

**HEALTH AND WELL-BEING BOARD
29 SEPTEMBER 2020****GOVERNANCE AND DELIVERY OF THE INEQUALITIES
WORK PROGRAMME**

Board Sponsor

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Author

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Priorities

Mental health & well-being	No
Being Active	No
Reducing harm from Alcohol	No
Other (specify below)	
Inequalities	

Safeguarding

Impact on Safeguarding Children	No
Impact on Safeguarding Adults	No

Item for Decision, Consideration or Information

Information and assurance

Recommendation

- 1. The Health and Well-Being Board is asked to: note the proposal to strengthen the focus on inequalities in Worcestershire, supported through a system wide board across Herefordshire and Worcestershire.**

Background

2. A collaborative approach to tackling inequalities is being taken as we restore and recover our services. The Sustainability and Transformation Partnership (STP) group will drive the system-wide approach tackling health inequalities as services are recovered and restored. The STP executive lead for inequalities will chair our STP Inequalities Group which will also be supported by both of our Directors of Public Health. The STP Inequalities Group will support the work of the Health and Wellbeing Boards (HWBB) in each county. The HWBBs are currently refreshing their strategies and will align these to focus on inequalities through the restoration and recovery period. Our STP Outcomes Framework is being developed to support a focus on inequalities.

3. Herefordshire and Worcestershire STP are taking a system-wide collaborative approach to tackling inequalities during restoration and recovery, including:

- Promoting the importance of data collection to all health and care professionals and VCS partners. Ensuring that datasets are complete and timely will underpin an understanding of and response to inequalities across the system, as referenced in the Phase 3 letter. Population health profiles for PCNs will raise awareness in Primary Care, in preparation for the expected health inequalities DES in April 2021.
- Developing the role of anchor organisations to act as exemplars in promoting staff health and wellbeing, with our STP workforce being at the vanguard of this. Work will focus around equitable approaches to procurement practices, creating local employment, understanding and overcoming barriers to employment of local people/ use of estate of anchor organisations by local communities.
- Taking a strengths-based approach to our community development and engagement work through local initiatives such as Here2Help in Worcestershire and Talk Communities in Herefordshire, working with our VCS.
- Strengthening equality impact and risk assessments (EIRA) on service changes and service redesign. Undertaking impact assessments is helping us to identify key risks to the groups identified when accessing services post-COVID. We now have an agreed STP wide EIRA approach and these are being routinely completed for all work programmes.
- Developing our Population Health Management approach- infrastructure, intelligence and intervention. Better utilising the skills of our BI workforce and developing PHM capability through PHM training for our analysts, enabling better identification of, and proactive support for, vulnerable individuals or groups.

4. This work will be supported by STP membership of a regional Decision Support Unit. The Decision Support Unit proposition emerged as an approach to making best-use of analytical capability within systems, as well as a method for developing and joining up decision-making resources, learning and expertise across the Midlands. H&W CCG have paid for membership of the network in year one, to enable us to evaluate the benefits. The DSU Network will facilitate the acceleration of our work around inequalities, promoting a population health management approach and sharing learning from across the region.

Legal, Financial and HR Implications

5. As appropriate

Privacy Impact Assessment

6. As appropriate

Equality and Diversity Implications

7. An Equality Relevance Screening has been completed in respect of these recommendations. The screening did not identify any potential Equality considerations requiring further consideration during implementation.

Contact Points

Specific Contact Point for this report

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Background Papers

In the opinion of the proper officer (in this case the Director of Public Health) the following are the background papers relating to the subject matter of this report:

- Inequalities in Covid restoration and recovery plans (available online)