

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	Director of Nursing and Quality, NHS Nene and NHS Corby CCGs	December 2013	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.  Due to a 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.	Red
		b) Agree and use data to reduce health inequalities	Director of Nursing and Quality, NHS Nene and NHS Corby CCGs	September 2014	Public Health function within the Local Authority is undergoing significant re-organisation. There is currently lack of clarity over responsibilities.  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.	Green
		c) Demonstrate evidence of reduced health inequalities	Director of Nursing and Quality, NHS Nene and NHS Corby CCGs	March 2016		Blue

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2.	<p><b>Be a supportive, respected and fair employer:</b> We will work to develop an inclusive organisational culture where all staff feel empowered to be involved in the way the CCGs operate.</p>	<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.</p>	<p>Chief Commissioning Officer, NHS Nene CCG ; and  Chief Officer, NHS Corby CCG</p>	<p>March 2014</p>	<p>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 Act 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 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>Green</p>

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		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 policy and practice.	Chief Commissioning Officer, NHS Nene CCG ; and  Chief Officer, NHS Corby CCG	June 2014	A training programme has been developed which will be delivered to two sets of audience within the CCG; 'all staff' and senior commissioning leads/managers. The dates have now been confirmed and a training schedule has been shared with the CCG. Communication advertising the training sessions will be through internal 'exchange' events and also via personal invite. The first training session will commence in October with final session being delivered mid November.  Nene CCG Governing Body have already had a successful delivery of Equality, Inclusion and Human Rights development session  Mandatory Equality and Diversity training is also available on line which all staff have access to.  Further training is being completed by NHS Corby CCG Governing Body members in October 2014.	Amber
		c) Undertake a comprehensive engagement and involvement programme with all staff.	Chief Commissioning Officer, NHS Nene CCG; and  Chief Officer, NHS Corby CCG	March 2016	Initial discussions taking place within the Equality and Inclusion Group led by Peter Boylan	Blue

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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.	NHS Nene CCG – Chair of Patient Congress; and	March 2016	<p>Engagement with patients, public, staff, and providers in Nene CCG catchment area is carried out in the following ways:-</p> <p><b>Patient Congress</b> The strategic level patient and public involvement group (a subcommittee of the Governing Body) meets every other month. The remit of this committee is to advise the CCG on its patient and public engagement strategies and processes. This group contains representatives from the Nene localities, as well as key engagement organisations in the county. The group also contains a public member whose role is specifically to give advice on equality and inclusion matters.</p> <p><b>Locality Engagement Groups</b> These groups of members of the public from each locality catchment area advise the locality team of their views on matters specifically relating to the locality.</p> <p>Wellbeing engagement events are carried out by each locality team.</p> <p><b>Xchange</b> Staff briefing occurs several times a month and a bulletin of what was discussed is circulated to staff members.</p> <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>	Amber

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					<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>	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.	NHS Corby CCG – Chair of Public Patient Engagement Assurance Committee	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 persons 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</p>	Amber

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					<p>the Police how we can work on projects together.</p> <p><b>Further action identified, planned and required:</b>            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>	Amber