

## Mid-Essex Clinical Commissioning Group – Assessment against EDS2 - 2020-2021

Goal	No	Description of Outcome	Which Protected Characteristics Fare Well?	Evidence (Local)	Evidence (Broad/National)	Rating through Self-Assessment
<b>Better health outcomes</b>	1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Governance Processes, e.g. Financial Recovery Plan Business cases. Equality Report to Board. PALS service Quality report to Board. Mid-Essex JSNA and other local analysis. Local Consultations and Engagement Exercises (Home First, STP plans). Any Qualified Provider Framework for Care Agencies and Continuing Health Care. Business Cases/proposals for new services (i.e. COPD virtual clinic pilot, Diabetes HCA project, Paediatric Home Enteral Feeding Service, Silver Cloud, Serenity Integrated Mentoring Project) Live Well Strategy, regional gender reassignment clinic proposals, Pride in Practice. Maternity Services Liaison Committee, Provider EDS2 assessments. Primary Care Forum. Right Care. Equality Impact Assessments.	Standard NHS Contracts NHS Patient surveys GP Patient surveys Friends and Family Test	<b>2020/21 Achieving</b>  (2019/20 (Achieving))

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				Better Care Fund initiatives. Winter escalation plans.		
	1.2	Individual people's health needs are assessed and met in appropriate and effective ways	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	PALS service. Translation Services. Advocates for LD/MH. Quality report to Board. Continuing Health Care (CHC) service. Patient Transport Service. Clinical Review Group and Individual Funding Requests. Contracts with Providers. Patient Stories to Board. Continuing Health Care Assessments. End of Life Fast Track. Personal Health Budgets. Improving Access to Psychological Therapies (IAPT). Use of 'IAM' form. Review of CHC and Referrals booking process to meet Accessible Information Standard.	Quality Accounts Healthwatch and PALS Friends and Family Test. National Framework for CHC.	<p style="text-align: center;"><b>2020/21 (Achieving)</b></p> <p style="text-align: center;">(2019/20 Achieving)</p>
	1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well informed	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input type="checkbox"/>	Quality Accounts, PALS, Complaints, Serious Incident reports. IAM form. Patient Stories to Board.	Friends and Family Test Serious Incidents Reports	<p style="text-align: center;"><b>2020/21 (Achieving)</b></p> <p style="text-align: center;">(2019/20)</p>

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			Religion/Belief <input type="checkbox"/> Sex <input type="checkbox"/> Sexual Orientation <input type="checkbox"/>	Clinical Triage Service between IAPT and NEP. New CAMHS service. Changes to Cancer 2 week wait pathway from GP to Hospital. Development of Home First Service  End of Life Fast-track  Discharge from hospital to social care. Vanguard Red Bag Scheme System-wide daily reporting regarding demand management. Management of stranded patients. CCG employed Integrated Discharge Nurse. CHC Any Qualified Provider Framework (Standard Care) Signposting to support the transfer of patients out of area to Pride in Practice accredited GP surgeries who specialise in transition treatment.		Achieving)
	1.4	When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment & abuse	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/>	CCG Constitution. Key Performance Indicators (KPIs). Quality Reports and Dashboard.	NHS Constitution Quality Accounts Friends and Family Test CQC Reports on providers.	<b>2020/21 (Achieving)</b>



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				asked communities, notably faith groups, ethnic minority communities and homeless people, to promote COVID vaccination.		
<b>Improved patient access and experience</b>	2.1	People, carers and communities can readily access hospital, community health or primary care services and should not be denied on unreasonable grounds	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Contracts. Reasonable adjustment requirements and reports. KPIs. Equality Impact Assessments process specifically focuses on access to services. Quality Accounts. Patient engagement (e.g. Face to face presentation to patient locality groups, charities, police, voluntary groups and hard to reach groups). Displays in local shopping centres increases engagement with the homeless, people suffering from mental health illnesses, teenagers, etc. Evidence through questionnaires and surveys is used to improve awareness and access to services.	NHS patient surveys GP patient surveys A&E and other waiting times surveys Healthwatch and PALS. Locality group members are part of national teams that they disperse and circulate local information to on a higher level.	<p style="text-align: center;"><b>2020/21 (Achieving)</b></p> <p style="text-align: center;">(2019/20 Achieving)</p>

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	2.2	People are informed and supported to be as involved as they wish to be in decisions about their care	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Complaints, PALS, Advocacy/Interpretation Services. Personal Health Budgets, Continuing Health Care and IFR processes. Quality Accounts from Providers. Consultations on Service Restriction Policies. Patient User Groups. Maternity Services Liaison Committee. Compliance with Information Access Standard. Public Consultations. Pilot of patient decision aids at GP surgery (hips and knee replacement). Development of Home First Service. Patient engagement (e.g. Face to face presentation to patient locality groups, charities, police, voluntary groups and hard to reach groups).	Requirement under NHS Standard contract re shared decision making between the provider and patient.	<b>2020/21 Achieving</b>  (2019/20 Achieving)
	2.3	People report positive experiences of the NHS	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input type="checkbox"/> Sex <input checked="" type="checkbox"/>	Compliments received. Patient experience surveys. Reports to Quality & Governance/Board on complaints analysis. Patient stories to Board.	NHS patient surveys GP patient surveys A&E and other waiting times surveys Quality Accounts Friends and Family Test	<b>2020/21 Achieving</b>  (2019/20 Achieving)

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			Sexual Orientation <input type="checkbox"/>	360 CCG Stakeholder Survey. Patient experience report by MEHT. Providers' Friends & Family Test Results. CQC Reports. Healthwatch Essex Reports. Patient Reference Group. Positive comments via social media. Evaluation of Childhood illness workshops. Patient engagement (e.g. Face to face presentation to patient locality groups, charities, police, voluntary groups and hard to reach groups).		
	2.4	People's complaints about services are handled respectfully and efficiently	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Further development of consent form. PALS. Complaints. Patient experience reports, implementation of PHSO recommendations. Quality Reports. Annual Complaints Report. Lived Experience Network. Complaints received via PRG or Board are referred to the PALS/Complaints Team.	Ombudsman Reports	<b>2020/21 Achieving</b>  (2019/20 Achieving)

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Goal	No	Description of Outcome	Which Protected Characteristics Fare Well?	Evidence (Local)	Evidence (National)	Rating Through Self-Assessment
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.	Age <input type="checkbox"/> Disability <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	<p>Black, Asian and Minority Ethnic (BAME) staff made up 9.02% of the CCG workforce in 2020/21 which is representative of the Mid-Essex BAME population (most recent Annual Population Survey – suggesting a BAME population of 6.1% Chelmsford area, 1.9% Maldon district and 3.4% for Braintree area).</p> <p>In 2020/21 35% of applicants were from BAME backgrounds (compared to 41% in 2019/20). There was a slight increase in the proportion of individuals from BAME backgrounds being appointed into roles (11.2% compared to 9% in 2019/20).</p>	Health & Social Care Information Centre Workforce Statistics Local Staff Survey Local NHS workforce data. Local demographic data of the working age population	<p><b>2020/21 Achieving</b></p> <p>(2019/20 Achieving)</p>

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				<p>The CCG's age profile remains relatively consistent in most areas compared with 2019/20. There has been a slight reduction (of 2.42%) in the proportion of staff under the age of 30 - 7.91% in 2020/21 compared to 10.33% in 2019/20. However, as our recruitment statistics show, the number of appointments of individuals under 30 has slightly increased (22.3% compared to 17% in 20219/20).</p> <p>6.78% of our workforce declared they have a disability which remains consistent with 2019/20 (6.52%).</p> <p>6% of applicants and 5.06% of those appointed had declared that they have a disability.</p> <p>Overall the information collated suggests that most protected groups continue to fare well.</p>		
	3.2	The NHS is committed to equal pay for work of equal	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/>	As the CCG has less than 250 employees the	Agenda for change evidence	<b>2020/21 Achieving</b>

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		value and expects employers to use equal pay audits to help fulfil their obligations	Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	organisation is not required to carry out an equal pay audit, however the CCG is confident that this is applied due to the undertaking of job evaluation for all roles within the CCG using the national Agenda for change protocols.		(2019/20 Achieving)
	3.3	Training and development opportunities are taken up and positively evaluated by all staff	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	All ad hoc training requests were agreed for 2020/21. Non mandatory training is shared with the wider team to ensure shared learning.  Protected time is given to complete mandatory training which is normally monitored by Q&G Committee with bi monthly reports sent out to each Directorate to pick up on non-compliance.  We continue to support staff in attending the various NHS Leadership courses including Stepping up and Ready Now Programmes. Whilst some programmes were suspended in 2020/21 due to COVID, it is hoped that all will recommence in 2021/22.	Local NHS workforce data. Information on the take up and evaluation of local training and development opportunities. Feedback from in-house training.	<b>2020/21 Achieving</b>  (2019/20 Achieving)

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				<p>A new appraisal process was introduced in 2020/21 making it possible for data in relation to PDP and talent management to be analysed. Analysis demonstrated that employees from BAME backgrounds did not suffer any detriment in relation to training, development or performance appraisal in comparison to colleagues from White backgrounds. The CCG has also undertaken a data cleansing exercise to ensure that records are accurate in identifying those staff who have a disability to enable accurate analysis of related data.</p>		
	3.4	<p><b>New Description:</b> When at work, staff are free from abuse, harassment, bullying and violence from any source</p>	<p>Age <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Gender Reassignment <input checked="" type="checkbox"/></p> <p>Marriage/Civil Partnership <input checked="" type="checkbox"/></p> <p>Pregnancy/Maternity <input checked="" type="checkbox"/></p> <p>Race <input type="checkbox"/></p> <p>Religion/Belief <input checked="" type="checkbox"/></p> <p>Sex <input checked="" type="checkbox"/></p> <p>Sexual Orientation <input checked="" type="checkbox"/></p>	<p>Whistleblowing Policy and Dignity at Work Policy in place. The CCG has trained Contact Officers who provide support and advice to staff and we regularly roll out Bullying &amp; Harassment training.</p>	<p>Local NHS Workforce data. The monitoring of local Dignity at Work, Grievance, Disciplinary, Whistleblowing and domestic Abuse policies and procedures</p>	<p style="text-align: center;"><b>2020/21 Achieving</b></p> <p style="text-align: center;">2019/20 Achieving</p>

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				No formal bullying and harassment cases reported to HR for 2020/21.		
	3.5	Flexible working options are made available to all staff, consistent with the needs of the service and the way people lead their lives.	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	<p>The CCG has a flexible Working Policy in place along with Working Practices that support flexible working within core hours.</p> <p>Employees are able to apply for flexible working arrangements through this policy and all requested made in 2020/21 were agreed.</p> <p>The vast majority of CCG worked from home throughout 2020/21 due to COVID social distancing measures. The CCG took measures to ensure employees could work flexibly around other demands that were placed on them (such as childcare) and a new Homeworking Policy enables staff to take time out of their working day, with agreement from their manager, to undertake</p>	Local Workforce data.	<p style="text-align: center;"><b>2020/21 Achieving</b></p> <p style="text-align: center;">(2019/20 Achieving)</p>

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				<p>activities to support their health and wellbeing.</p> <p>Ongoing working arrangements will be reviewed by the organisation once social distancing measures have been lifted and Equality Impact Assessments will be undertaken with regard to any new arrangements.</p>		
	3.6	Staff report positive experiences of their membership of the workforce.	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	<p>In a staff survey undertaken in June 2020, employees were asked how likely they were to look for work outside of the Mid and South Essex CCGs. Of those who responded, 83% said that they had no current plans to seek work outside of the CCGs (with a total of 14% saying that they were likely to look for work within the next 6 or 12 months).</p> <p>88.91% of respondents agreed that they felt sufficiently connected to their team while working from home during due to COVID-related social distancing measures with</p>	Local Staff Survey, local Workforce data and surveys	<p><b>2020/21 Achieving</b></p> <p>(2019/20 Achieving)</p>

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				<p>only 4.59% saying that they did not.</p> <p>The CCG has a Stress Management Policy and access to Occupational Health and IAPT services and has trained workstation assessors.</p> <p>The CCG is a Mindful Employer and has access to a range of resources to enable us to support those with mental health conditions at work. We also have Trained Mental Health First Aiders available to all staff and Workplace Health champions who support and develop health and wellbeing initiatives at the CCG. A large range of additional resources were made available to support employees with their health and wellbeing during 2020/21. Health and wellbeing conversations were also incorporated within annual appraisals and regular one-to-one meetings between employees and their managers.</p>		

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Goal	No.	Description of Outcome	Which protected characteristics fare well?	Evidence (Locality)	Evidence (Broad/National)	Rating through Self Assessment
<b>Inclusive leadership</b>	4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Board and senior leaders' involvement in consultation and engagement events. Annual Equality Report to Board. Representation on Equality & Diversity Group. E&D Training provided at Board Development, 19 April 2017. Board member involvement in review of EIA process. Reference to EIA process on Board report cover sheets.		<b>2020/21 Achieving</b>  (2019/20 Achieving)
	4.2	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	Process in place – Board/Committee summary sheet contains entry to identify equality related impacts Outcome of Consultations flagged in Committee/Board reports. Risk Register contains update on progress with		<b>2020/21 (Developing)</b>  (2019/20 Developing)

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				equality related issues/training.		
	4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination	Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Marriage/Civil Partnership <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion/Belief <input checked="" type="checkbox"/> Sex <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/>	No cases or grievances Turnover rates Exit interviews Equality & Diversity Training. HR policies. Live Well Values within job descriptions/appraisal and recruitment processes.	NHS Staff survey Local NHS workforce data and surveys	<p style="text-align: center;"><b>2020/21</b> <b>Achieving</b></p> <p style="text-align: center;">(2019/20 Achieving)</p>