

Sharing the Learning – Implementing the Equality Delivery System for the NHS – EDS/EDS2

Your details	
Organisation: <i>Name and type of organisation</i>	NHS Midlands and Lancashire CSU & Blackpool CCG
Job titles:	Executive Nurse – Blackpool CCG, Head of Equality & Inclusion & Interim E&I Programme Manager
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What are your organisation's Equality Objectives? If published, please include the web link:	Objective 1: Improving lives of local people and patients Objective 2: Inclusive leadership and represented and supported workforce http://blackpoolccg.nhs.uk/public-information/equality-and-diversity/

Title of Case Study:	
Eye Health Awareness	
Which EDS Goal does your case study relate to? <i>Please tick all that apply</i>	Which protected characteristic(s) are covered by your case study? <i>Please tick all that apply</i>
<input checked="" type="checkbox"/> Better health outcomes <input checked="" type="checkbox"/> Improved patient access and experience <input type="checkbox"/> A representative and supported workforce <input type="checkbox"/> Inclusive leadership	<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Gender reassignment <input type="checkbox"/> Marriage and civil partnership <input type="checkbox"/> Pregnancy and maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or belief <input type="checkbox"/> Sex <input type="checkbox"/> Sexual orientation
Background information about EDS activity in your organisation:	
<i>Include a brief summary of how EDS/EDS2 is implemented in your organisation, including positives and challenges, e.g. joint grading with local interests etc.</i>	

Blackpool CCG held an economy wide EDS2 grading assessment session which included Blackpool, Fylde & Wyre CCG and Blackpool Teaching Hospital NHS Foundation Trust and this was on 27th March & 4th June 2014 for goals 1,2 and 4 and is taking place in October 2014 for staff re goals 3 & 4. The grading activity is facilitated by the Equality & Inclusion Team from NHS Midlands and Lancashire CSU, who were responsible for bringing together local interests and supporting the CCGs to gather and present their evidence. The CCGs Patient and Public Involvement committee is responsible for overseeing the grading and providing a governance framework for reporting through to the Governing Body of the CCG.

1. A number of local interest groups and organisations attended the grading event including representation from across the 9 protected characteristic groups.
2. All local interest representatives were provided with training around EDS2 to ensure they understood their role and the commitment to the grading in February 2014.

Positives:

3. Taking a health economy approach (but this did bring with it some challenges in relation to amount of evidence being presented in one go – however learning is that in future the organisations will look at pathways and show a joined approach to this across the health economy for the joint event)
4. Using the electronic grading pads this allowed everyone in the room to actively have their vote registered with opportunity for individuals to make comments either verbal or written re the grading process, evidence presented or other recommendations which were captured by the facilitators.

The challenges were around:

5. Ensuring the evidence was presented in simple English and in alternative formats e.g. large font, audio etc.
6. 3 organisations at the same time was a bit mind blowing for the graders see above
7. Ensuring graders were able to look across all protected groups rather than just the ones they were representing.
8. The grading panel proposed to become a reference group which was been welcomed by the CCG and plans will be developed in order to take this forward.
9. The CCG in-conjunction with Empowerment Charity produced a video on Dementia and Learning Disability Service Users.

The video link shown below have been uploaded on Youtube [double click to view].

<https://www.youtube.com/watch?v=hU5SOBTLpnQ>

https://www.youtube.com/watch?v=HZH_FpHsoKY

<https://www.youtube.com/watch?v=wLBszanKOBQ>

What are you proud of and how has this benefited patients and/or staff?

Include any outcomes for patients, communities or staff.

- The grading has led to some specific work around Eye Health Awareness which the CCG has supported. <http://altogethernowblackpool.com/dont-lose-sight-of-the-things-you-love/>

How was this achieved?

Include any challenges or barriers to overcome, any partnership working or creative and innovative approaches.

The CCG and the Interim E&I Programme Manager worked with Blackpool Low Vision Group to develop an action plan for raising Eye Health Awareness.

The Health Strategy Group (including members of the CCG, E&I and the Low Vision Group) met to plan and agree ideas and suggestions for the Awareness week beginning 22 Sept 2014 which included:

- 1) Event/stall placed at the Town centre to raise awareness around eye health
- 2) Link with Wellness team and smoking cessation team to see if they can include eye health as part of their screening
- 3) Create a leaflet which can be used to raise awareness around eye health and for wider



Eye Health
leafletBangla.pdf

publicity and promotion leaflets were developed with the low vision group in large font and in alternative languages where it had been show there were issues re eye health.

- 4) To promote Eye Health Awareness week, include information in the following: talking news, GP practices, Radio, Website etc.
- 5) Utilise CCG links with GP practices to raise awareness of Eye Health
- 6) Include eye health question in health reviews /medication/new patient induction pacts
- 7) Are their guidelines for GP around eye health? If not work with GP representative to develop these.

Top tips:

What learning could other organisations take from your example above?