

Airedale, Wharfedale and Craven CCG Equality Objectives Update – March 2019

This progress report is “a living document” which will be updated on a regular basis over the year to come. During this time we will also be working with our provider trust partners – Bradford Teaching Hospitals NHS FT, Bradford District Care Trust NHSFT and Airedale Hospital NHS FT to agree a new joint set of equality objectives to be launched in April 2020.

1. Tackle loneliness and isolation and promote self-care and emotional and social connections amongst protected groups	
Progress to date	Next steps
<p>Keighley Pathway Service provides crisis support to people with multiple and complex needs. The service made 280 interventions in the first six months, including benefit advice and support around domestic abuse, mental health and substance abuse. 85% of people who have used the service now have a plan for dealing with their current crisis.</p>	
<p>Voluntary and Community Sector organisations provide a range of health and wellbeing services to local people. They have all completed training in self-care and prevention and in LGBT equality and in cultural awareness.</p>	
<p>The Engaging People Self Care project worked with older Eastern European people in Keighley. Across Bradford district and Craven the project reached 143 young people, 93 mental health service users, 32 older Eastern European people amongst the total of 268 people.</p>	
2. Work in partnership with the VCS to ensure ongoing involvement & engagement with protected groups and enable the participation of vulnerable seldom heard groups in shaping our services	
Progress to date	Next steps
<p><u>Extensive engagement on the future of Castleberg Hospital</u> reached into rural communities. 975 people completed the consultation questionnaire, 31 people sent emails or letters and 269 people signed a petition. A further online petition, which was not formally submitted to the CCG contained a further 369 signatures.</p> <p>This feedback informed the CCG’s decision to keep the hospital open.</p>	<p>Local people will remain involved in the reconfiguration of services at Castleberg Hospital through the work of the Craven Community Group.</p>
<p><u>Our Engaging People programme</u> is working to ensure that we reach a broad range of people across Bradford district and</p>	<p>Over the coming year we will be gathering views about end-of-life</p>

<p>Craven and that smaller community groups and individuals receive any support they need to get their voices heard.</p> <p>A project looking at smoking cessation in pregnancy involved women who have smoked during pregnancy and who are White British, White Irish, Eastern European (including Traveller women), South Asian and mixed heritage. Many of these women said this was the first time that anyone had asked them about their own thoughts and feelings about smoking in pregnancy.</p> <p>We talked to 227 people about the proposal to reducing routine prescription of medication for minor and short term conditions where over the counter treatment is available. They told us that the people most likely to be negatively affected by the changes are older people from both White British and Black and Ethnic Minority backgrounds; parents of young children; and people on low income or income support.</p> <p>We gathered views from individuals and groups to help with the development of domestic abuse and sexual violence services. We gathered and shared information about the extra challenges faced by working class and BAME people and by men who experience domestic and sexual abuse.</p> <p>Extensive engagement was carried out with our local authority partners to inform a new service specification for the Carers Service. We made sure that we included people who are sometimes missed out. Of the carers who shared their views and experiences with us, 37% were from BAME communities, 48% were disabled and 24% were male.</p>	<p>services from a broad range of local people.</p> <p>During 2019 the Bradford district and Craven Equality and Diversity Partnership group will work with the local voluntary and community sector to develop a new approach to using the NHS Equality Delivery System 3 (EDS3).</p> <p>Our aim is to ensure that through our EDS3 we hear and act on the experiences of local people especially those from groups who experience disadvantage and / or discrimination.</p>
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3. To increase awareness of stigma and mental health issues and to improve access and experience of mental health services for young people, including access to self-care

Progress to date	Next steps
<p>The Thrive website is an online mental wellbeing resource developed with and for young people.</p>	
<p>As part of our Future in Mind strategy to improve mental health services for children and young people we are developing a BAME Buddies Scheme to improve access to Child and Adolescent Mental Health Services for Black, Asian and Minority Ethnic young people.</p>	

4. Promote inclusive leadership and staff development / progression

Progress to date	Next steps
<p>For the last three years, the CCGs have used the NHS Workforce Race Equality Standard (WRES) to identify and work to reduce any workforce race inequalities.</p> <ul style="list-style-type: none"> • BME shortlisted applicants are less likely to be appointed than White British shortlisted applicants and the CCGs have a lower proportion of BME staff at senior levels than in the overall workforce. To address this we have refreshed our recruitment and selection process, trained 56 recruiting managers and are monitoring use of the refreshed process. • Analysis of our staff survey data shows that our BME staff are less likely to believe that there are equal opportunities for career progression or promotion and more likely to say they have experienced discrimination from a manager or colleagues. The CCGs have rolled out a Positive Behaviours Framework and delivered line manager training on the consistent implementation of policies. 	<p>Analyse WRES data for 2018/19 and update action plan.</p> <p>In line with the national WRES leadership strategy the action plan will include how we aim to achieve increased BME leadership representation.</p>
<p>The NHS Workforce Disability Equality Standard (WDES) has just been introduced. It is not mandatory for CCGs to submit WDES returns but in line with good practice, we looked last year at whether our staff survey results showed any disability inequalities. This showed that disabled staff were:</p> <ul style="list-style-type: none"> • more likely to experience discrimination • less likely to believe that there are equal opportunities for career progression or promotion • more likely to attend work when feeling unwell due to pressure from managers, colleagues or themselves • less likely to report good communication between senior management and staff 	<p>We are currently analysing the 2018 staff survey to identify any differences in response from different groups of staff and will draw up an action plan in response</p>