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Equality and Diversity Action Plan for Castle Point & Rochford CCG.

EDS Goal and Objective	Action	Timescale	Person responsible
<p>Better health outcomes for all</p> <p>Ensure that patients are treated according to their individual needs, enabling the patient to be treated as a whole rather than focussing on their primary condition</p>	Actively engage with our Commissioning Reference Group to monitor progress against Action Plan and identify new opportunities	Ongoing	
	Support and facilitate community EDS and Community engagement event for 2014 to update community on progress from previous community EDS event and take EDS forward.	End March 2014	
	Ensure Equality Impact Assessments are undertaken in the commissioning process to ensure consideration of protected groups – this will include QIPP Workbooks and policies	Ongoing	
	Consider any health inequalities identified by regular review of patient feedback	Ongoing	
	Ensure equality and diversity included in CCG's operational plan	Autumn 2013	
	Increase number of health checks undertaken for patients with a learning disability	Ongoing/end March 2014	
	Seek assurance from Public Health that disease registers from constituent GP practices are used to identify disease prevalence to inform local commissioning intentions	End March 2014	Q
	Refresh Equality & Diversity Strategy and Equality & Diversity Action Plan and refer to Governing Body for adoption	Autumn 2013	
	To be an active partner in the development of a Learning Disability Strategy following Winterbourne recommendations	End March 2014	
	To become an active member of the Winterbourne Strategy Implementation Group. To collaborate with Mental Health Commissioners and Local Authorities to develop a plan to review	End March 2014	

	all funded placements for those with Learning Disabilities and challenging behaviour. Reviews to focus on the development of support plans for individual service users		
Improved patient access and experience	Engage with representatives from groups for people with protected characteristics to ensure information on local health services is accessible in partnership with key organisations including the Essex Area Team and Local Healthwatch	Ongoing	
Improve communication and accessibility of information	Ensure CCG and practice websites include signposting to health and wellbeing information	Autumn 2013	
	Work to have representation from spectrum of community at Commissioning Reference Group	March 2014	
	Work with partner organisations including Healthwatch and the Commissioning Reference Group to ensure all our population have a conduit for feedback	Ongoing	
	Work with religious centres to support dissemination of appropriate health information	Ongoing	
	Confirm access to appropriate community information has been incorporated into CCG's Befriending Service in Castle Point	March 2014	
	Explore joint working opportunities with Essex County Council including possibility of using their local networks	March 2014	
	Work with providers to ensure that meaningful information is collected to assure commissioners that patients are not being discriminated against as a result of their age (age discrimination ban)	April 2014	
	Maintain working relationship with councils for voluntary services to ensure links to community groups	Ongoing	
	Publish annual profile of people affected by the CCG's policies and practices (ie patients and communities, using information from the JSNA), identifying any gaps in this information and how these will be addressed	Jan 2014	
Empowered,	Develop and adopt Equality & Diversity Strategy	Autumn 2013	

engaged and well-supported staff			
	CCG to promote Equality & Diversity awareness in constituent members	Ongoing	
	Review what equality data for staff is collected, and how it is collected in relation to workforce stats.	January 2014	
	Improve health & well-being of staff by putting in place interventions in the workplace	January 2014	
	Publish annual workforce profile for CCG	January 2014	
	100% of eligible staff to have an up to date appraisal and personal development plan (PDP)	End March 2014	
	100% of eligible staff to have training needs identified through their appraisal/PDP	End March 2014	
	Support staff to understand their responsibilities re Equality & Diversity. To be included in job descriptions and appraisal discussions.	End March 2014	
	All staff to undertake Equality and Diversity Training	Summer 2014	
Promote staff health & well-being	Ongoing		
Inclusive leadership at all levels	Identify CCG Board lead for Equality & Diversity & Publicise	Autumn 2013	
	Identify CCG Clinical Lead and operational lead for Equality & Diversity and publicise to staff	Autumn 2013	
Embed equality and diversity at Board level	Incorporate Equality & Diversity into the CCG Governing Body's Organisational Development Plan	Autumn 2013	
Overarching EDS	Review one equality objective each year on a rolling 4 year programme, including re-assessment of EDS outcomes, to ensure that equality objective, if not completed, remains a priority	End March 2014	
	Publish annual EDS report within the CCG's Annual Report	End March 2014	
	Ensure that the actions identified in the Equality & Diversity Strategy action plan are monitored by the Quality & Governance Committee to ensure progress made and reported to the Commissioning Reference Group	End March 2014	

	Set up Equality & Diversity Work Group to take forward Equality & Diversity action plan	Completed	
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