

NHS Bradford District and Craven Clinical Commissioning Group

Equality and diversity Report 2020-2021

We are committed to reducing health inequalities and to promoting equality and diversity for patients, communities and for our staff.

The Equality Act 2010: The Act has two broad aspects, the first of which prohibits discrimination, harassment and victimisation against people with one or more protected characteristics. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership (only with regards to eliminating discrimination), pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In addition, the Public Sector Equality Duty (PSED) places an obligation on public bodies, such as the CCG, to be proactive in improving equality for people with one or more protected characteristics. It aims to help public authorities avoid discriminatory practices and integrate equality into core business.

Equality objectives

The Equality Act requires public bodies to publish at least one specific and measurable equality objective, at least every four years.

In line with the Equality Act 2010 and following engagement with CCG staff networks, with NHS partners and with the local community and voluntary sector in early 2021 we agreed the following two equality objectives:

- To use information to plan services to meet different groups of people's needs through a population health management approach
- To increase the numbers of black, Asian and minority ethnic staff in our workforce, particularly in senior roles

These equality objectives are in line with our new CCG strategy which describes the CCG's role in society: "... to ensure that people are supported to lead their best healthy lives. We are proud of our focus on wellness, not just illness, seeing wellbeing through the experiences of local people. We are committed to improving the health and wellbeing of local people by concentrating our efforts on prevention and those changes that will close the gap in health inequalities".

Later in this section, we describe our equality commitment to our staff and provide more detail about the work of our new staff networks. Our black, Asian and minority ethnic (BAME) staff network has had a real impact in shining a light on the lack of BAME staff in our CCG (compared to our local population) and in particular in senior roles.

We use Equality Impact Assessments (EIAs), to measure the impact of our decisions on equalities and to ensure that we carefully consider how they may affect the local population, particularly in relation to people with protected characteristics. The assessments also help to identify actions we can take to reduce or remove any negative impacts. We use EIAs as a tool to analyse and consider a range of information, including engagement, to inform our decision making both as an employer and commissioner.

Our commitment to local people

During the last year, we have worked in partnership with other local NHS organisations (Airedale Hospital, Bradford Teaching Hospitals and Bradford District Care Trust), with Bradford Council and with local voluntary and community sector organisations to ensure that our local response to the COVID-19 pandemic has been tailored to different population groups. Specifically, we have:

- created and distributed information about COVID-19 and the measures to contain it in accessible formats including easy read, British Sign Language and community languages
- created and distributed video messages made by bilingual healthcare staff and community members to counter fake news that has been circulating. WhatsApp has proved an effective way to do this
- the above approaches are currently being used to ensure that accessible and accurate information about the COVID vaccination reaches as many local people as possible
- COVID-19 community champions have been employed to engage with local people, in particular young people, BAME people and disabled people.

Across Bradford district and Craven, there are significant health inequalities in communities and the gap in how long people will live is stark. People in the most deprived areas of our district are living with more ill health and dying earlier.

Our Reducing Inequalities in Communities (RIC) programme is a movement of people and projects who are working together to reduce health inequalities and close

the health gap in central Bradford; so everyone can live healthier, happier and longer lives.

The RIC programme follows a population health management framework, using data and knowledge about our local communities to see where there are the greatest inequalities. It involves identifying groups of people at risk of ill health and then focusing on what can be done to prevent it or help them to manage it.

The programme is made up of a range of projects which will help improve people's health and tackle inequalities at different stages of life, for example:

- Stopping smoking in pregnancy
- Raising awareness of increased genetic risk in close relative marriage
- Tier 3 weight management service for children
- Increasing mental health support for schools and communities
- Bradford Encouraging Exercise in People (BEEP) exercise service for people with long-term conditions
- Culturally appropriate bowel cancer screening messages
- Dementia specialist nurses

Each project is made up of organisations and partners who are working in communities, who understand the health inequalities people face and who are committed to tackling these.

We have also been supporting our general practices to implement the Accessible Information Standard (AIS), which requires health and social care organisations to identify record and share information to meet the needs of patients who have a learning disability, sensory loss or mental health problem. We are working with a local organisation, Bradford Talking Media, to provide online training and support to general practice staff in how to make sure their information and communication are accessible.

In October 2019 the NHS Rainbow Badge was launched jointly by our three former CCGs, Airedale Hospital, Bradford Teaching Hospitals and Bradford District Care Trust.

Staff members in our organisations who want to wear a Rainbow Badge need to attend a short training session first. We hope that this will mean that anyone wearing a badge is committed to playing their part in removing negative attitudes towards LGBT+ people from the NHS and providing or signposting to support to any LGBT+ person who needs it.

As of November 2020 the following numbers of staff have been trained:

Organisation	Number of staff trained
Airedale Hospital FT	175
Bradford District Care Trust FT	404
Bradford District and Craven CCG	108
Bradford Teaching Hospitals FT	900

In LGBT History Month, February 2021, Affinity Care, a group of seven GP practices in Bradford, joined our Bradford NHS Rainbow Badge and began training their staff.

We have also funded Yorkshire MESMAC and Equity Partnership to carry out a survey with local LGBT+ people about their experiences of using health and care services so that we can evaluate the impact of our Rainbow Badge work.

Our commitment to our staff

The impact of COVID-19 on health and social care staff this year has been significant and certain groups of staff, notably black, Asian and minority ethnic staff have been disproportionately affected. Sir Simon Stevens, Chief Executive of the NHS wrote in June 2020, “Because if we’re honest with ourselves, the NHS as an embedded part of society is both part of the problem and part of the solution. More systematic action is needed to tackle the underlying causes of health inequality. More intentional action is needed to deliver on the moral basis of the NHS – the pursuit of high quality care for all. And faster action is needed on the reality of the racism and discrimination experienced by many colleagues across the NHS.”

In the CCG this year we’ve renewed our efforts in improving workforce equality with the establishment of two staff networks: a black, Asian and minority ethnic staff network and a Wellbeing And Able staff network (the latter is open to staff with long-term health conditions and/or disabilities). Both networks have created a safe space where members are able to share and learn from each other’s working experience. Some of this powerful lived experience has been shared with the CCG’s senior leadership team (SLT) and associate leadership team (ALT). Each network has two sponsors (one from the SLT and one from the ALT). They help to maintain effective two-way communication between the staff networks and the CCG’s leaders.

We have begun to take a “population health management” approach to our workforce, recognising and responding to the different experiences, strengths and needs of different groups of staff.

We are now implementing a workforce equality plan which has identified a number of actions to address concerns raised by network members including:

- Network members being involved in the development and revision of human resources policies. A recent example is the recruitment, selection and promotion policy and procedure
- Engagement sessions for line managers, which will include lived experience of network members, will explain why it is so important to implement policies fairly and consistently
- The new workforce development framework will support clear development pathways for all CCG staff
- A formal Staff wellbeing working group will be set up, with representation from CCG leadership and WellbeingAndAble staff network members. This will help to ensure that staff wellbeing activity works well for all staff, including staff with long term conditions and staff who find it difficult to ask for help

We recognise that in order to remove the barriers experienced by disabled people, we need to make reasonable adjustments for our disabled employees. We do this on an individual basis and involve occupational health services as appropriate. We continue to be accredited to the Disability Confident Employer scheme.

This year as most of staff have been working from home, we have started to deliver our mandatory equality and diversity training online to staff including senior managers. In response to feedback from CCG staff the training has been redeveloped and now focuses on how to effectively intervene to challenge any stereotyped views or myths expressed about people with protected characteristics.

In April 2015, the NHS Workforce Race Equality Standard (WRES) became a mandatory requirement which requires NHS organisations to demonstrate progress against nine indicators. The CCGs' WRES report is available on the website along with its action plan and focuses particularly on increasing the numbers of BAME staff we employ, particularly in senior roles.