



Integration Joint Board

6th December 2019

This Report relates to
Item 13 on the Agenda

Inequalities and Health Inequalities Steering Group Update

(Paper presented by Philip Myers)

For Noting

Approved for Submission by Author	Valerie White, Acting Interim Director of Public Health Philip Myers, Health and Wellbeing Specialist, NHS Dumfries and Galloway
List of Background Papers	Integration Joint Board 30 th January 2019 – Inequalities and Health Inequalities
Appendices	Appendix 1 - Inequalities and Health Inequalities Steering Group Terms of Reference

Direction Required to Council, Health Board or Both	Direction to:	
	1. No Direction Required	X
	2. Dumfries and Galloway Council	
	3. NHS Dumfries and Galloway	
	4. Dumfries and Galloway Council and NHS Dumfries and Galloway	

SECTION 1: REPORT CONTENT

Title/Subject: Inequalities and Health Inequalities Steering Group Update

Meeting: Integration Joint Board

Date: 6th December 2019

Submitted By: Philip Myers, Health and Wellbeing Specialist

Action: For Noting

1. Introduction

- 1.1 This report provides an update on the Inequalities and Health Inequalities Steering Group and presents the Terms of Reference for the Steering Group, which is attached to this paper as **Appendix 1**.

2. Recommendations

2.1 The Integration Joint Board is asked to:

- **Note the Terms of Reference for the Inequalities and Health Inequalities Steering Group and current Group membership**

3. Background

- 3.1 National Health and Wellbeing Outcome 5 states 'Health and Social Care services contribute to reducing health inequalities'.
- 3.2 At the Integration Joint Board meeting held on 30th January 2019 a paper was presented to Members highlighting activity being undertaken by the Health and Social Care Partnership which contributes to reducing health inequalities.
- 3.3 The concept of creating an Inequalities and Health Inequalities Steering Group to drive forward action which can enhance our contribution to reducing health inequalities was highlighted in the paper.

4. Main Body of the Report

- 4.1 The role of the Steering Group is to develop and oversee the implementation of an Action Plan based on the principles identified in the two publications '*Maximising the role of Health and Social Care Partnerships in reducing health inequalities*' and '*Maximising the role of NHS Scotland in reducing health inequalities*'. The principles which will form the basis of the Action Plan are:

- Quality of services (with allocation of resources proportionate to need)

- Workforce (training staff in inequalities sensitive practice)
- Effective partnerships
- Employment/procurement
- Advocacy

- 4.2 Importantly, the Inequalities and Health Inequalities Steering Group will add value to existing work and link with groups such as the Equality and Diversity Programme Board, the Working Well Partnership Steering Group and wider work being developed through the Local Outcome Improvement Plan.
- 4.3 The Terms of Reference of the Steering Group has been developed and Membership of the Group scoped. The Group Membership is representative of the various services and functions of both the Health and Social Care Partnership and the NHS. The Terms of Reference are attached as Appendix 1.
- 4.4 The first meeting of the Steering Group has been scheduled for Tuesday 3rd December 2019. At this meeting an initial draft Action Plan will be presented to Group Members for discussion.
- 4.5 It is important to highlight that while the delivery of a dedicated Action Plan will be a core focus for the Steering Group the opportunity for the Steering Group to consider queries from Board and Health and Social Care Partnership services relating to health inequalities will be made available.

5. Conclusions

- 5.1 Based on the information provided, the Integration Joint Board is asked to note the update on the Inequalities and Health Inequalities Steering Group; including its Terms of Reference and current Membership.

SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS

6. Resource Implications

- 6.1 There are no direct resource implications associated with this paper. Where any resources implications are identified in the delivery of a supporting Inequalities and Health Inequalities Action Plan these will be discussed with Senior Managers and appropriate Committees.

7. Impact on Integration Joint Board Outcomes, Priorities and Policy

- 7.1 Undertaking work on health inequalities directly impacts on National Health and Wellbeing Outcome 5 – Health and Social Care services contribute to reducing health inequalities. Additionally, through focusing our work on reducing health inequalities we can demonstrate our contribution to the National Public Health Priorities, local outcomes detailed in the Local Outcomes Improvement Plan and local strategies such as the Housing Strategy and the Anti-Poverty Strategy.

8. Legal & Risk Implications

- 8.1 A failure to meet the requirements of the Equality Act 2010 could lead to legal action by the Equality and Human Rights Commission.
- 8.2 The 'Fairer Scotland Duty' also places a legal requirement on public bodies to consider socio-economic disadvantage at strategic level.
- 8.3 Under the requirements of the Community Empowerment Act (2015) there are a number of areas related to inequalities; including promoting effective engagement and participation to help communities achieve greater control and influence in the decisions and circumstances that affect their lives.

9. Consultation

- 9.1 Consultation with Senior Managers has informed the Inequalities and Health Inequalities Steering Group Terms of Reference and Group membership.

10. Equality and Human Rights Impact Assessment

- 10.1 An Impact Assessment is not required for this paper. The Work Plan for the Steering Group will be subjected to an Integrated Impact Assessment as it is developed. This will also consider any implications in relation to the Fairer Scotland Duty.

11. Glossary

IJB Integration Joint Board

APPENDIX 1

Inequalities and Health Inequalities Steering Group Terms of Reference

This paper sets out the scope/purpose and broad Terms of Reference of the *Inequalities and Health Inequalities Steering Group*.

1. Background

'Health and social services contribute to reducing inequalities.'

National Health and Wellbeing Outcome 5

Inequalities in health outcomes across our population remain a key challenge and have a significant impact on the demands on health and other services. Staff working in both health and social care settings will experience at first hand the effects of health inequalities and the impact of poor health outcomes on people and communities.

Health and Social Care Partnerships are required to produce and deliver strategic plans; they are continuously in a cycle of planning, implementing and reviewing their work. These planning, implementation and review processes provide the ideal opportunity to consider the actions to address inequalities and develop relevant measures.

The Health Equity Report (Marmot 2013) highlights evidence based principles which health professionals can adopt to ensure that NHS organisations strengthen their contribution to reducing health inequalities:

- Quality services with allocation of resources proportionate to need
- Training the workforce to understand their role in reducing inequalities
- Effective partnership across sectors to help reduce health inequalities
- Mitigation of inequalities through employment processes
- Mitigation of inequalities through procurement and commissioning processes
- Leadership and advocating to reduce health inequalities

In 2018 Health Scotland published two documents (these documents are based upon the principles highlighted by Marmot) which set out the role of NHS Boards and Health and Social Care Partnerships in reducing health inequalities:

- Maximising the role of NHSScotland in reducing health inequalities
- Maximising the role of Health and Social Care Partnerships in reducing health inequalities

At the NHS Dumfries and Galloway Board meeting held on 1st October 2018 and the Health and Social Care Senior Management team meeting held on 12th December 2018 Members agreed the establishment of an Inequalities and Health Inequalities Steering Group to take forward the development and implementation of an Action Plan which strengthens the organisations contribution to reducing health inequalities.

2. Scope/Purpose

The Steering Group will be concerned with the development, implementation and monitoring of an Action Plan which will enhance the NHS and Health and Social Care Partnership's contribution to reducing health inequalities.

3. Broad remit

In the main the Steering Group will adopt a strategic function. This will include overseeing the development of an Action Plan. A key remit of the Steering Group will be to ensure that the Action Plan is being implemented across

the organisation. In this respect there will be a requirement for the Steering Group to engage with existing groups and/or networks which have been identified as potential partners e.g. the Equality and Diversity Programme Board, the Working Well Partnership Steering Group and the various Committees and Management Teams of both the NHS Board and the Integration Joint Board.

Important aspects of the Action Plan will include consideration of and arrangements for:

- Impact Assessment
- Fairer Scotland Duty
- Health and Social Care Partnership Inequalities Performance Indicator
- Ensuring inequalities and health inequalities are considered within Programme Board Strategies and Plans (particularly the programme of the Sustainability and Modernisation Programme Board)
- Actions individual Directorates/teams can take to contribute to whole system approaches which seek to reduce inequalities
- Consideration of queries from Board and Health and Social Care Partnership services related to health inequalities

4. Leadership and support for the Inequalities and Health inequalities Steering Group

Leadership for the Inequalities and Health inequalities Steering Group will be provided by the Directorate of Public Health. Support in terms of administrative tasks will be provided by the Directorate of Public Health.

5. Membership

The current membership of the Steering Group is as follows (as of October 2019):

Name	Designation	Representing
Lynsey Fitzpatrick	Equality and Diversity Lead	Workforce Directorate
Lynda Forrest	Performance Manager and AHP Lead	Mental Health Services
Glen Graham	Commissioning Manager	Strategic Planning, Commissioning and Performance
Alyson Hogg	Head of Speech and Language Therapy – Children and Young People	Women, Children and Sexual Health Services
Jimmy Marshall	Social Work Manager – Annandale and Eskdale	Social Work
Fiona Montgomery	PA to General Manager Facilities and Clinical Support Services	Facilities and Clinical Support Services
Philip Myers	Health and Wellbeing Specialist	Public Health
George Noakes	Assistant Performance and Intelligence Manager	Strategic Planning, Commissioning and Performance
Diane Robertson	Clinical Nurse Manager	Acute and Diagnostics
Alison Solley	Health and Social Care Locality Manager	Community Health and Social Care Management Team
Graham Stewart	Deputy Director of Finance	Finance
Sharon Walker	H&SCP Assistant Locality Manager	H&SCP - Public Health Practitioners
TBC		Information Communication and Technology

The Steering Group membership will be reviewed on a regular basis.

Steering Group members will be required to contribute to the Action Plan in terms of its development and implementation. Furthermore, Steering Group members are expected to act as 'champions/agents of change' through promoting the concept of reducing health inequalities to their wider Directorate and teams.

6. Proposed Working Arrangements

Frequency of Meetings

It is proposed that the Steering Group will meet no more frequently than quarterly (although in the early planning and scoping stages there will be a requirement to meet on a more frequent basis). The work of the Steering Group will be on-going and it is anticipated will ultimately become integrated within core aspects of the business of the organisation.

7. Governance Reporting and Arrangements

It is proposed that the Steering Group will report progress to the following committees:

- NHS Dumfries and Galloway Board
- Integration Joint Board
- NHS D&G Management Team
- Health and Social Care Management/Senior Team

Agendas and minutes from meetings will be produced and these will be made available on the NHS Dumfries and Galloway/DG Change intranet site.

8. Developing an Action Plan

The Steering Group will develop (and review on an ongoing basis) an Action Plan which sets out a range of actions which will support NHS Dumfries and Galloway and the Health and Social Care Partnership to make clear outcome focused contributions to reducing inequalities and health inequalities.

There is a clear need to ensure that this Action Plan is realistic and achievable in relation to the resources available to deliver it.

There will be a requirement for the Action Plan to identify and link with existing local programmes and delivery structures which 'fit' with the broad strategic vision of reducing health inequalities.

Priorities for action will be based on an understanding of current evidence, activity and outcome measures; these measures should demonstrate and measure the impact of the work being undertaken. This includes the requirement to demonstrate contributions to certain local and national performance targets.

A regular review of the work programme and priorities will be important since requirements and the availability of resources is likely to change over time.

9. Communications/Consultation

It is proposed that the Steering Group consider ways in which all interested stakeholders can be kept informed of developments.

Use of existing staff communication mechanisms e.g. CORE Briefing, the intranet and team meetings should be used to inform staff of developments.

10. Links with External Partners

Adopting a whole system approach is important if we want to be most effective in tackling inequalities and health inequalities. Therefore, consideration will be given to how relationships with partners can be enhanced to ensure our work links with wider work on inequalities in Dumfries and Galloway.

References

Marmot M (2013), Working for Health Equity: The Role of Health Professionals, UCL Institute of Health Equity, Department of Epidemiology and Public Health

Health Scotland (2018), Maximising the role of NHSScotland in reducing health inequalities

Health Scotland (2019), Maximising the role of Health and Social Care Partnerships in reducing health inequalities

Dated: 8th October 2019