

NELCCG
Engagement Equality Monitoring Report
2020-21



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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. In addition to the characteristics protected by the Equality Duty, in North East Lincolnshire we also consider five more characteristics:

- Veteran status
- Poverty
- Unpaid Carers
- Care Leaver
- Looked After Children

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.

We invite people who engage with us to help us to do this by collecting this information in a number of ways

- 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?*

There were no responses received to either of these questions.

- *We want to shape services around the diverse needs of our population. Are there any issues you think we need to consider in relation to diverse needs? (For example: Race, Gender, Disability, Age, Sexual Orientation & Religion and Belief*

This question was asked as part of the Young People's Occupational Therapy & Speech and Language Therapy surveys – a small number of people responded to this question, and the responses will be included in the feedback report.

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 our communities are involved in important decisions about the planning, commissioning, and delivery of health care services.

2020-21 data collection

At events – during 2020/21, the CCG was unable to host its two annual engagement events, Way Forward and Getting Better Together, in their usual face-to-face formats. We engaged with our Accord Steering Group who advised that an online alternative should be considered, to ensure that the public were kept informed of developments through the Pandemic. A short survey was launched for Accord members to identify their preferred platform (Zoom, Teams etc.) for accessing online events; with Zoom being the most popular choice.

At the time, the Zoom platform was not supported by the CCG or Council, and it was the policy of both organisations not to use it. To ensure that our events were in the most accessible format for our communities, the Engagement Team worked with the CCGs Digital Team who identified an external provider who could host Zoom events for us. In September

we hosted our Getting Better Together event virtually on Zoom, followed by further events in January & March 2021.

- Getting Better Together Meeting September 2020
- 2021 – The Year Ahead For your local NHS – January 2021
- Way Forward 2021 March – 2021

Surveys

- Adult Social Care Direct Payment consultation
- Adult Social Care Direct Payment consultation – non recipients
- NEL Speech and Language Therapy survey
- NEL Children and Young People OT survey
- Humber Primary Care survey
- Humber, Coast & Vale Accident & Emergency survey

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 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 2021, 69.9% of Accord members identified as 'female', 29.4% as 'male', 0.7% as 'prefer not to say'.

This was similar data to what was recorded at our events, The majority identifying as female.

The 'Getting Better Together' event was attended by 89 % female and 11% male.

The '2021 – The year ahead for your local NHS event' was attended by 64.3% female identified and 35.7% by those who identify as male

The Way Forward event 2021 was attended by 66.7% female identified and 33.3% by those who identify as male

This was opposite to last year's monitoring report which showed a greater number of males attending the events.

The responses from the surveys completed for the Adult Social Care Direct Payment consultation were 62.9.3% of respondents stating their gender as female, 35.5% identifying as male and 1.6% as prefer not to say.

The responses from the surveys completed for the Adult Social Care Direct Payment consultation – non recipients highlighted a significant gender split with 83.3% of respondents stating their gender as female and 16.7% as prefer not to say.

Responses for the NEL Speech and Language Therapy survey showed a 50/50 split between those who stated male and female.

The NEL Children and Young People OT survey respondents highlighted a gender split with 80% of respondents stating they were male and 20% stating their gender as female.

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.

In this report for 2019/20, it was noted that work had been taking place to strengthen the links between the CCG and local LGBT groups to improve equality of opportunity. At the start of 2020, this work was starting to show tangible results, with the CCG being invited to attend several events & meetings for the LGBT community. The Covid-19 pandemic has significantly hampered efforts to further develop these links during 2020-21, due to restrictions on face-to-face gatherings and the impact of social distancing.

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 1.8% of the population in the Yorkshire and Humber area identify as gay, lesbian, or bisexual compared to an estimated 2.7% of the UK as a whole.

This information is not collected on the Accord database.

At the 'Getting Better Together' event, of the attendees who completed an equality monitoring form, 89% of attendees identified as heterosexual and 11% of attendees stated their sexual orientation to be gay/lesbian.

At the '2021 The year ahead for your local NHS' event, of the attendees who completed an equality monitoring form, 92.9% of attendees identified as heterosexual and 7.1% of attendees preferred not to say.

At the 'Way Forward 2021' event, of the attendees who completed an equality monitoring form, 100% of attendees identified as heterosexual.

Of the respondents who completed the equality monitoring section of the Adult Social Care Direct Payment consultation, 94.5% stated they were heterosexual, 1.8% stated bisexual and 3.6% said stated other.

The respondents who completed the equality monitoring section of the Adult Social Care Direct Payment consultation (non-recipients) 90.9.% stated they were heterosexual, and 9.1% said stated 'other'.

In the North East Lincolnshire Children and Young People Occupational Therapy survey 70% stated they were heterosexual and 30% preferred not to say.

In the North East Lincolnshire Speech and Language Therapy survey 88% stated they were heterosexual and 12% preferred not to say

It is acknowledged that many people consider their sexual orientation as more 'private' than other characteristics for monitoring purposes (Equality and Human Rights Commission¹). Conversely, research conducted by the LGBT Foundation² indicated that 90-95% of people (both LGB and heterosexual) would disclose their sexual orientation if they understood the reason why it was being collected. The CCG's monitoring form explains this clearly:

It is important to us to know whether we are supporting or providing services fairly to all groups of people. These questions are intended to help us to find out about that. The information you give us will be kept confidentially and stored securely and will only be used to monitor the fairness and effectiveness of our service delivery and employment practices. No personal information which can identify you, such as your name or address, will be used in producing equality reports. You do not have to complete this form or some of the questions if you do not want to and it will not affect your access to services or how we treat you. Thank you.

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 2020 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

¹ https://www.equalityhumanrights.com/sites/default/files/research-summary-40-moving-forward-putting-sexual-orientation-in-public-domain_0.pdf

² <https://dxfy8lrzbpwyr.cloudfront.net/Files/d1edc08d-1514-4df8-8bf0-ebc97a79e4e0/If%2520We%25E2%2580%2599re%2520Not%2520Counted%2c%2520We%2520Don%25E2%2580%2599t%2520Count%2520FINAL.pdf>

high number of equality monitoring forms back at our events which may affect the data slightly.

In the 2018/19 & 2019/20 reports, it was identified that work needed to take place to strengthen links with younger people. In the 12 months prior to the Covid19 pandemic the CCG had started to work closely with local education providers, in particular the Grimsby Institute, to try and develop stronger links with young people. This work during 2019 involved the CCG attending events to speak with students about local health and care services and promoting the opportunities for them to get involved in their development. As the region starts to come out of the Covid pandemic, resuming this work will be an important task to strengthen the organisations links with younger people in North East Lincolnshire.

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

Age Groups	Accord membership as of 31 st March 2021 (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	34%	25%
45-64	29%	27%
65-74	16%	9%
75-84	8%	6%
85+	2%	2%
Prefer not to say	7%	N/A

Table 2- Age Breakdown for the 2020/21 Events

	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 2020	-	-	-	33.0%	44.0%	11%	-	11%
2021 The Year Ahead	7.1%	7.1%	-	21.4%	57.1%	7.1%	-	-
Way Forward 2021				33%	33%	33%		

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.

15.7% 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 2020-21 and the responses from consultations and surveys 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 Getting Better together event and stated they are disabled is higher than the 2012/13 Annual Population data. While the other two events were lower than the Annual population data.

The responses to consultations and surveys 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 2020-21
Engagement in relation to disability

Event and percentage of attendees who stated they are disabled	2012/13 Annual Population Survey
Getting Better Together event 2020 (33%)	20.1%
2021 – The year ahead for your local NHS (7.1%)	20.1%
Way Forward 2021 (11%)	20.1%
Adult Social Care Direct Payment Recipients Consultation (78%)	20.1%
Adult Social Care Direct Payment Recipients Consultation – non receipts (28.6%)	20.1%
NEL Children and Young People OT survey (100%)	20.1%
EL Speech and Language Therapy survey (82%)	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.

The Union Equality & Diversity Core Group agreed in 2020 that from April 2021, surveys (including those from the CCG) will include a question asking respondents to voluntarily disclose their relationship status. Therefore, future reports will include this aggregated data. However, this data will not be available for the Accord membership database.

Pregnancy and Maternity

In 2020, there were 1573 births in North East Lincolnshire. This is a reduction on the figure for 2019 (1669) and 2018 (1705)

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%	92.3%
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	-	0.6%
Black Caribbean ethnic group	0.04%	-
Black African ethnic group	0.19%	-
Black British	-	0.7%
Other black ethnic group	0.02%	-
Chinese ethnic group	0.38%	0%
Any other ethnic group	0.13%	0.2%
White Gypsy or Irish traveller ethnic group	0.02%	-
Arab ethnic group	0.17%	-
Prefer not to disclose	-	6.4%

At the events that were held in 2020/21 all attendees stated their ethnicity to be white which suggests that other ethnic groups are under-represented at engagement events.

98.4% of people who completed the equality monitoring section of the Adult Social Care Direct Payment consultation, stated their ethnicity to be white; 1.6% stated their ethnicity to be Asian British.

100% of those who completed a monitoring form for the Adult Social Care Direct Payment consultation – non recipients stated their ethnicity as White British.

100% of people who completed the equality monitoring form section of both the NEL Speech and Language Therapy survey and the NEL Children and Young People OT survey stated they were White British.

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%	11%					22%	33%	
The Year ahead	57.1%						28.6%	14.3%	
Way Forward 2021	67%							11%	22%

As outlined in table 5, the most common religion for all the engagement in 2020/21 was Christian. The data highlights that other religions (Hindu, Jewish, Muslim and Sikh) were under-represented at our events.

‘Talking, Listening, Working Together’

In 2019, the CCG, Council, representatives from the local Voluntary, Community & Social Enterprise (VCSE) Sector, and members of the local community worked together to develop the North East Lincolnshire Commitment – a set of principles for how organisations in the area will be ‘Talking, Listening and Working Together’ with our communities. This group undertook wide ranging engagement across the borough during the summer of 2019 to speak with people in all corners of our community and has now been tasked with overseeing the implementation and ongoing monitoring of the ‘Talking, Listening & Working Together’ approach.

In early 2020, the Group hosted a session for local partners to discuss some of the key issues for North East Lincolnshire, including Long Term Conditions, Mental Health and Transport. An outcome of this session has been the formation of several working groups consisting of voluntary and statutory organisations, who have met throughout 2020/21 to progress their work. The pandemic has necessitated that these meetings have been held remotely, however work has continued and is helping to promote conversations between organisations and improve services for our local people.

The launch and roll out of this borough wide approach to engagement is key to improving our engagement with residents across North East Lincolnshire, and especially those who historically been ‘hard to reach’ or have a protected characteristic. This approach will be pivotal in helping our area to continue to address health inequalities; a driver for the transition of many CCG functions to Integrated Care System which was announced in late 2020 and is planned to take place in Spring 2022.

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 2020/21 our panel considered 19 equality impact assessments which included Domestic abuse policy, Volunteer expenses policy, Adult Social care charging policy and Covid vaccinations. Potential issues including access, communication, language barriers were raised and the panel was able to raise discussions around the data used to inform the impact assessment.

We are aware that our best information comes from people with lived experience of the various characteristics and are always ready to welcome new panel members.

In addition to the protected characteristics included in the Equality Act, our panel also considers the following as a characteristic.

- Deprivation
- Unpaid Carers
- Veterans
- Looked after children
- Care Leavers

Vaccine roll-out work

The National Covid Vaccine programme was launched in the Winter of 2020, with vaccines being issued based on priority and risk – for example: age, working in an older people's care home, or having a pre-existing medical condition such as Cancer, Diabetes, or a heart problem. As patients became eligible for the vaccine, they were contacted by their GP Practice and the National Booking Service, inviting them to book in for their first dose.

The CCG set up a Covid Vaccination Programme Group to oversee and co-ordinate the vaccine rollout locally and which included representatives from the local authority, Public Health, Navigo, and the Humber Local Pharmaceutical Committee. A key strand of work for this Group is to monitor any inequalities which develop during the rollout. The key areas which are being monitored for gaps in the uptake of the vaccine are: Deprivation, Ethnicity, and Sex.

The Group is also developing an ongoing Plan to address any inequalities which develop during the roll-out, which includes communications and engagement activity targeted at communities and groups where there is a lower uptake of the vaccine and identifying well-known local people to promote the benefits of the vaccine.

This work will be continuing into 2021/22, and a more detailed update on the work of this Group will be provided in next year's report.

Primary Care Engagement

In response to the Covid pandemic significant changes were made to many health and care services across the country, to reduce the risk of staff, patients and service users contracting and transmitting the virus. The number of face-to-face appointments taking place across Primary and Secondary Care were reduced, with the shift overnight to remote consultations such as over the phone or video calls.

Some of the biggest changes were seen in Primary Care. During the summer of 2020, the four Humber CCGs, including North East Lincolnshire CCG, launched a survey to find out the views of patients on the changes which had been made to Primary Care. Over 1900 patients in North East Lincolnshire responded to the survey.

93% of respondents in North East Lincolnshire identified that they were White British/English/Scottish/N-Irish. 2.1% said they would prefer not to disclose their ethnicity, and a further 1.6% said they identified as 'other.' Most responses to the survey came from those who identified as Female (63%), with 34% identifying as male; this highlights that work needs to continue to encourage male groups to engage.

When looking at the age of people who responded to the survey, 59% came from people between the ages of 46 & 75, whereas only 14% were from the ages of 16 & 45. 16% preferred not to state their age.

Analysis of the data at a Humber level showed that there was some variation based on age, when compared to the overall findings. The most significant variation in findings was in the 26-45 age range, where 49% said that their mental health had got worse during the early stages of the pandemic, compared to 31% across the whole region. On the other hand, this age group were more likely to use the remote/digital health tools such as NHS 111 and the NHS App; they had found the changes easier and more convenient than the Humber population and were twice as likely to prefer using video consultation or online chat as a way of engaging with Primary Care. There were several other conclusions related to equality & Diversity, including:

- It was found that older people may have missed out on the care that they needed due to the changes to access
- Patients with a long-term condition may have found that the changes negatively impacted their care – in particular, difficulties accessing appointments for routine treatment relating to their condition.

The CCG will be working during 2021/22 to address some of the findings from the survey, and a more detailed update will be given in the next Monitoring Report.

Accident & Emergency - Humber Engagement

Between July and August 2020, CCGs' & Hospital Trusts across the Humber, Coast & Vale region, including North East Lincolnshire, launched a survey to find out more about the people who are accessing Accident & Emergency Departments, what had motivated or caused them to attend, understand the public knowledge of urgent care services; and use the feedback to develop a communications campaign to raise awareness of the wide range of NHS services available.

Surveys were available online, with paper copies in A&E Departments – including at Diana Princess of Wales Hospital in Grimsby. 7192 people attended A&E at Grimsby between 22nd July & 25th August 2020, with 311 patients completing a survey.

All respondents were invited to complete a short Equality & Diversity survey to provide their age, ethnic background, and gender. The data for attendances at Grimsby Hospital showed:

- Most attendances were from people between the ages of 45 & 64 (38%). 33% of responses came from people aged 18 – 44, with the minority of responses being from those aged over the age of 75 (8%.)
- 97% of people who completed the survey identified their ethnicity as ‘white.’
- 79% identified as Female. With 19% as male. Significantly less males responded to this survey, than females; however, this is consistent with the other surveys and our wider Accord membership and further supports the need to improve our engagement with the male population.

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
- Male attendance at our events, and completing surveys
- 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 2019/20 report.

Due to the impact of Covid 19 pandemic some of these actions will need to continue into the next year.

Table 6- Two Year Action Plan and Progress

Action identified in 2018/19	2019/20 update	2020/21 update
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.	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.	In 2020/21, we have recruited 5 new members to Accord. This is a significant reduction on the previous 2 years and is due to: <ol style="list-style-type: none"> 1. The impact of Covid, and the inability of the CCG and Accord Steering Group to hold/attend face-to-face events to promote Accord

		2. Uncertainty over the future of Accord, considering the Integrated Care white paper, and how Accord can continue going forward.
Strengthen links with colleges and local employers to boost engagement with the 18-24 and 25-44 age groups.	The engagement team has 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.	This action has been hindered by the Covid Pandemic. Work to take place during 2020/21 to engage more younger people with our Zoom webinars, and to attend events hosted by the colleges once restrictions are lifted
Increase the diversity of ethnic groups attending our events	According to the data highlighted in this report, this action needs further work.	The data from the digital events hosted during this period shows that this action needs to continue during 2021/22
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.	This action has been hindered by the Covid Pandemic. Work to take place during 2020/21.
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.	The Union E&D Core Group has approved the use of a set of E&D questions to be used on Council & CCG surveys from April 2021. This approach will be monitored during 21/22.
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.	Work has taken place this year to develop a CCG hosted Accord database. An audit of the data we collect from Accord members has been completed. Collection of additional E&D data from Accord members would need to take place during a re-reg; it would be timely to consider this once the future of Accord becomes clearer.
	2019/20 - new action Gather more data and insight about unpaid carers and deprivation to support equalities	More work is needed on this during 2021/22, and stronger links developed with local carers to involve them in CCG activities.

	analysis and the CCG to meet 'due regard'.	
		2020/21 – new action Improve links with men in NEL. Identify appropriate channels for communication and engagement.

This report will be received by the Union Equality and Diversity Core Group in March 2022

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/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables>

[Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables)