Equality Act 2010
Public Sector Equality Duty

Annual Compliance Report on the CCG’s Four-Year Equality Objectives

January 2015
1. Introduction and Background

Our commitment to Southwark people
NHS Southwark Clinical Commissioning Group (CCG) is committed to an inclusive NHS that provides quality and compassionate care for all Southwark people. Our commissioning intentions are based on the human rights principles of Fairness, Respect, Equality, Dignity and Autonomy (the FREDA Principles). In this respect, protecting and enhancing human rights, promoting equality and diversity are integral to the CCG’s core business and reflected throughout everything that we do.

Statutory equality and human rights duties
Human rights and equality are inexorably linked. Human rights can be seen as the overall umbrella of rights and freedoms enjoyed by every citizen in the UK from cradle to grave, with equality sitting below focusing on unlawful discrimination (of staff or patients) in relation to their nine ‘protected characteristics’ as defined by the Equality Act 2010, which are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual orientation

The key statutory duties and pledges are contained in the Human Rights Act 1998, the Equality Act 2010 (which includes the Public Sector Equality Duty (PSED)) and the NHS Constitution (which brings together a number of ‘Rights’, ‘Pledges’ and ‘Responsibilities’ for staff and patients alike all in one place). Among other things, the PSED also requires public bodies to set their four-year equality objectives, based on key local equality priorities, and report progress on them by 31 January of each year, which is a statutory requirement.

The context of the CCG’s four-year equality objectives
The challenges to make NHS services inclusive and ‘fit for purpose’ for Southwark’s diverse, transient and growing population cannot be underestimated, particularly under the present financial constraints on health and social care expenditure. The equality objectives, therefore, are not nationally driven, but locally to reflect local equality priorities for the community. Our 4-year equality objectives were chosen as part of the authorisation process in 2012. They reflect the key equality priorities pertinent at that time. These are:

- Equality Objective 1 – Engagement and Patient Experience
- Equality Objective 2 – Learning Disability
- Equality Objective 3 – Mental Health
- Equality Objective 4 – Provider Contracts
- Equality Objective 5 – Care Homes in Southwark
Since the CCG was established on 1 April 2013, we have been consolidating our approach to equality and human rights. In 2014, we took further initiatives to improve our focus on underpinning equality and human rights across the organisation. This included moving the equalities work to sit with the membership and engagement team, the establishing of the Equality and Human Rights Steering Group reporting to the newly established Quality and Safety sub-committee (QSSC). Healthwatch and the Forum for Equalities and Human Rights Southwark (FEHRS) are members of the steering group whose main responsibility is to assess, review, action plan and make recommendations in relation to the CCG’s statutory duties under the Human Rights Act 1998, Equality Act 2010 and the NHS Constitution.

About this report
The CCG has a statutory duty to publish a progress report by 31 January each year demonstrating our compliance against our 4-year equality objectives as enlisted in our Equality Strategy. This is our third annual compliance report on the equality objectives, one of which was published in shadow form. The report concentrates only on the progress of the CCG’s five equality objectives. The full range of the CCG’s activities in relation to equality, human rights and health inequalities are captured in our EDS2 reporting framework and the CCG’s Annual Equalities Report 2014/15 – both to be published later in the year.

The strategy and reports are published on the website, and the previous equality objectives’ progress reports (2013 and 2014) can be viewed by following the links at:


<table>
<thead>
<tr>
<th>History of development and feedback</th>
<th>Date</th>
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<tbody>
<tr>
<td>1 Equality and Human Rights Steering Group (EHRSG)</td>
<td>14 Jan 2015</td>
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<tr>
<td>Healthwatch</td>
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<td>Forum for Equality and Human Rights Southwark (FEHRS)</td>
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<tr>
<td>2 Quality and Safety Sub-Committee (QSSC)</td>
<td>14 Jan 2015</td>
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<td>3 Senior Management Team</td>
<td>19 Jan 2015</td>
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<td>4 Integrated Governance and Performance Committee (for sign-off)</td>
<td>29 Jan 2015</td>
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<td>5 Published on SCCG website</td>
<td>30 Jan 2015</td>
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### 2. Equality Objectives Progress in 2014

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<tr>
<th>Equality Objective 1 - Engagement and Patient Experience</th>
<th>Progress since January 2014</th>
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<tr>
<td><strong>Aim of the objective</strong></td>
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<tr>
<td>• Equality of access and ‘person-centred’ services are crucial if we are to address health inequalities, protect and enhance human rights, promote equality and diversity</td>
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<td>• Outreach work includes not only engaging people with the nine protected characteristics, but also with seldom-heard communities</td>
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<tr>
<td>• The aim of this objective, therefore, is to engage and involve patients, carers, stakeholder organisations, the wider Southwark community and seldom-heard groups in order to develop and improve service access as well as the quality and safety of services for Southwark’s diverse</td>
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<td><strong>Previous actions on this objective</strong></td>
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<td>In its first year of operation the CCG established its pyramidal engagement structures and established a number of engagement events. The CCG has been assured by NHS England as green for engagement in its first year. The <a href="#">Improving Health Services in Dulwich Health Services Consultation</a> took place in 2013, which was assured by the Consultation Institute. We wanted to raise the bar on engaging our local people with a particular focus on the nine protected characteristics. An independent Equality Impact Assessment (EIA) review was conducted before and after the consultation. For over three months, the CCG engaged and consulted with a wide range of diverse communities across Southwark. The EIA clearly demonstrated the length and breadth of community engagement across the protected characteristics with ‘reasonable adjustments’ identified going forward. However, we know that we do not have full reach with seldom-heard communities and in 2014 we wanted to improve our outreach with such communities.</td>
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<tr>
<td><strong>Impact on the objective in 2014</strong></td>
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<tr>
<td>The CCG has made good inroads to meet the aims of this objective. The CCG also took an internal review of its engagement and involvement activities to inform our equalities work over the next three years. Below are some of the key (but not exhaustive) initiatives and achievements on this objective during 2014.</td>
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<tr>
<td><strong>Equalities work moves to the Membership and Engagement Team</strong></td>
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<td>The CCG is committed to protecting and enhancing human rights, promoting equality and diversity are integral to the CCG’s core business and reflected throughout everything that we do. To enable this, the equalities work now sits with the Membership and Engagement Team. This also bodes well to meet Objective 5 of the Membership and Engagement Workplan (see below). The CCG has also established an Engagement Programme Board to work with the other</td>
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programme boards to plan engagement to take forward their areas of work in a more timely and innovative way.

Equality and Human Rights Steering Group (EHRSG)
To monitor, review and set priorities in our equality and human rights work, the CCG has established an Equality and Human Rights Steering Group, which is chaired by the Head of the Membership, Engagement and Equalities and which includes Healthwatch, the Forum for Equality and Human Rights in Southwark and a public health.

Membership and Engagement Workplan 2014-15
The CCG’s Membership and Engagement Workplan 2014-15 sets out the activity (not exhaustive) to be undertaken by the Membership and Engagement team to support delivery of the CCG’s broader objectives during 2014-2015. It is not a complete list of everything the team does but includes the main priorities that need to be achieved during 2014-15. It is reviewed annually by the Engagement and Patient Experience Committee (EPEC) both to monitor progress and activity in order to inform the development of the subsequent year’s workplan. The key objectives are:

- Objective 1: Build public and stakeholder confidence in NHS Southwark CCG and its leadership and thus enhancing the CCG’s profile
- Objective 2: Meaningfully engage with patients, carers and communities to ensure their systematic involvement in the commissioning of health services for local people
- Objective 3: Encourage strong local clinical engagement from constituent practices and wider local professional groups to ensure that clinical insights have a tangible impact and add value to the commissioning process
- Objective 4: Make sure we have open and transparent governance and leadership of the CCG
- Objective 5: Promote equality and provide evidence for the Equality Delivery System for protected groups through our work and publication of equality objectives

The CCG’s Membership and Engagement Workplan 2014-15 can be found on our website at

Patient Experience
The CCG conducted a Deep Dive exercise into patient experience (see Equality Objective 4 below), which reported to EPEC and the Integrated Governance and Performance Committee. In addition, the CCG is buying into the London-wide Patient Insight Dashboard, which collates national and local patient experience into one place.

Extended Primary Care Access Engagement
If the CCG is to foster a culture of prevention and early intervention in the health and wellbeing of all Southwark people, we need to ensure that all Southwark people have equitable access to GPs 8am to 8pm, seven days a week. In this respect, since April 2013 the CCG has carried out a range of patient and public engagement around primary care and from the summer in 2013 in respect of developing extended access to primary care. This has provided a greater understanding of what local people feel is important in accessing primary care for both routine and urgent care needs.

In late 2013, the CCG undertook a review of the Lister Walk-in Centre as part of a broader review of urgent care services in the area. This included engagement events with patients, practices and wider stakeholders in November 2013 and February 2014, feedback from which was presented to EPEC. In July 2014 the CCG held an extended primary care access engagement event to update on the CCG’s plans for Extended Access and sought views from patients as to how these plans should be communicated, and patient input into elements of service design. In August 2014 over a two-week period 38 people were interviewed, at the walk in centre and a local Stay and Play group for mothers. In September 2014 a focus group held to inform the development of the communications materials for changes to walk-in services at the Lister.

Extending Community Outreach
The CCG has recognised that for commissioning equality of access to be truly inclusive, in addition to the nine protected characteristics, we also need to engage with the marginalised and disenfranchised members of our local community. This task is challenging because we do not always have ready access to Southwark’s changing demographics and the socio-economic trends within the borough (e.g. fuel/bedroom tax debt), which can have a negative impact on health and wellbeing. In this respect we have began to develop better local intelligence with extended community outreach which includes:
• Representation from the Blackfriars Advice Centre on the Engagement and Patient Experience Committee.
• Commissioned a two-year and mental health training in spiritual and pastoral care setting, which will enhance the quality and reach of our engagement with diverse congregations that attend Black Majority Churches in Southwark.
• Established a grass-roots project to map marginalised groups in partnership with Southwark Council, focusing on equality of access to mental health services for high risk and vulnerable groups.
• Joint partnership working with Southwark Council to develop up-to-date local intelligence on Southwark’s population as defined by the nine protected characteristics and other excluded social-economic groups.

In addition the CCG attended or had information stalls at a range of external meetings in including the following events/meetings:

• Community Council meetings
• The Pensioners Forum
• Health and wellbeing day for refugees and asylum seekers (June 2014)
• International older person’s day (1 Oct 2014)
• Learning disability – Speaking-Up group

**Lessons learned and next steps**
We still have equality gaps in reaching seldom-heard communities. During 2015 our aim is to focus on **Extending Community Outreach.** A paper is being presented to EPEC in January 2015 outlining a framework to take this forward.

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### Equality Objective 2 - Learning Disability

<table>
<thead>
<tr>
<th>Aim of the objective</th>
<th>Previous actions on this objective</th>
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<tbody>
<tr>
<td>• There is consistent evidence that people with learning disabilities have...</td>
<td>A key area of development in 2013 was the rolling out of Personal Health Budgets (PHB) for NHS fully funded clients with learning disabilities. Although people who are eligible for NHS...</td>
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<td>learning disabilities fair worst when accessing mainstream health and social care services</td>
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<tr>
<td>Winterbourne View raised fundamental issues about breach of human rights and equality of treatment for people with learning disabilities</td>
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<tr>
<td>The aim of this objective, therefore, is to continue to improve equality of access, quality of outcomes and autonomy for people with learning disabilities with a particular focus on the Winterbourne View recommendations</td>
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continuing healthcare (‘fully funded’) have had a right to have a personal health budgets since October 2014, the CCG started working on this in 2012 with a pilot project, leading to a gradual implementation.

**Impact on the objective in 2014**
The CCG has made good inroads to meet the aims of this objective. Below are some of the key (but not exhaustive) initiatives and achievements on this objective during 2014.

**Local initiatives to support LD**
Care outcomes for people with learning disabilities (LD) in Southwark are improving, but further improvements need to be made. In this respect, three key initiatives are making good inroads into better health and care outcomes for people with LD. These are:

1. Winterbourne View Steering Group
2. Winterbourne Concordat
3. Strategic Local Area Plan

**Winterbourne View Steering Group**
The CCG and Southwark Council established a Winterbourne View Steering Group, which has membership from CCG commissioning teams - both Mental Health and Continuing Care, Guy’s and St Thomas’ NHS Foundation Trust (GSTT), the Learning Disability Community Team, Social Care Learning Disability teams, South London and Maudsley NHS Foundation Trust (SLaM), Southwark Council Children’s Services, Child and Adolescent Mental Health Services and parent representatives. The remit of the group is to oversee the implementation of the CCG and Southwark Council Transforming Care Strategic Local Area Action Plan and monitor progress against the programme of actions set out the Winterbourne View Concordant. In this respect, the Steering Group has overseen the development of registers for all people with learning disabilities and ensured a robust process is in place, for timely reviews, personalised care plans for each individual, based on their and their family’s needs, and agreed outcomes are in place. The CCG will work with the Council to review the recent report by Sir Stephen Bubb, ‘Winterbourne View – Time for Change’, and to incorporate recommendations for local commissioners in the work of the Winterbourne View Steering Group.
Winterbourne Concordat

The Concordant required that by all people in NHS Funded Care with a learning disability or autism or those who have mental health conditions or behaviours that challenge must be placed on a register by 1 April 2013. The CCG in partnership with Southwark Council and SLaM have extended this requirement and developed registers for clients with a learning disability or autism in continuing care, prisons and out of borough placements. The Concordant set a target for registers to be developed and reviews and personalised care planning to be in place for all clients meeting the Winterbourne View criteria of 1 June 2014. Southwark has achieved this target for all clients on all the registers. All the clients have had a joint health and social care review and all have case management and personalised care plans in place.

Strategic Local Area Plan

In response to the Winterbourne View Concordant Southwark CCG and Southwark Council developed a Strategic Local Area Plan. This plan has been ratified by Southwark’s Health and Wellbeing Board. It sets out the range of integrated working initiatives that have been developed across health and social care in Southwark to provide appropriate community based support of children and adults whose behaviour challenges services and to meet the requirements of the Concordant. The Strategic Local Area Plan supports the following high level outcomes:

- Improved quality of life
- Reduced prevalence and incidence of behaviour that displays as challenging
- Reduction in inappropriate placements

Other key achievements include:

- The rolling out of Personal Health Budgets (PHBs) for NHS Fully Funded Healthcare clients with learning disabilities
- Joint health and social care reviews of out of borough placements for clients with learning disabilities. Quarterly reporting on status of all patients with a learning disability and challenging behaviour or autism in inpatient beds. Southwark CCG has 6 clients in this cohort all of which have been reviewed and have a detailed action plan in place with regards future care provision.
- Development of a Service Specification for in and out of borough learning disability
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<th>Equality Objective 3 - Mental Health</th>
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<tbody>
<tr>
<td><strong>Aim of the objective</strong></td>
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- **We want to ensure high quality services for all which are sensitive to the diverse needs of the local population and ensure proactive promotion of mental wellbeing**

- **We know from previous evidence-based interventions such as ‘Delivering Race Equality’ and the ‘count me in census’ about the disproportionate access and use of mental health services by the Black, Asian and Minority Ethnic (BAME) communities**

- **We also know about the disproportionate level of placements.**
  - Continued use of the Out of Borough Placement Protocol.
  - Use of the Any Qualified Provider (AQP) Framework to monitor the quality of homes outside the borough.
  - Agreed with the AQP Team that quality data will be collected on all residents in the home rather than just the client placed by the CCG. This will allow broader monitoring of quality and facilitate more accurate benchmarking.

**Previous actions on this objective**
In 2013 Southwark Council’s Health, Adult Social Care, Communities and Citizenship Scrutiny Sub-Committee undertook a review of Psychosis and Access to Services for Black and Minority Ethnic (BME) communities providing recommendations to be considered by the LA and partners in the commissioning and delivery of services going forward. South London and Maudsley NHS Trust (SLaM), through its Charitable Trust has piloted a “Faith and Mental Health Training” project (‘the project’) with a number of BME Churches in four London Boroughs including Southwark, as an estimated 20,000 people gather to worship in around 240 different churches across Southwark each week. SLaM’s project trained faith leaders to promote mental health awareness within community groups often described as hard to reach and to facilitate engagement with mental health services. As a result, the CCG has commissioned further Mental Health Training in Pastoral and Spiritual Setting Project

**Impact on the objective in 2014**
Over the past year the CCG and its partners have developed a Joint Mental Health Strategy for Southwark, which includes specific strategic objectives to ensure equality of access and improved outcomes for vulnerable and at risk groups locally. User engagement in the development of the strategy took place in a range of different settings including at the Dragon Café in September specifically for service users in Southwark who access mental health services from BME communities.

**Review of BAME and marginalised groups in Southwark**
One of the main developments in relation to this Equality Objective has been the establishment of

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Chair: Dr Jonty Heaversedge

The best possible health outcomes for Southwark people

Chief Officer: Andrew Bland
**compulsory sectioning of Black African-Caribbean men under the Mental Health Act**

- We know that promoting awareness and anti-stigma messages can have a direct impact in prevention and early intervention on the onset, recovery and wellbeing of mental illness.

- The aim of this objective, therefore, is to ensure equality of access to mental health services including ensuring sufficient and appropriate response for BAME and marginalised groups who are at increased risk of mental ill-health, reducing mental health inequalities amongst these groups and the rest of the population.

A co-commissioning approach to reviewing and commissioning services which will ensure equality of access and sufficiency of mental health services for black, Asian and minority ethnic (BAME) and marginalised groups across the borough. The review supports the strategic objectives laid out in the Mental Health Strategy and responds to the recommendations from the Scrutiny Review.

### Other key achievements in 2014 include:

- Jointly reviewed with Public Health the prevalence of psychosis amongst the BAME community to inform local intelligence and clinical/community care interventions.
- Personal health budgets and mental health – ‘My Life, My Home, My Choice’ - a joint project with the Council to look at how personal health and social care budgets can be used to support people who would otherwise require residential care providing more choice and control to the individual over the care and support they receive.
- A local equality impact assessment and extensive engagement with local stakeholders has been undertaken to influence the retendering of the Talking Therapies provision as part of the Improving Access to Psychological Therapies Framework. As a result the service specification clearly outlines the needs of the local population including BME groups to ensure the provision meets needs locally and achieves equality of access in line with local need with a specific focus on the protective characteristics. In this respect, the service will be monitored to ensure appropriate access from all groups.

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<th>Equality Objective 4 - Provider Contracts</th>
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<td><strong>Aim of the objective</strong></td>
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<tr>
<td>Both Mid Staff and Winterbourne View raised fundamental human rights issues of Fairness, Respect, Equality, Dignity and Respect (the FREDa Principles). It is for this reason that CQC’s new approach to regulating health and social care is underpinned by the FREDa Principles. With</td>
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Chair: Dr Jonty Heaversedge

Chief Officer: Andrew Bland

*The best possible health outcomes for Southwark people*
quality of the local NHS services are inclusive, person-centred, safe, compassionate and of high quality.

- Where necessary the CCG will act as a ‘critical friend’ to providers to ensure consistent equality of access to services for Southwark people

- The aim, therefore, of this objective is for the CCG to assure itself that provider contracts, service level agreements (SLAs) and commissioning specifications reflect the CCG’s vision, strategies and outcomes for Southwark people in terms of equality of access, quality, safety and compassionate care.

this in mind, protecting human rights and enhancing quality and compassionate care are integral to the NHS’ core business. In this respect, the CCG is keen to build on its quarterly Provider Quality Reports and also focusing on some of the more ‘soft’ human factors as identified by Francis and Winterbourne.

Quality and Safety Sub-Committee (QSSC)
The CCG has established a QSSC in September 2014, reporting to the Integrated Governance and Performance Committee (IGP). The QSSC is tasked with monitoring and improving the Quality, Safety, Equality and Compassionate Care outcomes from providers. In addition, the newly established Equality and Human Rights Steering Group reports to the QSSC to ensure that equality and human rights underpin not only commissioning, but also how we monitor the quality of Provider services.

Evaluating the CCG’s use of Patient Experience Information - Deep Dive Review
The review was undertaken because commissioning services that provide a high level of patient experience feedback is a key priority of the CCG. A number of recommendations were made to reflect the CCG’s Quality Framework – which is being refreshed for 2015/16. The Deep Dive report can be found at


Lessons learned and next steps
This is an ambitious and pioneering area. During 2015 the CCG will focus on developing an agreed Provider Quality Site-Visit Framework

Provider Quality Site-Visit Framework
In late 2014, the CCG begun to develop an agreed Provider Quality Site-Visit Framework so that commissioners can act as ‘critical friends’ to providers. The rational is that this will help improve the ‘line of sight’ between commissioners, providers and the CQC so that exceptions can be flagged-up at an early stage. Commissioner benefits of a site based assurance visit include the development of a common understanding of providers’ working processes and practices. In
addition, it is anticipated that the providers and commissioners will be able to collectively identify any constraints to service delivery and quality as well as areas of good practice. It also provides the opportunity to respond quickly and decisively to concerns or incidents surrounding Quality of services and allow commissioners to be assured. If there are sufficient concerns raised in a visit this can trigger a Quality summit involving the local authority, CQC, or other relevant agencies. Quality visits will be undertaken to gain assurance on several levels as follows:

Level 1 - to gain Information and learn more about how the services are being provided and to give providers an opportunity to share any challenges or best practice.

Level 2 – responsive visit, which can be in response to an incident or area of concern where commissioners require assurance that lessons are being learned and quality, is not compromised.

Level 3 – Inspection visit. This will be in response to a serious concern or patient safety incident requiring more immediate assurance.

Equality Objective 5 – Care Homes in Southwark

**Aim of the objective**

- We have seen in recent years that the quality and compassionate care in care homes is variable. Both the CCG and Southwark Council are determined that Southwark people have access to the best care homes and that there is equality of care that not only protects human rights, but sets the same standard in

**Previous actions on this objective**

In 2013, the CCG and Southwark Council developed a joint vision for Care Homes in Southwark to raise the bar in care standards across all care homes in Southwark.

**The impact on this objective in 2014**

Work on the joint vision identified that some care homes had a high level of staff turnover as well as low moral. The quality of those recruited to the posts was patchy. Therefore, working with providers and other agencies, the project’s aim was to create a ‘gold standard’ in terms compassionate care in care homes as well as promote care homes as a career pathway. During 2014, the development work on this project included:

- A comprehensive review of the approach and provision of Home Care services to the community, including nursing provision and care for those with dementia
- Developed and implemented a pilot project “My Home Life Southwark” Care Home Improvement Project. ‘My Home Life’ is a nation initiative aimed at improving the quality of
<table>
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<tr>
<th>Compassionate care across all Southwark care homes</th>
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<tr>
<td>• The aim of this objective, therefore, is to raise the standard of care in Southwark care homes as well as improve the support framework for those with dementia and nursing needs.</td>
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<th>care homes. Southwark have adopted and begun implementing this model</th>
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<tr>
<td>• Working with the CCG to improve access to nursing for those living with dementia in care homes</td>
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<tr>
<td>• Developed a standard care professional personal and skillset specification</td>
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<tr>
<td>• Started to develop Transformational Leadership skills (embedding Human Rights, Compassionate Care and the Francis and Winterbourne View recommendations)</td>
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<tr>
<td>• Developed an improvement and outcomes framework including a learning and development academy</td>
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<td>• Provision of training and development opportunities via a new ‘learning and development academy’</td>
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**Lessons learned and next steps**
This project has been quite pioneering with the commissioners working in partnership with providers, community and leadership organisations to develop a ‘training academy’ that will provide career pathways and leadership for care homes.
3. Other Developments – Equalities Steering Group and EDS2

Two key developments in 2014/15 have been initiated so that the CCG can assure itself that addressing equality, human rights and health inequalities for Southwark people are at the heart of all our functions.

Equality and Human Rights Steering Group (EHRSG)
To monitor, review and set priorities in our equality and human rights work, the CCG has an EHRSG, which is chaired by the Head of Membership, Engagement and Equalities Team, its remit is to:

- Assess, review, action plan and make recommendations in relation to the CCG’s statutory duties under the Human Rights Act, Equality Act 2010 and the NHS Constitution
- Review and publish the annual equality objectives report under the PSED
- Implement the EDS2
- Develop the three-year equality and human rights strategy and annual EDS2 workplan
- Review equality analysis of service design programmes and develop action plans as part of EDS2 assurance

Equality Delivery System (EDS2)
To help the CCG meet its PSED better over the coming years, the CCG has begun to implement EDS2 – the preferred equalities reporting framework for the NHS. This is being done in two stages. During Stage One, the CGG will self-assess how it is doing against the four Goals and 18 Outcomes. This involves gathering evidence against each of the Goals and outcomes and using a RAG Rating rate the CCG as follows:

- Red – Underdeveloped
- Amber – Developing
- Green – Achieving
- Purple – Excelling

The initial self-assessment exercise should be completed during Jan/Feb 2015. Stage Two, involves working with local organisations including Healthwatch and the Forum for Equality and Human Rights Southwark (FEHRS) to take critical feedback on the RAG rating with the aim of publishing an ‘agreed’ EDS2 RAG rating for the CCG later in the year.

4. Risk factors

There is no discernable risk to the CCG in this area. NHS Southwark CCG is able to demonstrate a strong track record in continuously embedding equality and human rights outcomes into its commissioning processes as well as compliance with statutory equality duties and governance. The next statutory requirement is for the CCG to publish evidence by 31 January 2016 on progress being made on its four-year equality objectives.
5. Conclusions and Recommendations

Southwark CCG continues to make good progress in protecting and enhancing human rights, promoting equality and diversity, which are integral to the CCG’s core business and reflected throughout everything that we do. This report only concentrates the CCG’s five equality objectives. The full range of the CCG’s activities in relation to equality, human rights and health inequalities will be published later in 2015.

Equality objectives – Achievements in 2014
The CCG has made good progress on all of its five equality objectives over the past year and of particular note is the work on:

- Learning Disabilities and the implementation of the Winterbourne Concordant
- Mapping of Marginalised Groups in Southwark Project in relation to the mental health needs of the Black, Asian and Minority Ethnic (BAME) communities
- Development of the Provider Quality Site-Visit Framework

In 2014, we took a number of initiatives to improve the CCG's focus the on underpinning equality and human rights in all its functions. This includes moving the ‘equalities’ work to sit with the Membership and Engagement Team, establishing of the EHRSG and begun to implement EDS2.

Recommendations

1. **Note the progress made in 2014 on the CCG’s equality objectives**
2. **Explore refreshing the equality objectives**
   The original equality objectives were agreed in 2012 during the authorisation phase of the CCG. Since 2012, local equality priorities may have changed. In this respect, the CCG may need to consider ‘refreshing’ its equality objectives in 2015. The implementation of EDS2, during the same period, and working with Healthwatch, FEHRS and other community organisations should help identify the current local equality issues for Southwark people, therefore help explore whether the existing equality objectives need to be refreshed.