

Cannock Chase, Stafford and Surrounds and South East Staffordshire and Seisdon peninsula CCGs Equality and Inclusion Strategy Action Plan 2017-2020

Equality Objective	Action required	Link to Equality Delivery System 2 Goals	Accountable Officer	Deadline date
<p>1.To work with stakeholders to ensure the consideration of the community in the development of future commissioning plans</p>	<p>1.1 Ensure all stakeholders, community groups, representative groups, Patient and voluntary sector groups, have the opportunity to have their say on forthcoming and proposed changes.</p> <p>1.2 Work closely with Healthwatch Staffordshire to engage with those who may not currently have their voices heard through the ambassador and champion programmes</p> <p>1.3 Identify hard to reach communities and develop and implement a variety of communications and engagement plans as required.</p> <p>1.4 Work with key stakeholders and feedback to the local community about how their views have been taken into account</p>	<p>Better Health Outcomes (services are commissioned and procured to meet the health needs of local communities)</p>	<p>Health Engagement and Equalities Manager Communications and Engagement Lead STP work stream leads Commissioners of services</p>	<p>March 2018</p>
<p>2.To work with protected and disadvantaged groups to identify specific needs and to improve any inequalities and improve access and experience in health care services</p>	<p>2.1 Utilise the enhanced Joint Strategic Needs Assessment data and quantitative data from Staffordshire observatory regarding protected groups and health care needs. Review the quality of information available in relation to protected groups and</p>	<p>Improved patient access and experience (services are commissioned and procured to meet the health needs of local communities) Inclusive leadership</p>	<p>Health Engagement and Equalities Manager Communications and Engagement Lead STP work stream leads Commissioners</p>	<p>December 2017</p>

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<p>2.To work with protected and disadvantaged groups to identify specific needs and to improve any inequalities and improve access and experience in health care services</p>	<p>access to health care. 2.2 Put in place appropriate plans within commissioning and work with providers to reduce any inequalities as required and within the resource available. 2.3 Ensure appropriate Equality Impact and Risk Assessments (EI &RA) are completed for future commissioning plans in advance of work streams being implemented, linking to the CCGs operational plans 2.4 Ensure consultation materials are made available in various formats and different community languages where appropriate and on request for future commissioning plans 2.5 Ensure Accessible Information Standards are embedded within the CCGs and our providers work</p>	<p>Improved patient access and experience (services are commissioned and procured to meet the health needs of local communities</p>	<p>Health Engagement and Equalities Manager Communications and Engagement Lead STP work stream leads Commissioners</p>	<p>December 2017</p>
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<p>3. Fully embed the Equality Impact and Risk Assessment process (EIRA) into commissioning activity.</p>	<p>3.1 Ensure that a revised Governing Body Board report template incorporates a section for EI&RA and explanation of risks. 3.2 Ensure that no major decisions are taken without sufficient scrutiny of EI&RA at various CCG committees 3.3 Embed and implement the EI&RA via online U assure system. 3.4 Monitor the number and quality of EI&RA that are being completed and report on outcomes at HR/OD Committee as part of the Equality and Inclusion update 3.5 Ensure CCG employees are up to date on their requirements - Repeat at least two development sessions per year on EI&RA and invite relevant staff to attend.</p>	<p>Inclusive leadership Better health outcomes</p>	<p>Director of Corporate Communications, Governance and Engagement Health Engagement and Equalities Manager Equality and Inclusion Business Partner (CSU)</p>	<p>March 2017 and on-going March 2017 and on-going June 2017 March 2017 and ongoing December 2018 and ongoing</p>
<p>4.To ensure that equality is everyone’s business by developing and embedding an equality and inclusion framework throughout the organisation to support</p>	<p>4.1 Ensure that a framework is developed and incorporated into the Organisation Development Plan/programme for South Staffordshire CCGs. 4.2 The framework will include</p>	<p>Inclusive leadership Better Health Outcomes A represented and supported workforce</p>	<p>Director of Corporate Communications, Governance and Engagement Director of Organisation Development</p>	<p>December 2018</p>

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<p>improved equality health outcomes and workforce diversity</p>	<p>targets for Equality and Diversity Mandatory training and WRES targets 4.3 Embed an inclusive behaviours and values checklist to accompany Personal Development Reviews Ensure staff are fully trained and up to date through a series of equality and inclusion development programmes e.g. master classes bite size sessions to include generic EI&RA development programme 4.4 Governing Body members to ensure they ask the three main questions concerning EI&RA at Governing Body meetings when making strategic decisions</p>			
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