

NELCCG
Engagement Equality Monitoring Report
2018-19



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Introduction

North East Lincolnshire Clinical Commissioning Group (CCG) is committed to ensuring equality and diversity is a priority when planning and commissioning health and social care services.

Equality and Diversity is about making sure where necessary we have measures in place to support the nine protected groups to meet their individual needs.

The protected characteristics covered by the Equality Duty are:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil partnerships (but only in respect of eliminating unlawful discrimination)
- Pregnancy & Maternity
- Race
- Religion & Beliefs (this includes ethnic or national origins, colour or nationality)
- Sex
- Sexual Orientation

Consideration is also given to other groups who could be described as 'hard to reach' when planning and delivering services.

North East Lincolnshire CCG is working hard to ensure not only that its services are appropriate and accessible for all members of our community but that no one is disadvantaged or discriminated against by the services we put in place.

Data collection process

How the data is gathered:

- Surveys - 'About you' section
- Equality monitoring forms from events, workshops and focus groups
- Accord membership equality searches (database)

The data collected is used to monitor the diversity of the people we engage with and compare it with National data. Quantitative data is gathered from general equality questions, and qualitative data from the free text sections where people can leave comments in response to the following questions:

*Do you have any examples of where you feel that your access to and/or communication with local health services has been **AFFECTED** by your equality characteristic (e.g. your race, disability, sexual orientation, etc.)?*

*Do you have any examples of where you feel that your equality characteristic (e.g. your race, disability, sexual orientation, etc.) has been **CONSIDERED AND/OR IMPROVED** your access to and/or communication with local health services?*

Purpose

The CCG aims to engage residents who are representative of the diverse North East Lincolnshire (NEL) population and the data collected helps to identify where we need to focus our future engagement.

Equality Delivery System

The CCG is guided by the Equality Delivery System 2 (EDS2) which is a toolkit that supports NHS organisations to respond to the public sector equality duty.

This equality monitoring report enables the CCG and our stakeholders to assess how well we are engaging with local stakeholders to determine what steps we need to take to improve and ensure that all of our communities are involved in important decisions about the planning, commissioning and delivery of health care services.

2018-19 data collection

At events

- Annual Members' Meeting September 2018 - daytime
- Members' Twilight session September 2018 - evening
- Way Forward March 2019- daytime
- Way Forward Twilight March 2019- evening

Overview of the statistical data collected

North East Lincolnshire CCG collects statistical data on the people it engages with through public meetings, surveys and via its membership scheme – Accord. This data is then compared with publicly available information, predominantly using the 2011 Census as a baseline figure in order to assess whether we are engaging with a wide spectrum of the community in North East Lincolnshire.

In this section of the report, each protected characteristic will be analysed individually.

Gender/ Sex

According to the most recently available information; the 2011 Census, the population of North East Lincolnshire is split relatively evenly in terms of gender, however there is a slightly greater proportion of people (51%) identifying as female.

The data collected by NELCCG further supports the fact that there are a greater proportion of females to males, however in many cases; the gap between females & males who engage with the CCG is shown to be greater. For example, as of 31st March 2019, 68.5% of Accord members identified as 'female', 30.8% as 'male', 0.7% as 'prefer not to say'.

The gap between females and males is also seen at the day time engagement events. The Annual members' meeting (AMM) had 62% female and 32% male attendees and the Way Forward event had 72% female and 23% male attendees with other attendees saying they preferred not to disclose their gender. However, at the twilight sessions (bitesize versions of the day time events) there were more males than females (AMM twilight 37% female and 63% male; Way Forward twilight 33% female and 67% male).

Gender Re-assignment

Data in relation to this protected characteristic is limited.

It has been identified by the National Institute of Economic and Social Research (NIESR) that there are gaps in relation to the evidence base for assessing inequality experienced by LGBT people in the UK. They do note, however, that research suggests that LGBT people in many areas of public life continue to experience inequality.

At present, the Accord membership database does not record individual's gender reassignment status.

At the events that took place in 2018-19 (identified on page 2), only 1 attendee who completed an equality monitoring form stated that they have or intend to go through part of the process to change from the sex they were described as at birth. The CCG have identified that links to local LGBT groups need to be strengthened to improve equality of opportunity.

Sexual Orientation

As described above, data in relation to sexual orientation and gender reassignment (LGBT data) is limited.

From the Annual Population Survey, the Office for National Statistics estimate that 0.9% of the population in the Yorkshire and Humber area identify as gay or lesbian compared to an estimated 1.3% of the UK as a whole. The ONS estimate that 0.9% of the population in the Yorkshire and Humber area identify as bisexual compared to an estimated 0.7% of the UK as a whole.

This information is not collected on the Accord database.

At the events that took place in 2018-19 (identified on page 2), 6% of attendees who completed an equality monitoring form at the daytime Annual Members' Meeting identified as gay/ lesbian. Nobody identified as gay/ lesbian at the other events and nobody stated their sexual orientation to be bisexual at any of the events.

However, it is acknowledged that many people consider their sexual orientation as more 'private' than other characteristics for monitoring purposes (Equality and Human Rights Commission). Conversely, research conducted by the LGBT Foundation indicated that 90-95% of people (both LGB and heterosexual) would disclose their sexual orientation if they understood why it was being collected. This supports the emphasis the CCG continue to place on continuing to ensure that equality monitoring forms are worded clearly when explaining why we collect this information (NHS England, 2017).

Age

When looking at age, the Accord membership covers a wide spectrum of ages and compares favourably with the Census (see Table 1). However, when considering the ages of the people who attend CCG engagement events and who take part in consultations and other engagement opportunities, it is often the case that limited responses/attendance from people of college & working age is received.

Table 2 shows the age breakdown for the 2019 Way Forward Event which highlights that the 18-24 and 25-44 age groups were especially under-represented at our events.

This data therefore suggests that a priority for the next year is to focus on strengthening links with colleges and employers to increase the engagement interactions with younger groups to ensure we are hearing the voices from a representative sample of the North East Lincolnshire population.

Table 1- Age Comparison between the 2011 Census and the Accord Membership

Age Groups	Accord membership as at 31 st March 2019 (rounded up or down to nearest 1 as appropriate)	2011 Local Census (rounded up or down to nearest 1 as appropriate)
Under 18	0%	22%
18-24	8%	9%
25-44	22%	25%
45-64	29%	27%
65-74	18%	9%
75-84	10%	6%
85+	4%	2%
Prefer not to say	9%	N/A

Table 2- Age Breakdown for the 2019 Way Forward Event

	Under 18	18-24	25-44	45-64	65-74	75-84	85+	PNS
Local Census 2011	22%	9%	25%	27%	9%	6%	2%	N/A
The Way Forward Event	-	5%	2%	33%	30%	18%		12%
Twilight Event	-			25%	67%	8%		

Disability

The 2012/13 Annual Population Survey indicates that 20.1% of the working age (16-64) population of North East Lincolnshire have a known disability. More women have a disability (22%) than men (18.2%). This is broadly in line with national figures.

At the time of the 2011 census, 9.3% of the North East Lincolnshire population felt that their daily activities were significantly limited due to a health condition or disability. 26.8% of all households in North East Lincolnshire had at least one person with a long-term health problem or disability.

16.9% of Accord members have stated they are disabled when they registered as a member which is slightly lower than the available North East Lincolnshire data.

Table 3 below shows the percentages of attendees at each event held in 2018-19 who stated they were disabled compared to the 2012/13 Annual Population Survey statistic of people living with a disability in North East Lincolnshire. The percentage of event attendees who stated they are disabled is higher than the 2012/13 Annual Population data.

Table 3- Comparison between the 2012/13 Annual Population Survey and the 2018-19 Engagement events in relation to disability

Event and percentage of attendees who stated they are disabled	2012/13 Annual Population Survey
Annual Members' Meeting September 2018 (29%)	20.1%
Members' Twilight session September 2018 (25%)	20.1%
Way Forward March 2019 (18%)	20.1%
Way Forward Twilight session March 2019 (42%)	20.1%

Marriage and Civil Partnerships

At the time of the 2011 census, 45.2% of the North East Lincolnshire population were married and 33.1% were single (and never married) which is slightly lower than the average in the Yorkshire and Humber region and England as a whole. 11.2% of the population were divorced at the time of the census which is higher than the Yorkshire and Humber regional average (9.3%) and England as a whole (9%).

The 2011 Census estimated 8 persons in a registered same-sex civil partnership. The rate of partnerships formations taking place in North East Lincolnshire has followed the national and regional trends but at a lower level.

We do not record this equality strand on the Accord database or ask this question in the equality monitoring form at events.

Pregnancy and Maternity

In 2018, there were 1,705 births in North East Lincolnshire which is lower than the previous year.

We do not record this equality strand on the Accord database or ask this question in the equality monitoring form at events.

However, we do maintain a database which includes contacts of local stakeholders, groups and organisations including those representing groups with protected characteristics. Information is regularly sent to all contacts within the database detailing all current opportunities to get involved. The database includes groups with a focus on this characteristic.

Race

95.4% of the resident population of NEL are White British. The largest ethnic group in NEL is Other White, with 1.7% of the overall population.

The proportion of ethnic minorities in NEL (4.6%) is significantly lower than seen in the Yorkshire and Humber region (14.2%) and in England as a whole (20.2%).

The Accord database is broadly reflective of the local picture in terms of race and is detailed in table 4 below.

Table 4- Comparison between 2011 Census data, the Accord membership and Events demographic in relation to race.

Ethnicity	2011 Census data for North East Lincolnshire	Accord membership
White British	95.38%	92.8%
White Irish	0.26%	-
Other White ethnic group	1.72%	-
Mixed white and black Caribbean ethnic group	0.24%	0.4%
Mixed white and black African ethnic group	0.1%	
Mixed white and Asian ethnic group	0.23%	
Other mixed ethnic group	0.17%	
Indian ethnic group	0.32%	-
Pakistani ethnic group	0.12%	-
Bangladeshi ethnic group	0.17%	-
Other Asian ethnic group	0.34%	-
Asian British	-	0.7%
Black Caribbean ethnic group	0.04%	-
Black African ethnic group	0.19%	-
Black British	-	0.5%
Other black ethnic group	0.02%	-
Chinese ethnic group	0.38%	0%
Any other ethnic group	0.13%	0.1%
White Gypsy or Irish traveller ethnic group	0.02%	-
Arab ethnic group	0.17%	-
Prefer not to disclose	-	5.5%

At the events that were held in 2018/19 all attendees stated their ethnicity to be white. However, some attendees selected the 'Prefer not to say' (PNS) box or did not respond.

Religion and Beliefs- including ethnic or national origins, colour or nationality

According to the 2011 census, 60.7% of North East Lincolnshire residents are Christian. 30.4% of residents stated they had no religion which is above comparator groups in England (24.7%) and the Yorkshire and Humber region (25.9%).

We do not record this equality strand on the Accord database.

We do collect this information at our events which we have outlined below in Table 5.

Table 5- Comparison between 2011 Census data and Events demographics in relation to religion

Event	Religion (with percentage of NEL population as per 2011 census)								
	Christian (60.67%)	Buddhist (0.22%)	Hindu (0.24%)	Jewish (0.04%)	Muslim (0.83%)	Sikh (0.10%)	Other religion (0.33%)	No religion (30.37%)	Not stated or PNS (7.19%)
AMM	74%	3%					16%		
AMM twilight	50%						37%		13%
Way Forward	60%	2%					23%		15%
Way Forward twilight	83%						17%		

As outlined in table 5, the most common religion at all events was Christian. It is pertinent to note that the majority of attendees who selected the 'other religion' option on the equality monitoring form stated they had no religion. The data highlights that other religions (Hindu, Jewish, Muslim and Sikh) were under-represented at our events.

Summary and Next Steps

In comparison to previous equality and diversity monitoring reports, this report does not contain as much qualitative data because there was not any surveys in 2018-19. In addition to this, there were no comments received in relation to the questions on the equality monitoring forms (highlighted on page 3 of this report) at any of the events.

The key findings from this report affirms the need for NELCCG to look at how we can potentially improve our engagement with:

- Males
- LBGT Community
- Age groups 18-24 and 25-44
- Religious groups such as: Hindu, Jewish, Muslim and Sikh
- Ethnic groups attending our events

We have now identified some key actions for the next 2 years which are as follows:

- Continue to update our stakeholder database and form relationships with different community groups placing emphasis on the groups identified above.
- Continue to recruit Accord members through community outreach and going to the places where other disadvantaged groups as outlined in the EDS2 guidance are (eg

people who are homeless, unemployed or geographically isolated to name a few) to make sure nobody is left out of the conversation.

- Strengthen links with colleges and local employers to boost engagement with the 18-24 and 25-44 age groups.
- Increase the diversity of ethnic groups attending our events.
- As data is limited in relation to the LGBT community we will form links with local LGBT groups to promote equality of opportunity.
- Review the equality monitoring forms to ensure that they clearly explain why we are collecting this data.
- Consider whether we need to collect more data in relation to some of the protected characteristics that are not recorded on the Accord database (eg marital status and religion).

This report has been agreed by the CCG's Equality and Diversity Core Group.

References

Equality and Human Rights Commission:

<https://www.equalityhumanrights.com/sites/default/files/research-paper-improving-sexual-orientation-monitoring.pdf>

Equality Delivery System 2 Guidance: <https://www.england.nhs.uk/wp-content/uploads/2013/11/eds-nov131.pdf>

NHS England (2017) <https://www.england.nhs.uk/wp-content/uploads/2017/10/sexual-orientation-monitoring-full-specification.pdf>

North East Lincolnshire Data Observatory: <http://www.nelincsdata.net/>

Office For National Statistics:

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2017>