

**Action Notes from the Equality and Diversity Steering Group**  
**Thursday 28 April 2016, 13:30 – 14:30 in room 2.03**

	Sarah Whittle (SAW) – Chair, Sam Oliver (SO), Gov Bhogal (GB), Kate Tufnell (KT), Lydia George (LG)	
1.	Apologies: Becci Chadburn, Peter Smith, Helen Wyatt	
2.	Conflicts of Interests None	SAW
3.	Public Sector Equality Duty Deferred	EB
4.	Equality and Diversity Work plan- attached	SAW
	<p>SW reported that we are trying to ensure that the work is similar to that taking place in other areas that EB supports (Sheffield and Barnsley).</p> <p>KT shared examples of joint work with other CCGs, she agreed to forward an action to SAW to be included in the action plan. <b>Action: KT</b></p> <p>See updates from the meeting on the action plan, the following was recorded:  <b>Action:</b> KT to share with RA, standard narrative and targets from the contract. RA will share with drugs and alcohol and sexual health services.</p> <p>There was a discussion around other information and analysis available across the borough and how this can 'pooled' and made available for 'new' service providers. Some information is in the JSNA but it would need to be expanded, JSNA could become the 'host'. We have an information protocol, but how do we take it forward and how do we make it accessible.</p> <p>Medicines Management collect a lot of data, but the equality angle would be around how patient's access medication and this would come from pharmacy or GP held information.</p> <p>Data can be accessed from different systems but it is the interpretation of the data that needs to be taken forward. Members explored the possibility of looking at each of the different E&amp;D characteristics and commonly used drugs and then matching against some of the characteristics. For example, diabetes vs high population of Asian families. The number of diabetics can be seen from practice registers but ethnicity cannot be tracked, but we could explore whether there is correlation to high prevalence's of particular population profiles.</p> <p>Members agreed that this could be a huge piece of work. It was thought that the role of the group is to be responsible for asking the question of others.</p> <p><b>Action:</b> SAW and KT to talk to Dominic Blaydon in relation to the locality work to understand the information he is using, whether it can be layered to expose links between characteristics and conditions and how we can develop/get information</p>	

	from the localities.	
5.	Workforce Race Equality Standard	PS
	<p>SO reported that the approach is similar to the earlier discussion, as in, what are we going to do with the data and how are we going to embed.</p> <p>Numbers are quite small so there needs to be thought on how we report. For example, reported BME is only 6, so there is a challenge on confidentiality.</p> <p>100% self-reported against the characteristics. Conscious that in the lifetime of the CSU there hasn't been a data quality check of the information they hold for us.</p> <p>One challenge is how ESR breaks down on the indicators. For example, people applying to our organisation is not being provided to us routinely. In our CAR report PS reports quarterly on staffing profile. We might be interested to see how many people apply from each of the characteristics, how many get to interview and how many are appointed.</p> <p>There is a requirement to have a RES by July and there are actions that can be taken to improve. HR team will provide the RES.</p> <p>SAW added that the Training Plan report is an example of the kind of information that the CCG could feed in to the RES.</p>	
6.	Any Other Business	All
	None	
7.	Items / Risks for Escalation	SAW
	<p><b>Action: SAW/ KT</b> - to discuss locality work with Dominic Blaydon.</p> <p><b>Action: LG</b> - to ask Cheryl Rollinson to share the training plan report with PS.</p>	
8.	Future of the Equality Steering Group	All
	SAW confirmed that there will continue to be an Equality and Diversity meeting going forward. This might report to the Communication and Engagement Committee. <b>Action: SAW to take forward.</b>	
9.	Date and Time of Next Meeting	
	TBA: <b>Action: EB</b>	



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