenging on certain engagement activity where appropriate has led to the development of plans for a richer, fuller engagement strategy for the programme. Work is ongoing.</li> </ul>	Amber

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					<p><b>July 2015:</b></p> <ul style="list-style-type: none"> <li>• Corby Older Persons Health Forum met in March and June. Speakers presented on a range of topics including, Dementia, Heart failure, Age UK, Podiatry and chair aerobics.</li> <li>• Patient in control project – the older person’s forum completed the patient activation questionnaire, and gave suggestions for future meetings.</li> <li>• We are currently supporting ‘Make every contacts count’ training for the voluntary sector and social care organisations across Northamptonshire. We have held the first two sessions in Corby and Wellingborough and these will continue over the following year.</li> <li>• During April, we supported 111 and out of hours engagement, we spent two days taking part in a pop up shop in Corby supporting Corby Borough Council. We engaged with many members of the public.</li> <li>• The Welcome to Corby booklet is now in its final stages, after partners have feedback. We hope this will be available for distribution next month.</li> <li>• Public Health’s health inequalities document has been shared with the Corby Health and Wellbeing forum and PPG chairs. Both groups are working on understanding what is available in Corby and how to tackle areas of inequality together.</li> </ul>	<b>Amber</b>

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					<ul style="list-style-type: none"> <li>The young leader attended the patient and public engagement assurance committee to provide an update on their work with Healthwatch.</li> <li>We are currently supporting healthy workplace engagement, working with the CCG and Corby Enterprise Centre to encourage employers to support health and wellbeing in the workplace.</li> <li>Nene has developed a programme of engagement and is going out to several sites within the catchment area to engage directly with the local communities about specific conditions and work - such as diabetes and dementia. The Locality Engagement Groups (LEGs) are hosting some of these sessions.</li> <li>Work has begun on commissioning intentions that is being carried out via Nene's internal engagement structures (e.g. - Patient Congress and the LEGs).</li> </ul>	Amber
3.	<b>Engage with patients, public, staff, partners and providers in an inclusive way.</b>	We will find ways of better hearing the voice of those affected to inform the decisions we take. This objective will be delivered through a separate engagement strategy.	Corporate Services & Governance Manager, Corby CCG (Emma Follis)	March 2016	<ul style="list-style-type: none"> <li>Engaging with patients, public, staff, partners and providers in an inclusive way –</li> <li>Update - Corby CCG – Public events held on a 3 monthly basis for all stakeholders to attend. Provides patients and public to engage with the CCG.</li> <li>Working with the PPG groups to ensure we hear the voice of Corby.</li> <li>Wellbeing events – one winter wellbeing event held to support the 3<sup>rd</sup> sector to support the frail and elderly. Children / young people event in planning stages for summer months.</li> </ul>	Amber

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					<ul style="list-style-type: none"> <li>Working with eastern European groups to provide health education and engage with this sector.</li> <li>Further engagement planned with all ethnic minorities.</li> <li>Video stories started to collect feedback from patients targeting specific patient groups.</li> <li>Older person's forum held every 3 months to engage with older people.</li> </ul>	
					<p><b>Progress and Success:</b></p> <ul style="list-style-type: none"> <li>Public and Patient Engagement Assurance Committee continue to meet on a monthly basis to provide assurance to the Governing Body that there has been an appropriate level of patient and public engagement.</li> <li>Monthly meetings between CCG and PPG chairs take place.</li> <li>7 April: Young persons' action event - Joint working with Community Safety Partnership to engage with young people about using health services appropriately.</li> <li>1 May: CCG Public Event –presentation of 2 year operational plans.</li> <li>18 June: Older Persons Health Forum – presentations from Royal Voluntary Service on a good neighbours scheme, Aortic Aneurysm Service and details of the CCG 5 year strategic plans.</li> </ul>	Amber

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					<p><u>Summer Events</u> – Focus on healthy eating and activity participation in children and young adults.</p> <ul style="list-style-type: none"> <li>• 24 July: Alcohol Stand – working with Community Safety Partnership to support Alcohol week of action. Promoting safe drinking habits.</li> <li>• 26 July: Commonwealth Games event – Supported Corby Borough Council. Engagement with over 50 members of the public.</li> <li>• 6 August: National Play Day – Supporting Corby Borough Council. Engagement with 60 parents and children.</li> <li>• 7 August: Priors Hall - Mums and tots group – Supporting Corby Borough Council to promote services to a new community in Corby. Engagement with parents and children about services available in Corby and how to use them appropriately.</li> </ul>	Green
					<p><b>Risks and Issues:</b>  More understanding required about which seldom heard groups we should focus on engaging with. However we are working with Corby Community Partnership to understand the issues of new and emerging communities in Corby.</p> <p>Understanding how we can work in partnership with other organisations such as the Police. Been difficult to make links but these are now emerging. Starting to understand with the Police how we can work on projects together.</p>	Amber

Not started Overdue In Progress/ongoing Completed

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					<p><b>Further action identified, planned and required:</b></p> <p>Next public event - October with focus on self-care to support Out of Hospital strategy.</p> <p>Health and Wellbeing day organised for October - joint working with Corby Borough Council and voluntary services in Corby.</p> <p>Mental Health and Long term conditions forums will be set up over the next quarter.</p> <p><b><u>Update November 2014</u></b></p> <ul style="list-style-type: none"> <li>• Update on forming relationships with police – police successfully attended PPEA committee, developing ideas for partnership working for future.</li> <li>• Older peoples health forum met in September – information from carers, health watch and CCG medicine management team.</li> <li>• Strong links with NCC Young leader for Corby who has attended PPEA and several public events. Valuable asset to understanding needs of younger people. – continuing to understand how we can engage with more younger people.</li> <li>• Public event – 16<sup>th</sup> October – Update on CCG activity, self-care advice, introduction to the public of patient activation.</li> <li>• Patient in control programme supported by NHS England. Corby CCG have been successful in receiving some funding to support patient activation and self-care</li> </ul>	Amber

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					<p>interventions to a number of 'hard to reach' groups in Corby – will provide progress updates.</p> <ul style="list-style-type: none"> <li>• Patient participation groups have been supporting the flu campaign.</li> <li>• Winter Wellbeing Event held on 9<sup>th</sup> October which brought together voluntary, health and local council services to provide information to the public about the range of services that can support over the winter.</li> <li>• Corby CCG in conjunction with Corby Borough Council will be starting engagement sessions with local secondary school. This will focus on activities of community safety such as alcohol and drug advice.</li> </ul> <p><b><u>Engagement update Feb 2015</u></b></p> <ul style="list-style-type: none"> <li>• PPEA members will be having equality and inclusion training in April 2015.</li> <li>• Older person's forum met in December, approximately 17 over 50s met. They had presentations from the continence service; Northants warm homes partnership, Dental service and Collaborative care team. .</li> <li>• We held public open event on 5<sup>th</sup> February. 43 members of the public, service users and providers attended. They had information on the Collaborative Care Team, children and young people's mental health, Corby CCG commissioning intentions for 2015 / 2016 and public health data.</li> </ul>	Amber

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					<ul style="list-style-type: none"> <li>Working with Corby Borough Council we are producing a 'welcome to Corby' booklet for new residents of Corby to promote health and wellbeing in Corby. The booklet is aimed at all new residents but especially newly arrived migrants who may not understand health services in England. We are engaging with eastern European communities to help put the booklet together and the results of the 'silent migrant' report.</li> <li>All homes in Corby will receive an information leaflet encouraging them to register with a GP, as well as promoting choose well messages. This is again to help support newly arrived migrants.</li> </ul> <p>Next quarter we will be starting the 'patient in control' project engaging with older people, parents / young mothers and ethnic minority communities.</p> <p>To support the engagement work, we will be introducing simple equality monitoring to all our engagement activities.</p> <p><b><u>Engagement Update September 2015</u></b></p> <ul style="list-style-type: none"> <li>Corby CCG continues to support 'Make every contact counts' training for organisations outside of the health services including the voluntary sector. The next session takes place in September in Northampton. The programme is being evaluated by the University of Northampton.</li> </ul>	Amber

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					<ul style="list-style-type: none"> <li>• The first Self-management training session delivered by Age UK will take place in September. This training is aimed at care homes, domiciliary care agencies and voluntary sector to support their clients to self-manage effectively.</li> <li>• Corby CCG is engaging with a range of stakeholders to support the development of its commissioning intentions for 2016/ 2017. Corby CCG engaged with the voluntary sector at the recent Voluntary Impact Northamptonshire conference.</li> <li>• We attended Play day in Corby supporting Corby Borough Council. This was an opportunity to engage with parents and children on their view of health services in Corby.</li> <li>• In early September we will be attending Tresham College Fresher's week to engage with younger members of the public about health services and how they can be improved to address their needs.</li> <li>• Corby CCG will be supporting a commissioning intentions workshop for Corby Health and Wellbeing forum partners. Supplementary schools have been invited to present at the forum and to help the group understand some of the health issues that this organisation might be aware of.</li> <li>• Social media will also be used a way of connecting with other members of the public to support are plans for the upcoming year.</li> <li>• Public health presented a 'health inequalities' report to the health and</li> </ul>	Amber

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					<p>wellbeing forum, partners have been tasked with updating the actions with current work plans. These will be discussed at the next forum so a coherent plan to address some of the issues by all partners can be developed.</p> <ul style="list-style-type: none"> <li>• The Patient and Public Assurance Committee received a copy of the current communications and engagement plan for the CCG. They supported the plan but understand there is more work to include voluntary sector and targeting specific groups in our plans. These areas will be developed as more commissioning plans are implemented, which will help understand which specific groups related to specific projects.</li> <li>• The Health and Wellbeing – ‘ Welcome to Corby’ Booklet which was produced with Corby Borough Council has now been printed and is being distributed across the town. This includes relevant place where new residents might attend such as estate agents and the Borough Council.</li> <li>• The CCG recently held an information sharing event with Corby Borough Councils housing department, which brought together health services and housing services to understand how they could work more collaboratively together.</li> <li>• As part of supporting workplace Health, Corby CCG is joining the Corporate Global challenge from September, the aim is to walk 10,000 steps a day resulting in an increased workplace health and wellbeing.</li> </ul>	Amber

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					<ul style="list-style-type: none"> <li>The CCG jointly with Nene CCG, Northamptonshire County Council and Northamptonshire Carers recently submitted a Health Service Journal Award submission for commissioning for carers to celebrate the joint working that has supported carers in Northamptonshire. We will find out later on in the year if we have been successful.</li> </ul> <p><b><u>Engagement Update October 2015</u></b></p> <ul style="list-style-type: none"> <li>Health Inequalities – Corby Health and Wellbeing Forum have continued to support the work on health inequalities and using Marmots six objectives to reduce health inequalities to support the development of forum action plan. This action plan covers all health and wellbeing partners supporting the wider determinants of health and wellbeing.</li> <li>NHS Corby CCG held their AGM on the 17<sup>th</sup> September, this was an opportunity to engage with the public, patients and our key stakeholders about our successes over the past year. The event also supported a market place with some of our partners showcasing their organisations.</li> <li>All GP practices have been actively engaging with the public to encourage uptake of the flu vaccination, this included Dr Jo Watt presenting on Corby Radio. Both the voluntary sector, borough council and public health have been working together to support engaging with a diverse group of the community.</li> </ul>	Amber

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					<ul style="list-style-type: none"> <li>• The Older Persons Health Forum took place in October. The group had presentations from Lakelands and Care and repair Northamptonshire.</li> <li>• Also in October we held an event for all patient participation group members. The aim of the session was to encourage networking and sharing of ideas between PPG's. The event also spent time discussing Corby's health priorities which will feed in to our commissioning intentions document and development of a patient engagement charter.</li> <li>• We are pleased to announce that jointly Corby and Nene CCG's were short listed for HSJ commissioning for carers award. This recognised the work the CCG's are doing to support carers in the area.</li> <li>• NHS Corby CCG governing body has supported a Health and Wellbeing charter which is to be implemented in the CCG and also the borough council. This supports the work the CCG are currently doing around workplace health and wellbeing. We continue to support engagement with both private and public organisations to support health and wellbeing in the workplace.</li> <li>• The CCG have started to gather feedback from patients in Corby who have used the diabetes MDT services. This will feed in to the re-procurement of this services over the next 12 months. The patient and public assurance committee support this piece of work and welcomed the fact the engagement process was starting early in</li> </ul>	Amber

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					<p>the commissioning of the service. The group have supported engagement with a diverse section of the population to ensure the feedback is representative of all that may use the service.</p> <p><b><u>Engagement Update November 2015</u></b></p> <ul style="list-style-type: none"> <li>• The Corby Health and Wellbeing Forum are continuing to work on the Health Inequalities data to develop a responsive plan for Corby with partners.</li> <li>• April 2016 – Equality Audit carried out of Provider compliance to the PSED, WRES &amp; EDS. Letter sent to Providers informing them of their duties and gaps.</li> </ul>	Amber