

**CCG Equality Impact Analysis – STP Engagement**

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|  **What’s it about?** Refer to equality duties |
| What is the proposal? What outcomes/benefits are you hoping to achieve? |
| This EIA relates to local engagement in the Gloucestershire STP. We intend to provide the opportunity for those who wish to contribute to the plan, including the public, staff and community partners, to have their say.  |
| Who’s it for? |
| The STP Engagement exercise was open to all and engagement activities were designed to facilitate feedback from as wide a cross-section of the local community as possible. |
| How will this proposal meet the equality duties? |
| Equality, diversity, Human Rights and inclusion are at the heart of delivering personal, fair and diverse health and social care services. All commissioners and providers of health and social care services have legal obligations under equality legislation to ensure that people with one or more protected characteristics are not barred from access to services and decision making processes.Engagement activities are open to all residents in Gloucestershire. Information will be widely circulated; those who represent and/or work with minority groups are included in distribution lists used to promote engagement and advertise local events.  |
| What are the barriers to meeting this potential? |
| None identified. |

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| **2 Who is using it?** Refer to equality groups |
| What data/evidence do you have about who is or could be affected (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)? |
| The Full Guide to the Gloucestershire STP includes detailed data relating to the local population. As the Plan develops this will be used to inform Consultation in relation to any specific service changes, developments or reconfiguration. We will use this data to ensure that any plans for Consultation include specific mechanisms to ensure we gather feedback from identified “communities of interest”.  |
| How can you involve your customers in developing the proposal? |
| GCCG has a stakeholder database with approximately 1200 individuals and groups identified. Amongst the 1200 contacts are representatives from across all communities in Gloucestershire and a good range of protected characteristics e.g. Churches Together, Local Medical Committee, maternity service users, Trades Union representatives, Village and Community Agents, and elected representatives. Those on the database will be invited to provide feedback and attend stakeholder engagement events such as the Urgent Care Workshop planned for December 2016. Such events, hosted by STP partners will be arranged for different days of the week and different times of day. All venues will be Disability Discrimination Act (DDA) 1995 compliant in terms of access. Public Drop In events will be arranged across all parts of the county, targeting venues and events attended by a wide range of local residents. These will include: shopping centres and markets, leisure and sports venues. The Public Drop-ins will be either static displays in doors, or utilise the Information Bus. The Information Bus is DDA compliant, with a wheelchair ramp or stairs with handrails to facilitate access. Printed materials (including freepost survey) will be distributed to a wide range of outlets such as GP surgeries, hospitals, libraries, council offices and pharmacies. All engagement materials will be available on request in any format. Details of how to obtain the information other formats is included in the standard version of the materials. The GCCG PALS will be the point of contact for such requests. An easy read version of the STP Short Guide has been produced by 2gether NHS Foundation Trust <http://www.gloucestershireccg.nhs.uk/wp-content/uploads/2017/01/STP_EasyRead.pdf>All engagement information including: publications, details of events, news stories and the online survey is available on the STP website in order to maximise access <http://www.gloucestershireccg.nhs.uk/gloucestershire-stp/>There will be local media advertising through a wide range of media outlets and news stories focussing on a range of relevant subjects such as service developments for people with long terms conditions will be issued during the engagement period to encourage a wide range of participants to take part and provide their feedback. A range of targeted events will be incorporated into the engagement activities. These will include: meetings with young carers, members of foundation trusts, representatives from GP practice Patient Participation Groups (PPG), staff groups, as well as representatives from a wide range of voluntary and community groups |
| Who is missing? Do you need to fill any gaps in your data? (pause EIA if necessary)We will not have data for those who provide feedback to the engagement across all of the protected characteristics. Future consultation will ensure that, wherever possible, we capture a more complete demographic picture of those responding and sharing their views. This will, as a minimum, include gender, age, ethnicity and disability.  |
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| **3 Impact** Refer to dimensions of equality and equality groupsShow consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view, gypsies & travellers, sex workers, people who misuse drugs & alcoholUsing the information in parts 1 & 2 does the proposal: |
| **a)** Create an adverse impact which may affect some groups or individuals. Is it clear what this is? How can this be mitigated or justified? |
| We have tried to ensure that our engagement activities are accessible to all. We have not identified an adverse impact for any particular groups.  |
| What can be done to change this impact?  |
| N/A |
| **b)** Create benefit for a particular group. Is it clear what this is? Can you maximise the benefits for other groups? |
| We have tried to ensure that our engagement activities are accessible to all. We do not believe that our engagement plans have advantaged any particular group.  |
| Does further consultation need to be done? How will assumptions made in this Analysis be tested? |
| Where appropriate, further consultation will be undertaken on specific service changes. Our plans for consultation will be informed by detailed EIAs on any proposals for change.  |

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| **4 So what? Link to business planning process** |
| What changes have you made in the course of this EIA?  |
| None |
| What will you do now and what will be included in future planning? |
| Responses to the engagement will be compiled into an Outcome of Engagement Report, which will be made publicly available via the STP, CCG and partner organisations websites. Further consultation will be planned to ensure that we maximise opportunities and target particular groups as appropriate, depending on the specific proposals.  |
| When will this be reviewed? |
| As part of future STP plans and service development.  |
| How will success be measured? |
| Engagement in future Consultation.  |

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| For the record |
| Name of person leading this EIABecky Parish, Associate Director, Engagement & Experience | Date completedNovember 2016 |
| Names of people involved in consideration of impactCaroline Smith, Senior Manager, Engagement & Inclusion |
| Name of director signing EIAMarion Andrews-Evans, Executive Nurse and Quality Lead | Date signedNovember 2016 |