

NELCCG
Engagement Equality Monitoring Report
2019-20



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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 (no monitoring form responders answered these in 2019/20):

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.

2019-20 data collection

At events

- Getting Better Together Meeting September 2019 - daytime
- Getting Better Together Twilight session September 2019 – evening

Surveys

- Children and Young People's (CYP) Bowel and Bladder Survey- May to July 2019

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 2020, 68.8% of Accord members identified as 'female', 30.6% as 'male', 0.6% as 'prefer not to say'.

However, at our meetings this year, we have seen a gender split opposite to our Accord membership. At both our daytime and evening 'Getting Better Together' meetings we had a greater number of male attendees than females (Day time 67% male/ 33% female and Twilight 63% male/ 37% female). This was opposite to last year's monitoring report which showed a greater number of females attending the daytime events. This year we have noted a greater number of males attending the evening sessions which is the same as last year. It is pertinent to highlight that we did not receive a high number of equality monitoring forms which may have had an impact on the data.

The responses from the surveys completed for the CYP Bowel and Bladder review highlighted a significant gender split with 94% of respondents stating their gender as female and 6% as 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 2019-20 (identified on page 2), 2 attendees 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.

In 2019-20 the CCG have been strengthening their links to local LGBT groups 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 (ONS) 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 'Getting Better Together' daytime event, of the attendees who completed an equality monitoring form, 100% of attendees identified as heterosexual. At the twilight event, 25% of attendees stated their sexual orientation to be gay/lesbian with 75% stating they are heterosexual.

Of the respondents who completed the equality monitoring section of the CYP Bowel and Bladder survey, 90% stated they were heterosexual, 3% stated their orientation to be gay/lesbian, 3% stated bisexual and 4% said they would prefer not to disclose that information.

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 Getting Better Together event which highlights that the 18-24 and 25-44 age groups were especially under-represented at our events. However, as mentioned earlier, it is pertinent to highlight that we did not receive a high number of equality monitoring forms back at our events which may affect the data slightly.

This data does suggest 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 31st March 2020 (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	4%	9%
25-44	25%	25%
45-64	29%	27%
65-74	18%	9%
75-84	11%	6%
85+	5%	2%
Prefer not to say	8%	N/A

Table 2- Age Breakdown for the 2019 Getting Better Together 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
Getting Better Together Event	-			33.3%	33.3%	33.3%		
Twilight Event	-		12.5%	12.5%	50%	25%		

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.

17.2% 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 2019-20 and the responses from the CYP bowel and bladder survey 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 attendees who came to the daytime session and stated they are disabled is higher than the 2012/13 Annual Population data. The responses to the CYP Bowel and Bladder survey with regards to disability also highlighted a greater number of responders stating they had a disability when compared to the annual population data.

Table 3- Comparison between the 2012/13 Annual Population Survey and 2019-20 Engagement in relation to disability

Event and percentage of attendees who stated they are disabled	2012/13 Annual Population Survey
Getting Better Together daytime event 2019 (33%)	20.1%
Twilight session September 2019 (12%)	20.1%
CYP Bowel and Bladder Survey (32%)	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 (data not yet available for 2019/20).

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%	93%
White Irish	0.26%	-
Other White ethnic group	1.72%	-
Mixed white and black Caribbean ethnic group	0.24%	0.1%
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	-	0.6%
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%
White Gypsy or Irish traveller ethnic group	0.02%	-
Arab ethnic group	0.17%	-
Prefer not to disclose	-	5.8%

At the events that were held in 2019/20 all attendees stated their ethnicity to be white which suggests that other ethnic groups are under-represented at engagement events.

94% of people who completed the equality monitoring section of the CYP Bowel and Bladder survey stated their ethnicity to be white; 3% stated their ethnicity to be Black British and 3% stated their ethnicity to be mixed.

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%)
Getting Better Together	67%							33%	
Twilight	75%								25%
CYP Bowel & Bladder	94%					6%			

As outlined in table 5, the most common religion for all the engagement in 2019/20 was Christian. The data highlights that other religions (Hindu, Jewish, Muslim and Sikh) were under-represented at our events.

Development and Launch of ‘Talking, Listening, Working Together’

In 2019, the CCG, council, members of the community and representatives from local Voluntary, Community and Social Enterprise (VCSE) Sector created the North East Lincolnshire Commitment – a set of principles for how we will talk, listen and work together with our communities.

In order to produce the commitment, we wanted to ensure we met with as many members of the community as possible, therefore, we went to several groups and places within the community to get people’s views about how we should do things in North East Lincolnshire.

The groups and places we visited included:

- The Carer’s Forum
- Young Carer’s group
- Engagement Officer’s Network
- Accord Steering Group
- Patient Participation Group’s Chairs
- MS Society
- Older People’s Advice Day
- Friendship at Home Group
- Addaction
- ‘One Voice’ Immingham
- Centre4 and the Community Shop
- Grimsby Institute, local markets and libraries
- Coffee mornings

Equality Impact Assessment Panel

We know that hearing the views of the people in our community helps us to plan and buy services that meet the needs of local people. One way that we do this is through our Equality Impact Assessment panel. Our panel, made up of community members, meet regularly to help the CCG to ensure that their plans, service changes and policies do not have a negative impact on local people, particularly those with protected characteristics.

In 2019/20 our panel considered 10 equality impact assessments which included the primary care strategy, the adult services strategy, the engagement strategy and a number of policies for the CCG workforce including the transgender support for staff policy. 100% of the equality impact assessments in 2019/20 were approved. Whilst these were approved, our panel requested for some of them that more equality data should be used in conjunction with the assessment.

In addition to the protected characteristics included in the Equality Act, our panel also consider deprivation as a characteristic. Following the engagement and subsequent launch of the engagement strategy 'Talking, Listening and Working Together' the panel now also consider the impact on unpaid carers.

Summary and Next Steps

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

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

In the 2018/19 report we identified some key actions for 2 years. The actions are included in Table 6 alongside progress made since the 2018/19 report.

Table 6- Two Year Action Plan and Progress

Actions identified in 2018/19	Progress made since 2018/19
Continue to update our stakeholder database and form relationships with different community groups placing emphasis on the groups identified above	Work is ongoing with the stakeholder database and new groups are being added as and when links are made.
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.	In 2019/20 we have recruited 35 new members to Accord compared to 19 members in 2018/19. We have been researching new groups and places in the community to attend to boost our community outreach.
Strengthen links with colleges and local employers to boost engagement with the 18-24 and 25-44 age groups.	The engagement team have significantly boosted engagement with the Grimsby Institute and attended several events at the college to promote Accord. We have held a focus group with students about how we should improve our engage with them.
Increase the diversity of ethnic groups attending our events.	According to the data highlighted in this report, this action needs further work.
As data is limited in relation to the LGBT community we will form links with local LGBT groups to promote equality of opportunity.	New links have been made with LGBT groups in North East Lincolnshire and attendance at LGBT events. Good progress has been made.
Review the equality monitoring forms to ensure that they clearly explain why we are collecting this data.	This action needs to be taken in the next year.

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 action needs to be taken in the next year.
New action for 2019/20 Gather more data and insight about unpaid carers and deprivation to support equalities analysis and the CCG to meet 'due regard'.	

This report has been received by the Union 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>