

Meeting: Strategic Commissioning Board			
Meeting Date	05 October 2020	Action	Consider
Item No	16	Confidential / Freedom of Information Status	No
Title	Bury Equalities Review		
Presented By	Councillor Tahir Rafiq		
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Clinical Lead	Howard Hughes/ Dr. Jeff Schryer		
Council Lead	Councillor Tahir Rafiq/ Lynne Ridsdale		

Executive Summary
<p>In June 2020 Bury Council and Bury CCG proposed the undertaking on an Equalities Review, to inform a joint Equalities Strategy and Outcomes Framework. This report provides an update on the work of the Review.</p>
Recommendations
<p>It is recommended that the Strategic Commissioning Board:</p> <ul style="list-style-type: none"> Note the progress which has taken place on the Equalities Review and receive a further verbal update at the meeting in relation to the high level findings of the review (which will be available at the time of the meeting). That a substantive item of the Strategic Commissioning Board meeting in December 2020 focus on the Equality review findings and draft joint Equalities Strategy.

Links to Strategic Objectives/Corporate Plan	Yes
Does this report seek to address any of the risks included on the Governing Body / Council Assurance Framework? If yes, state which risk below:	Yes
<p>The Public Sector Equalities Duties covers both the Council and CCG. Bury CCG are mandated through the Equalities Delivery Standards. Promoting equalities within the Council is through the Equality Framework for Local Government.</p>	

Implications						
Are there any quality, safeguarding or patient experience implications?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Has any engagement (clinical, stakeholder or public/patient) been undertaken in relation to this report?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Have any departments/organisations who will be affected been consulted ?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any conflicts of interest arising from the proposal or decision being requested?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are there any financial implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any legal implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any health and safety issues?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
How do proposals align with Health & Wellbeing Strategy?	The respective equality frameworks, which the review is assessing the locality against includes considerations of understanding and working with communities to deliver better outcomes and responsive Services and improved customer/patient access and experience – including health and care provision across the Borough					
How do proposals align with Locality Plan?	As per Health and Wellbeing Strategy					
How do proposals align with the Commissioning Strategy?	As per Health and Wellbeing Strategy. Commissioning activity should take account of all Protected Characteristics and an Equality Impact Assessment be made against any policy or investment decision. This Review will provide a joint strategy and implementation plan (including training and culture) to ensure good practice in this area is being followed.					
Are there any Public, Patient and Service User Implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
How do the proposals help to reduce health inequalities?	This review is assessing adherence to the respective Equality Frameworks, with a joint strategy and implementation plan to address inequalities across all protected characteristics.					
Is there any scrutiny interest?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>

Implications						
What are the Information Governance/ Access to Information implications?						
Has an Equality, Privacy or Quality Impact Assessment been completed?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Is an Equality, Privacy or Quality Impact Assessment required?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are there any associated risks including Conflicts of Interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are the risks on the CCG /Council/ Strategic Commissioning Board's Risk Register?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Additional details	Note that this report is an update on the Equalities Review, there will be specific implications arising from any approval of a Joint Equalities Strategy which is to be tabled at a future meeting					

Governance and Reporting		
Meeting	Date	Outcome
<i>Bury Council Cabinet</i>	<i>10/06/2020</i>	<i>Initial report to commence review – approved</i>
<i>Bury CCG Governing Body</i>	<i>24/06/2020</i>	<i>Initial report to commence review – approved</i>
Joint Executive Team	14/09/2020	Report noted
Cabinet Portfolio	14/09/2020	Report noted
Policy Advisory Group	21/09/2020	Report noted

Bury Equalities Review update

1. Background

- 1.1 In June 2020 Bury Council and Bury CCG proposed that an independent partner be engaged to undertake an equalities audit across both the Council and the OCO, with reference to the Equality Framework for Local Government (EFLG) and NHS Equality Delivery System (ESD2).
- 1.2 The review was to result in a strategy and outcomes framework in the context of an objective, best practice standard, across all protected characteristics.
- 1.3 The reports to the Council's Cabinet and CCG's Governing Body outlined that the review will report to the Strategic Commissioning Board, as a partnership deliverable and to take the opportunity of furthering system-wide partnership leadership on

equalities which will be an intrinsic part of the organisational transformation to which the Council has committed.

- 1.4 As such this report is to provide an update on activity in relation to the review as a precursor to the review findings, strategy and outcomes framework being completed for approval at the December Strategic Commissioning Board

2. Update on the Review

- 2.1 A procurement exercise took place in late June 2020 through which an independent reviewer was secured. Their brief included the following tasks:

- Undertake an assessment of the partnership's current performance in relation to equalities, identifying areas of strength and specific areas for improvement. The assessment will be based on a review of relevant policies and procedures as well as consultation and engagement with community leaders from all protected characteristics and the relevant staff-side groups
- Produce a proposed Equalities Strategy in the context of key findings, which is aligned to our Bury 2030 strategy and emerging neighbourhood model.
- Alongside the strategy, to develop equality objectives, based on sector experience and understanding of best practice – and advising on actions that are required to achieve those objectives
- Develop an implementation plan setting out the actions required to meet key recommendations. Actions are likely to include policy and procedural work as well as training and organisational culture development
- To secure skills transfer through this work to officers in the team to develop and sustain a culture of embedding equality into core organisational practices.
- To produce recommendations on the partnership equality training offer for staff.

- 2.2 A kick-off meeting took place with key stakeholders on 20th July in relation to the four domains of the respective equality frameworks, namely;

- Understanding and working with communities to deliver better outcomes
- Inclusive leadership and organisational commitment
- Responsive Services and improved customer/patient access and experience
- A representative, engaged and supportive workforce.

- 2.3 This session allowed the reviewer to introduce themselves and outline the methodology to be followed. It was held online given existing social distancing restrictions and included representation from across the Council, including the Chairs

of the organisation employee groups which are open to all Bury Council and Bury CCG staff.

- 2.4 Evidence has been requested, collated and is being analysed from across the Council and CCG in relation to the respective equality frameworks. The collation stage was primarily completed at the end of August, with a final task of gathering a further sample of Equality Impact Assessments from 2016-to-date across all departments to conclude at the start of September. The analysis of this evidence is taking place against the criteria set out against each area of focus within the EFLG and EDS2.
- 2.5 From a CCG perspective, in addition to reviewing progress in relation to EDS2 there this review is also identifying progress made (and/or any gaps in progress) against the actions outlined in the Annual Equality Publication and NHS Workforce Race Equality Standards.
- 2.6 To support the desktop research, a series of interviews have been held with workforce representatives and leadership across the Council and CCG, to garner further insight in relation to adherence with Public Sector Equality Duties and to review internal structures to support equality, diversity and inclusion.
- 2.7 Further interviews and consultation has taken place with external stakeholders, including addressing the Bury Voluntary, Community and Faith Alliance (VCFA) Chief Officers Group on the 6th August 2020 and a survey of community leaders which ran for three weeks from the 14th August. This wider engagement is being fed into the drafting of the review and used to inform the developing Strategy and Outcomes Framework.
- 2.8 In addition, the drafting of the Strategy will reflect best practice and the latest developments in relation to equalities, diversity and inclusion; drawing from regional, national and international standards and activity. Examples of this include findings from activity in relation to the impact of Coronavirus, such as the GM Disabled Peoples Panel's Big Disability Survey recommendations; the changing landscape and governance on equalities in Greater Manchester including the Youth Forum, Women and Girls Equality Panel; and the latest policies and publications, such as Aging in Place for Minority Ethnic Communities.

3 Next Steps

- 3.1 The review conclusions are being drawn together during September; bringing together the desktop analysis, interviews and wider findings, with a draft Strategy to be complete by the end of the month (September 2020).
- 3.2 Timetabling of papers for the Strategic Commissioning Board mean that these outputs are not available for inclusion in the reports pack for the October meeting, rather this report has been prepared to provide an update and will be accompanied by a verbal update at the meeting on the high level findings of the review.
- 3.3 A more detailed report will be tabled at the December Strategic Commissioning Board meeting outlining the full findings of the review and to seek approval of a joint Equalities Strategy.

4 Recommendations

- 4.1 It is recommended that this updated be noted and that the Strategic Commissioning Board receive a further verbal update at the meeting in relation to the high level findings of the review which will be available at the time of the meeting.
- 4.2 That a substantive item of the Strategic Commissioning Board meeting in December 2020 focus on the Equality review findings and draft joint Equalities Strategy.

Chris Woodhouse

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September 2020