

Equality and Inclusion Annual Report NHS Wirral Clinical Commissioning Group (CCG) 2019-20

Produced by the Equality and Diversity Team and
Midlands and Lancashire CSU

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About Wirral

Population

The population of Wirral 319,783

Made up of approximately 52% female and 48% male

Average resident is aged 41

98.4% speak english as a first language

92.9% were born in the UK

Deprivation

Wirral is not in the 20% most deprived of authorities in 2019 overall, although there are many areas of severe deprivation in certain areas of Wirral (largely in the East of the borough).

In 2019, Wirral was ranked the 77th most deprived authority (of 317 authorities) in England.

<http://localstats.co.uk/census-demographics/england/north-west/wirral>

www.wirralintelligenceservice.org/this-is-wirral/wirral-indices-of-deprivation/

The CCG's duties

These are the CCG's legally mandated equality duties, they are fulfilled on a yearly basis:

- Equality Delivery System (EDS)
- Modern Day Slavery Statement
- Workforce Race Equality Standard (WRES)
- Disability Workforce Equality Standard (DWES)
- Accessible Information Standard (AIS)
- Equality Impact Assessments (EIA's)
- Fulfil the Equality Act 2010 and the Public Sector Equality Duty

For more detailed information on Equality Legally mandated duties visit <https://www.wirralccg.nhs.uk/about-us/equality-and-diversity/>

EIA's

To be able to deliver high quality inclusive health services, the CCG aims to ensure that the needs of all groups are considered. We ensure this through Equality Impact and Risk Assessments (EIA's). This enables the CCG to show 'due regard' to the Public-Sector Equality Duty by ensuring that all requirements around equality, human rights and privacy are given advanced consideration prior to any decisions that the CCG's Governing Body or Senior Managers make that may be affected by these issues. Our EIRA process is now firmly embedded within our commissioning and decision-making procedures.

**EIA's we have
completed :**

33

The CCG's duties

Equality Delivery System

This year it was proposed that Wirral CCG will be graded on goal 3, a represented and supported workforce, and goal 4, inclusive leadership.

Changes in collaborative commissioning arrangements with the formation of Wirral Health Care Commissioning has led to a period of change for all staff teams. It is considered that this goal will help the CCGs work towards actions to ensure that equality and inclusive practices are the cornerstone of change.

By evaluating goal 3, the CCGs will be able to look at potential systems, processes and procedures relating to:

- Recruitment and legal obligations
- Training and development
- Staff experiences of being in the workplace
- HR policies - such as flexible working, agile working and carers policies

The timeline for EDS has been delayed slightly due to COVID-19.

Workforce Race Equality Standard (WRES)

Due to COVID-19, there is going to be a slight change in deadlines and approach to WRES for 2019/20. The data will still be collected and assessed, however staff survey information will not be included as the staff survey has been postponed due to COVID-19. A report and action plan will be available on our CCG website.

Storyboard

Understanding the needs of the armed forces community

During 2019 the Equality and Inclusion team produced commissioning guidance considering the needs of Military Veterans and their families in the commissioning of health services.

This guidance was produced with the support of a range of organisations:



- Veterans tend to experience poorer health compared to non veterans



- Top 3 health conditions for veterans aged <64 years are: Problems with legs / feet. Back and neck problems



- Top 3 health conditions for veterans aged >65 years are: Circulatory problems, problems with legs / feet, and hearing problems



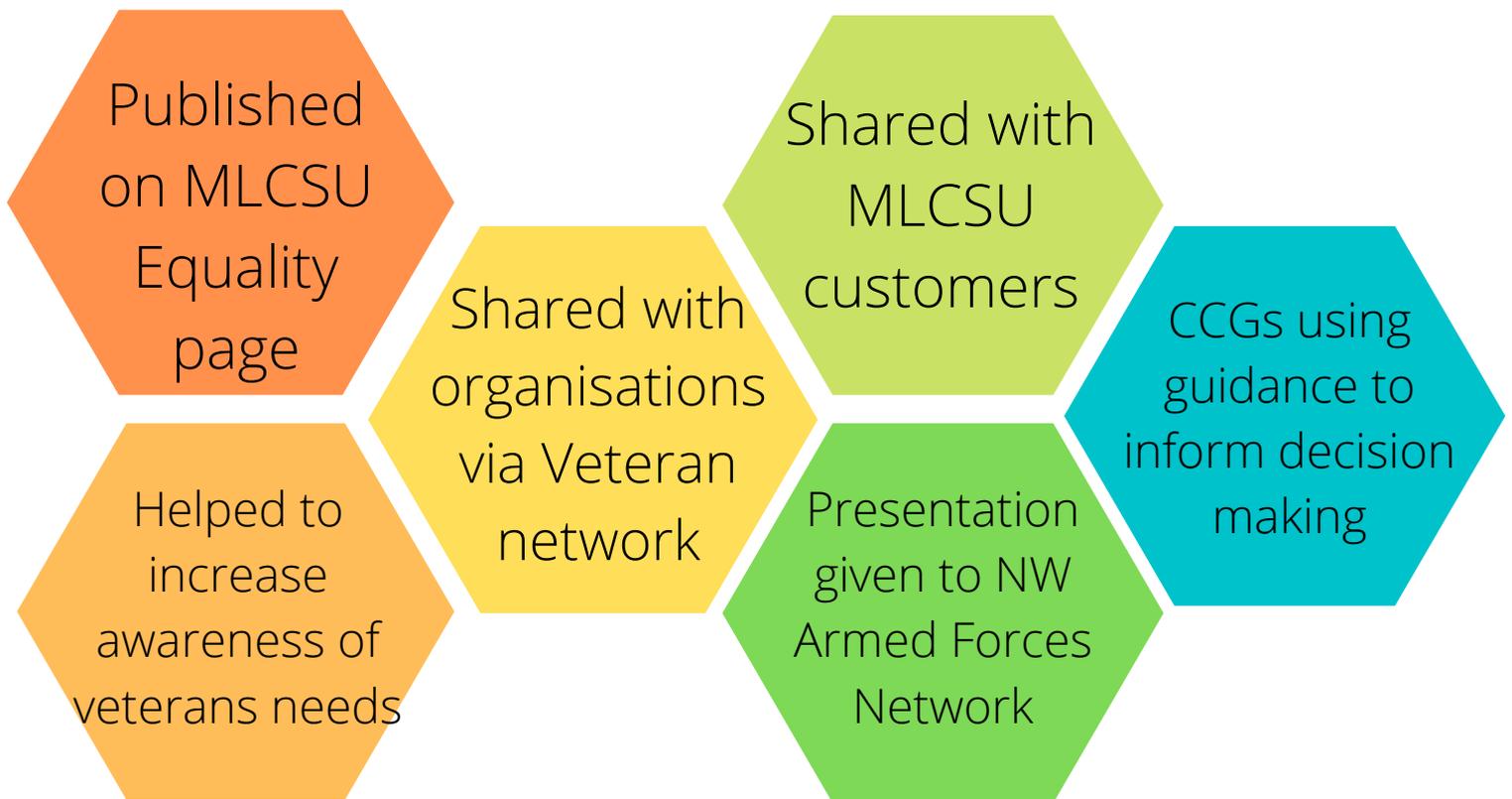
- Smoking is higher in veterans of all ages



- 1 in 20 veterans may suffer from Post Traumatic Stress Disorder.

Storyboard

How the guidance has been used:



Link to online publication:

<https://www.midlandsandlancashirecsu.nhs.uk/wp-content/uploads/2019/04/VETERANS-GUIDANCE-2019.pdf>

Conclusion

The report demonstrates equality developments and achievements that have been made during 2018 /19. These achievements have supported the CCG in meeting their obligations under the Equality Act 2010 and Public Sector Equality Duty.

In addition to working towards reducing health inequalities and improving health outcomes, access, and care for diverse patients. The CCG is committed to ensuring equality and human rights remain integral to the vision and values of the organisation and will continuously demonstrate its progress against this agenda through the annual publication of the Annual Equality and Inclusion Report.

Contact Us

If you would like this information in another format (i.e. braille, audio, large print or an alternative language) please contact us using one of the methods below:

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This report can be found on our website www.wirralccg.nhs.uk