

Report To:	STRATEGIC COMMISSIONING BOARD EXECUTIVE CABINET
Date:	27 May 2020
Reporting Officer:	Councillor Brenda Warrington – Executive Leader Councillor Leanne Feeley – Executive Member – Lifelong Learning, Skills & Employment Dr Ashwin Ramachandra – Co-Chair NHS Tameside & Glossop Clinical Commissioning Group Dr Asad Ali – Co-Chair NHS Tameside & Glossop Clinical Commissioning Group Sarah Threlfall – Assistant Director (Policy, Performance and Communications)
Subject:	ONE EQUALITY SCHEME ANNUAL REVIEW 2020 AND GENERAL EQUALITIES UPDATE
Report Summary:	This report forms two parts: Part One - One Equality Scheme (2018-22) is the joint organisational scheme for Tameside & Glossop Strategic Commission. This report provides an update on the annual review for 2020 which has been informed by practical examples and related projects from the past 12 months (Appendix A). Part Two - This report also provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months – including our humanitarian response to the covid-19 crisis to date. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.
Recommendations:	It is recommended that the Strategic Commissioning Board and Executive Cabinet: Part One <ul style="list-style-type: none"> • Note the content of the report. • Approve the attached One Equality Scheme Annual Review 2020 for publication (Appendix A) Part Two <ul style="list-style-type: none"> • Note the content of the equalities update
Links to Corporate Plan:	Equality and diversity work of the Strategic Commission is relevant to all priorities outlined in the Corporate Plan.
Financial Implications: (Authorised by Section 151 Officer)	There are no direct financial implications as a result of this report.

Legal Implications: Implications as set out in the report. Non compliance with the public sector equality duty under section 149 of the Equality Act 2010 and related legislation is a statutory obligation.

(Authorised by Borough Solicitor)

Risk Management This report fulfils the commitment for equality issues to be monitored on a regular basis. It also ensures awareness of the agenda across the Strategic Commission.

Access to Information: The background papers relating to this report can be inspected by contacting Jody Smith, Policy and Strategy Service Manager by:

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1. PURPOSE OF REPORT

1.1 The report is in two parts:

Part One provides an update on developments of the One Equality Scheme, as part of the annual review for 2020.

Part Two provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.

PART ONE

2. BACKGROUND TO ONE EQUALITY SCHEME

2.1 The public sector equality duty is laid out in section 149 of the Equality Act 2010. It states that a public authority must, in the exercise of its functions, have due regard to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
- Foster good relations between people who share a protected characteristic and those who do not share it

2.2 One Equality Scheme (2018-22) was launched in 2018 as the first joint equality scheme for Tameside & Glossop Strategic Commission. A number of joint equality objectives were developed to ensure we fulfil our obligations under the Equality Act 2010 regulations, in that equality objectives must be published at intervals not greater than four years from the date of last publication.

2.3 The Equality Act also states that public bodies must publish annual information to demonstrate compliance with the general duty, including information about the protected characteristic status of employees, and other persons affected by policies and practices. Information about the protected characteristic status of employees for 2019/20 will be published for the [Council](#) and [CCG](#) by end June 2020.

2.4 Annual updates to the One Equality Scheme will act as an ongoing position statement and our approach to equalities. The annual review builds upon work outlined in the One Equality Scheme (2018-22) and One Equality Scheme Annual Review (2019); as well as providing new examples and evidence sources of achievements in respect of equality and diversity. Engagement, consultation and equality champions were invited to submit examples for inclusions. Input has also been provided by Single Leadership Team, Senior Management Group, QPAG and Primary Care Committee.

3. RECOMMENDATIONS FOR ONE EQUALITY SCHEME

3.1 It is recommended that the Strategic Commissioning Board and Executive Cabinet:

1. Note the content of the report.
2. Approve the attached One Equality Scheme Annual Review 2020 for publication (Appendix A)

PART TWO

4. GENERAL EQUALITIES UPDATE

- 4.1 This report also provides an update on some key equality and diversity related projects that the Strategic Commission has delivered or been part of during the last 12 months. These also support our commitment to delivering on our equality objectives and ensuring we adhere to the requirements set out in the Public Sector Equality Duty.

These are most notably:

- Our humanitarian response to the covid-19 crisis to date
- NHS England Equality Delivery System 2 (EDS2)
- Workforce Race Equality Standards (WRES)
- All Equals Charter
- Race Equality Change Agents Programme (RECAP)
- Greater Manchester Women and Girls Panel

5. HUMANITARIAN RESPONSE TO COVID-19

- 5.1 We know that those impacted by the wider implications of covid19 include some of our most vulnerable and disadvantaged residents. It is important that efforts and resources are best placed to reach residents in need, whilst also removing any barriers around access to support and provision of essential items.
- 5.2 An Equality Impact Assessment has been undertaken on our humanitarian response to covid-19 to help understand how deep and far reaching the adverse impacts are for local residents from across different protected characteristic groups. The EIA focuses on a number of areas including:
- Access to help and support from the humanitarian hub for those who require it
 - Provision and future adaptations to service delivery and accessibility
 - The changing landscape and emerging issues over time
- 5.3 A humanitarian hub has been established to provide help and support to residents who may need it at this time – whether that be in terms of food, medication or welfare support, or another ongoing need that has arisen as a result of covid19 (e.g. financial assistance). The hub is very much a partnership approach – Tameside Council and Tameside & Glossop Clinical Commissioning Group working together with the VCSE sector through our partnership with Action Together. The approach is also supported by work with other partner organisations e.g. registered social landlords.
- 5.4 There are currently just over 11200 Tameside & Glossop residents who are on the national shielded list i.e. those who have been identified as clinically extremely vulnerable. These individuals have all been written to by Government and can register for food support provided nationally. The support of the humanitarian hub focusses primarily on residents who are self-isolating but do not have existing community networks (friends, family or neighbours) to help with this. The hub also provides support to those on the shielded list who require some form of assistance other than food (e.g. welfare calls, financial advice) – however the hub has also been ‘plugging the gap’ in terms of food provision where food from the national shielded team hasn’t arrived or has been delayed.
- 5.5 Tameside & Glossop Clinical Commissioning Group has responded to all medical and prescription needs across the footprint (including those patients who live in Glossop), with the local authority humanitarian hub supporting Tameside residents with food and wellbeing referrals. Our humanitarian hub has streamlined both operational and logistical demands, with food packages delivered to the extremely vulnerable and those with no support. Working with health colleagues, we have facilitated access to medication for residents

unable to arrange collection of their own prescriptions. For residents with no support in place we have worked closely with our partners in the community and voluntary sector to find practical solutions, examples of which include a proactive food buddy scheme and wellbeing referrals.

- 5.6 Demand on the hub has been significant with demand as of w/c 4 May detailed in the table below:

Indicator	Number
Total calls received	3442
Food deliveries to households	1631
Prescriptions forwarded	299
Shopping buddy referrals	462
Wellbeing referrals	170

- 5.7 However evidence over time is showing a stabilisation of requests in relation to food and medicines and an increase in those residents requiring more intensive support around the wider impacts of covid19 e.g. financial hardship, mental wellbeing, child safeguarding and wider safeguarding issues (e.g. domestic violence). These wider needs that are now emerging will form the focus of future development of our approach – one which will focus on how we can best support those residents struggling with the long-term impacts of the pandemic and associated control measures.

6. NHS ENGLAND EQUALITY DELIVERY SYSTEM 2 (EDS2) - December 2019

- 6.1 Equality Delivery System 2 (EDS2) is a system that helps NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010. Implementation of EDS2 is a requirement on both NHS commissioners and NHS provider organisations.
- 6.2 In December 2019 Tameside and Glossop Strategic Commission (NHS Tameside & Glossop Clinical Commissioning Group and Tameside Council) in partnership with Tameside and Glossop Integrated Care NHS Foundation Trust (ICFT) delivered an integrated approach to assess our whole system performance against **Goal 2 of the NHS England Equality Delivery System 2 (EDS2) – Improved Patient Access and Experience.**
- 6.3 A joint EDS2 event was held to provide evidence relating to Goal 2 of the EDS2 process. Prior to the event taking place, evidence was gathered across both organisations of how we have improved patient access and experience in Tameside and Glossop. An evidence pack was provided to participants for information prior to the event taking place.
- 6.4 Participants at the event were representative of local stakeholders comprising of patients, carers, members of local community groups, members of the public, representatives of local voluntary and community organisations and NHS colleagues. The event was opened and introduced by senior staff from both the Strategic Commission and the ICFT. Based on a series of presentations and the evidence pack provided prior to the event, participants were asked to grade the organisations' performance in relation to patient access and experience. The grade for each outcome is detailed in the table below:

Goal	Outcome	Overall Grading

Improved Patient Access and Experience	2.1 People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds	Developing
	2.2 People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving
	2.3 People report positive experiences of the NHS	Developing
	2.4 People's complaints about services are handled respectfully and efficiently	Achieving

6.5 Based on the findings of the 2019 EDS2 process, the Strategic Commission and the ICFT has jointly developed an action plan which will be governed through the Partnership Engagement Network and the ICFT's Equality, Diversity Inclusion Group to enable a systems response.

7. WORKFORCE RACE EQUALITY STANDARD (WRES)

7.1 The aim of the Workforce Race Equality Standard (WRES) is to support NHS organisations to ensure employees from Black, Asian and Minority Ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. NHS Tameside and Glossop Clinical Commissioning Group (T&GCCG) has two roles in relation to the WRES:

- As a commissioner the CCGs Improvement and Assessment framework requires CCGs to give assurance to NHS England that providers are implementing and using WRES, and action plans should be part of the contract monitoring process.
- As an employer each CCG must use and analyse the WRES data to improve workplace experience and representation at all levels for BAME staff as well as other characteristics under the Equality Act 2010. The CCG should also produce and publish a report using the WRES reporting template, and produce a WRES action plan.

7.2 In June 2019 a WRES report for NHS Tameside & Glossop CCG was submitted to NHS England. An associated action plan has also been produced and is updated on a quarterly basis. A copy can be accessed [here](#).

8. ALL EQUALS CHARTER

8.1 The All Equals Charter is designed to create a consistent standard to equality, diversity and inclusion for organisations and businesses across Greater Manchester. Launched by Manchester Pride, it comprises of a set of values and commitments that participating organisations must adhere to and be regularly assessed on. It focuses on policies and processes in place that support LGBT+ staff and anyone that comes into contact with the organisation.

8.2 As part of adopting the Charter, organisations undergo a self-assessment process supported by Manchester Pride. This evaluates what policies are already in place, where there are weaknesses and areas to improve for LGBT+ people. Manchester Pride works as a 'critical friend' throughout and provide feedback and ideas for action.

8.3 Participating organisations receive a 'grade'. There are a possible four – Entry Level, Foundation, Good Practice and Role Model. Participating organisations will be accredited for one year, after which point the process renews. Tameside and Glossop Strategic Commission agreed to participate in the beta-testing phase of the Charter

alongside nine other organisations. The self-assessment process took place over three weeks during which time information was gathered regarding the Council and CCG's policies and processes in place across five 'categories': challenging prejudice and discrimination, workforce, services, policy and decision - making and working with partners.

- 8.4 Overall, Tameside & Glossop Strategic Commission has been assessed as **Good Practice**. Feedback from Manchester Pride has helped to inform an action plan to help us fulfil the commitments of the Charter.

9. RACE EQUALITY CHANGE AGENTS PROGRAMME (RECAP)

- 9.1 The Race Equality Change Agents Programme (RECAP) Cohort 1 started on 23 January 2020.
- 9.2 The programme has been delivered as part of a wider commissioned race equality programme delivered by the Northern Care Alliance. Organisations involved include GMFRS, Greater Manchester Police, North West Ambulance Service, along with all NHS Organisations, Local Authorities and Transport for Manchester are amongst the many services in Greater Manchester's public and third sector to sign up to a collective agreement to tackle race inequality in the workplace in 2018.
- 9.3 Tameside Strategic Commission has one participant from People and Workforce Development on Cohort One and a second participant from Policy, Performance and Communications will commence on the Cohort Two programme.
- 9.4 The programme outlined that research has shown that staff from black and minority ethnic backgrounds do not progress at the same rate to higher graded posts or leadership positions; they experience a greater level of bullying behaviour and are more likely to experience disciplinary action. Discrimination is not only harmful to the individual, but also to the wider public sector. Evidence shows that having a more representative workforce, and diversity at senior leadership levels, results in better outcomes for the public. It also creates a more inclusive and engaged workforce, who want to give of their best so that the public get a better service.
- 9.5 This work has been directed by the Northern Care Alliance in conjunction with the Workforce Race Equality Standard (WRES). The learning and measurement indicators of this programme will be used to measure improvements across all public sector organisations in Greater Manchester. The work across the public sector will focus on three outcome indicators that will enable a benchmark in progress around Race Equality within the Public Sector system in Greater Manchester.
- 9.6 Cohort One are aiming to drive Race Equality projects within the Greater Manchester public and Third Sector System and the cohort has seen public sector organisations and third sector represented across the Greater Manchester area.

10. GREATER MANCHESTER WOMEN AND GIRLS PANEL

- 10.1 A new panel that will accelerate gender equality across Greater Manchester and enable women and girls to live their best lives has been announced to mark International Women's Day (March 8). The Panel is a result of the work of the Greater Manchester Women's Voice Task & Finish Group, which is chaired by Tameside Council's Executive Leader Councillor Brenda Warrington.

- 10.2 The Greater Manchester Women and Girl's Equality Panel will work with Greater Manchester Combined Authority (GMCA) to achieve gender parity in the city-region. The panel, which is subject to approval from the GMCA, will work to ensure women and girls of all ages in Greater Manchester, across all ten boroughs, have equal opportunity to start well, live well and age well. It will focus on a range of areas, including:
- Representation in public life
 - Safety
 - Employment, business and economy
 - Health
- 10.3 The panel will work closely with established community groups in Greater Manchester and its members will come from across a number of sectors and areas. It will have representation from areas across the city-region to ensure that people from a range of different backgrounds, as well as the business, VCSE and public sectors are all represented.
- 10.4 If approved, the panel will launch later this year. In light of the Executive Leader's role as Greater Manchester Lead for Ageing and Equalities, Tameside & Glossop Strategic Commission will play a key role in the development and work of the panel.

11. RECOMMENDATIONS FOR GENERAL EQUALITY UPDATE

- 11.1 Strategic Commissioning Board and Executive Cabinet are asked to note the content of the equalities update.