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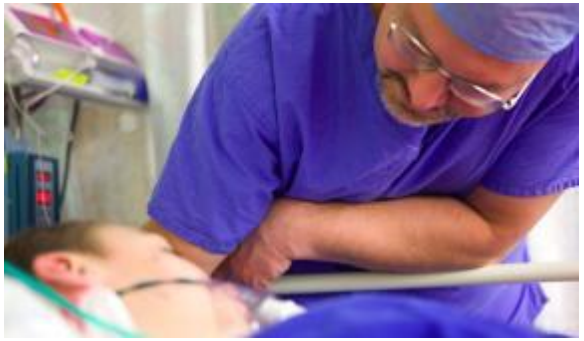
From Exclusion to Access – Improving and Ensuring High Quality Healthcare to those with greatest need: Promoting Equality and Reducing Health Inequalities



National Equalities and Health Inequalities Team
NHS England
6th March 2014

THE NHS CONSTITUTION
the NHS belongs to us all

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Workshop content

- Welcome, Introductions & Our Team - Ranjit
- What are the legal duties for promoting equalities and tackling health inequalities? Christina & Habib
- Update and discussion on key strategic priorities:
  - ✓Equality and Diversity Council – Habib Naqvi
  - ✓NHS CCG Commissioning Assembly Working Group on Tackling Health Inequalities – Christina and Hannah
  - ✓NHS England Board Priorities and Deliverables (All – Ranjit to lead)
  - *Discussion: How can we continue to improve access to high quality healthcare to those people with the greatest need and poorest healthcare outcomes?*

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Current Priorities for the National Equalities & Health Inequalities Team

- **Assurance within NHS England** - governance, active awareness and application within decision making, capability of staff including a positive awareness of legal duties, reporting mechanisms, Equality & Diversity Council (EDC); 9 Strategic priorities and Deliverables (NHS England Board Paper – Annex B);
- **CCG development and assessment process** including annual assessment against these duties
- **Working with national commissioners** (specialised and primary care) to promote equalities & reduce health inequalities
- **Embedding in business of NHS England** including Resource Allocation, Incentive Reviews, Quality Accounts etc.

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Health Inequalities

Health Inequalities have been defined as:

"Differences in health status or in the distribution of health determinants between different population groups"

- Addressing Health inequalities forms a key part of NHS England's vision and values and are in line with those of the NHS Constitution.
- Addressing Health inequalities is also crucial to tackling the key challenges across the domains, including preventing premature mortality, improving recovery from illness and enhancing quality of life for people with long-term conditions.
- We should work to ensure that NHS services are resourced, planned and commissioned, based on robust evidence, to address both barriers to healthcare and health inequalities.

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Legal Duties – First Ever

- **Health and Social care Act 2012**
- **NHS England and CCGs have duties to have regard to the need to reduce inequalities in access to health services and the outcomes achieved for patients.**
- **Secretary of State has a duty to have regard to the need to reduce inequalities covering his NHS and public health functions for the whole population.**
- **NHS England, CCGs and Monitor have further duties around integration of health services, health-related services or social care services where they consider this would reduce inequalities.**
- Monitor can set licence conditions and may appoint a special administrator.
- The Act also contains duties around health inequalities on, variously, SofS, NHS England and CCGs concerning planning, reporting and assessment**.**

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Equality and Diversity Council (EDC)
Dr Habib Naqvi

- Background
- Aims and mission
- Membership
- 5 Work streams of EDC:
  - ✓EDS 2
  - ✓System Alignment
  - ✓Leadership and workforce
  - ✓Data and measurements
  - ✓Communications

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NHS CCG Commissioning Assembly Working Group on Tackling Health Inequalities.

- Background and context of Working Group on Tackling Health Inequalities
- Membership & Principles.
- Commissioning to Reduce Health Inequalities Toolkit
- Toolkit aims to cover:
  - ✓Practical evidence base examples focusing on delivery
  - ✓Generating comprehensive data
  - ✓Ensuring JSNAs identify needs of everyone in the community

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NHS CCG Commissioning Assembly Working Group on Tackling Health

- ✓Improving access
- ✓Integration services
- ✓Drawing on community assets
- ✓Working with communities to co-produce commissioning solutions

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Equality & Health Inequalities Strategic Priorities and Deliverables

Strategic Priority	Success Measure
NHS England as system leader and supports the NHS Equality & Diversity Council (EDC)	Robust & visible leadership on advancing equality and tackling health inequalities with a focus on a discrete number of outcomes
Supports NHS organisations to improve equality performance & meet the public sector Equality Duty	Launch of EDS 2 – Refreshed Equality Delivery System NDTA, Monitor, CQC to work with NHS England to support & oversea implementation of EDS 2; to ensure minimum 95% implementation across all NHS Trusts, NHS Foundation Trusts & CCGs.

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Equality & Health Inequalities Strategic Priorities and Deliverables

Strategic Priority	Success Measure
Robust data available to measure equality and health inequalities, determine priorities and drive improvement	Feasibility that the NHS Staff Survey, NHS Patient Survey, Friends & Family Tests for patients and staff collect data against 9 characteristics given protection by the Equality Act 2010, is fully explored. Data and Information disaggregated by Inequality and equality dimensions to be collected & available fort use the local JSNAs and Health and well being Strategies (including NHSOF indicators)
Create an NHS workforce & leadership that is reflective of communities we serve and free from discrimination	Embed values based recruitment across NHS, to ensure all work environments are free from discrimination Nurture workforce & leadership talent across NHS, helping create a representative workforce.

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Equality & Health Inequalities Strategic Priorities and Deliverables

Strategic Priority	Success Measure
Resource allocation supports NHS England's duties on inequalities	Embed the criterion of reducing inequalities in health outcomes into allocation methodology.
Incentives and prioritise improvements in primary care towards communities & groups who experience inequalities in healthcare & outcomes	Review how financial resources and contract incentives can be better targeted to reduce unwarranted variations, including through primary care allocations, General Medical Services funding formula, Personal Medical Services contracts reviews and development of other primary care contracts. Ensure strategic framework for commissioning of primary care supports the ability of general practice to tackle health inequalities & make most of diverse workforce End Minimum Practice Income Guarantee & seniority payments for general practice & recycle resources into core funding, to enable a fairer distribution of resources.

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Equality & Health Inequalities Strategic Priorities and Deliverables

Strategic Priority	Success Measure
Embed equality and tackling health inequalities in CCG assurance regime	Develop mortality indicator (Potential Years of Life Lost) and embed in CCGs annual Health Inequalities assurance review template.
Remove derogations which permit geographical variations in care standards	Develop and implement a programme of removal of all existing derogations as part of the legal duty/equality and inequalities review.
Support reduction of mental illness inequalities through Parity of Esteem Programme.	Premature mortality reduction commitment for Serious mental Illness to be established & implemented.

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Discussion

- ***How can we continue to improve access to high quality healthcare to those people with the greatest need and poorest healthcare outcomes?***