

Integrated Care Webinar series 2022 / 2023

Webinar: How are ICSs uniquely placed to address health inequalities?

Thursday 28 April 2022

NHS England and Improvement System Transformation, in partnership with the Social Care Institute for Excellence (SCIE)

NHS England and NHS Improvement



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Your panel today

- Chair, Opening remarks and national overview - Abdul Hamied, Deputy Director Healthcare Inequalities, NHS England and Improvement
- ICB Leadership – Patricia Miller, Chief Executive Officer for Dorset's Integrated Care Board
- Local example - Suffolk and North East Essex ICS - Susannah Howard, ICS Programme Director, Suffolk & North East Essex ICS.

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CORE20 PLUS 5

**A focused approach to
tackling health inequalities**

National Healthcare Inequalities Improvement Team

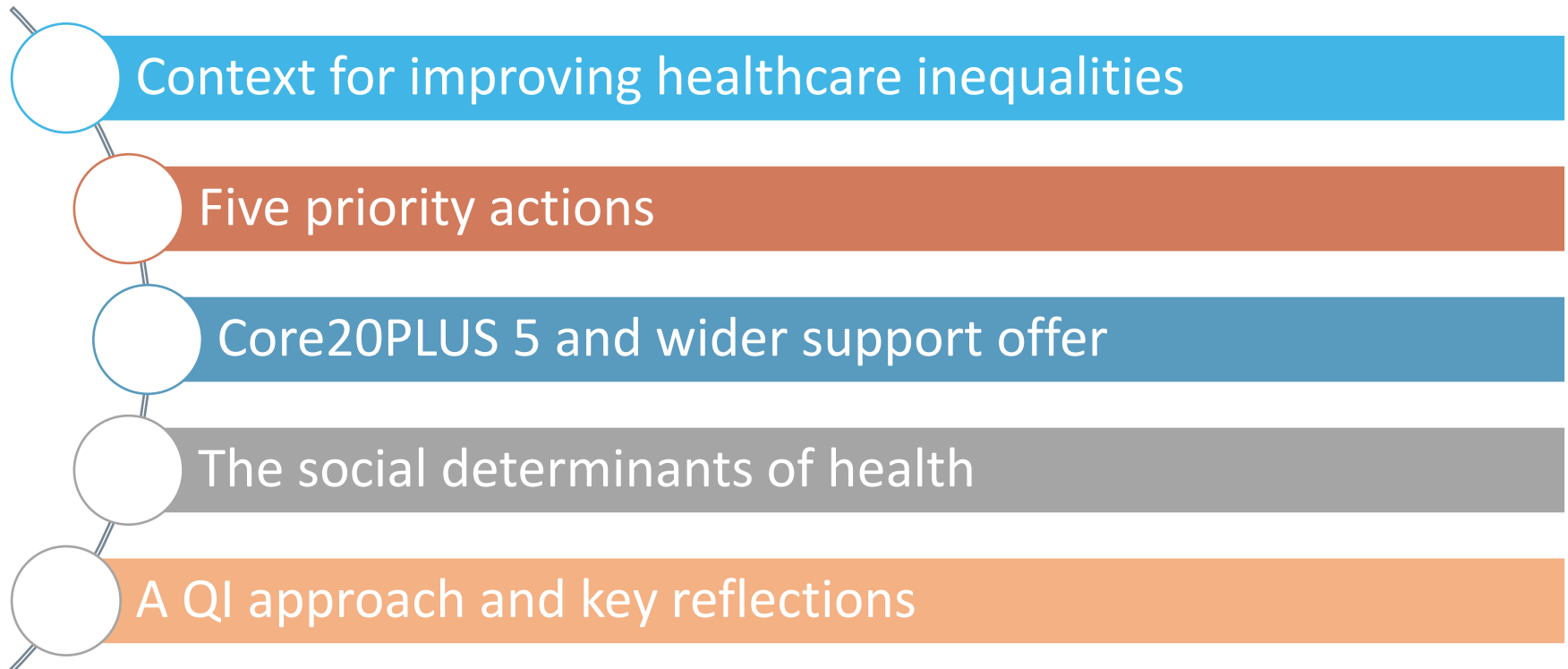
*Exceptional quality healthcare for all through equitable access, excellent
experience and optimal outcomes*

Contact: england.healthinequalities@nhs.net

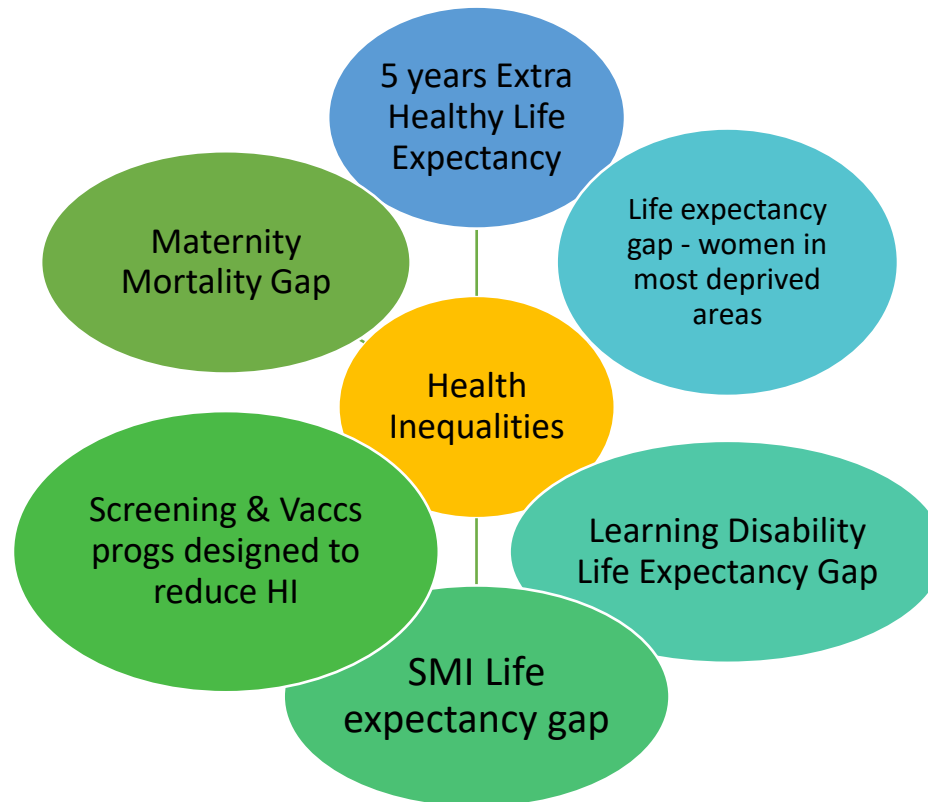
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Overview



Context for improving healthcare inequalities



Policy landscape

“Exceptional quality healthcare for all, through equitable access, excellent experience and optimal outcomes”

Strategic Drivers

Covid 19 Pandemic: Five urgent Actions

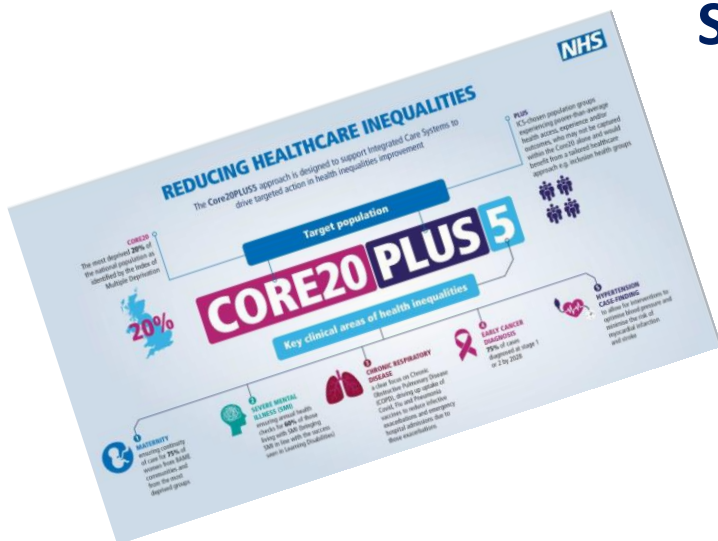
NHS Long Term Plan

Health and Care Bill

NHS System Oversight Framework

Levelling Up

Government Mandate to NHSE&I



NHS England and NHS Improvement



Five priority actions: Planning guidance 22/23

Priority 1: Restoring NHS services inclusively

Priority 2: Mitigating against 'digital exclusion'

Priority 3: Ensuring datasets are complete and timely

Priority 4: Accelerating preventative programmes

Priority 5: Strengthening leadership and accountability

HEALTHCARE INEQUALITIES IN ENGLAND

The 'Core 20 Plus 5' initiative is designed to drive targeted health inequalities improvements in the following areas:

CORE20

The most deprived **20%** of the national population as identified by the Index of Multiple Deprivation



Target population

PLUS

ICS-chosen population groups experiencing poorer-than-average health access, experience and/or outcomes, who may not be captured within the Core20 alone and would benefit from a tailored healthcare approach e.g. inclusion health groups



CORE20 PLUS 5

Key clinical areas of health inequalities



1 MATERNITY
ensuring continuity of care for **75%** of women from BAME communities and from the most deprived groups



2 EARLY CANCER DIAGNOSIS
75% of cases diagnosed at stage 1 or 2 by 2028



3 SEVERE MENTAL ILLNESS (SMI)
ensuring annual health checks for **60%** of those living with SMI (bringing SMI in line with the success seen in Learning Disabilities)



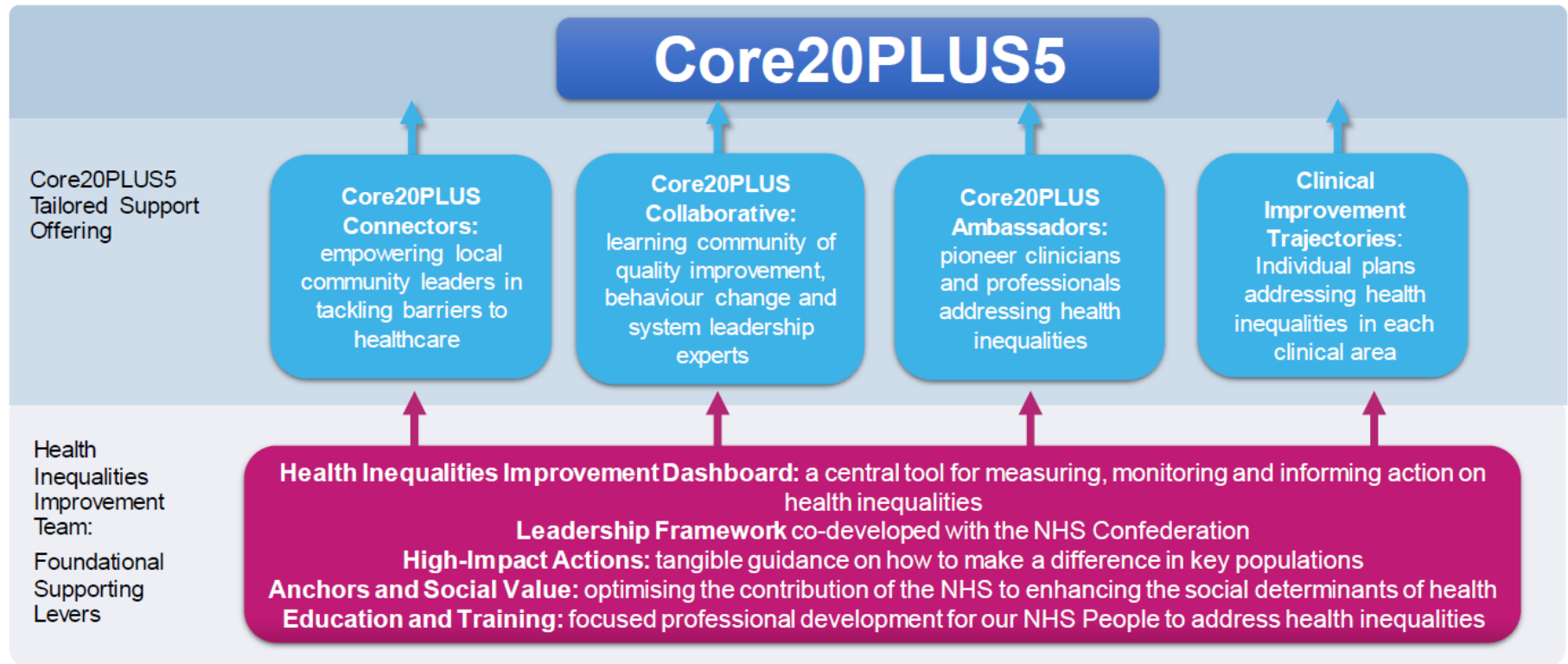
4 CHRONIC RESPIRATORY DISEASE
a clear focus on Chronic Obstructive Pulmonary Disease (COPD) driving up uptake of Covid, Flu and Pneumonia vaccines to reduce infective exacerbations and emergency hospital admissions due to those exacerbations



5 HYPERTENSION CASE-FINDING
to allow for interventions to optimise BP and minimise the risk of myocardial infarction and stroke

The Core20PLUS5 Support Offering

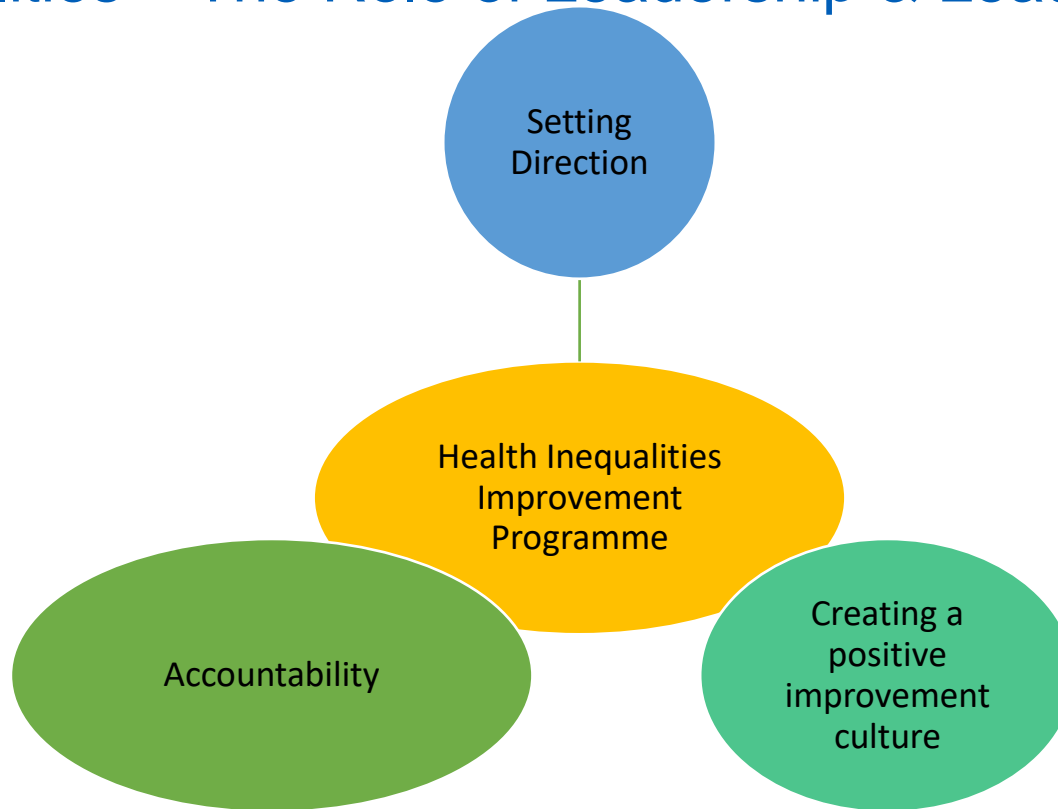
*Please note: our support offering is in the progress of rapid development, with most elements up and running in early 2022



NHS England and NHS Improvement



A Legacy from the Pandemic - Narrowing Health Inequalities – The Role of Leadership & Leaders



Questions



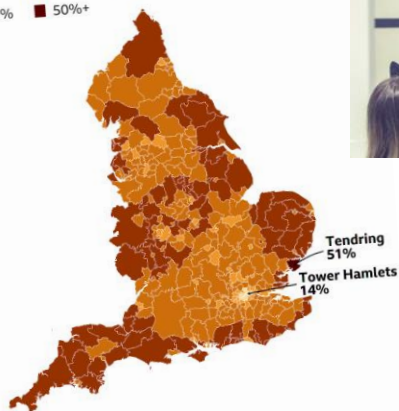
Taking Action on Health Inequalities as an ICS

Susannah Howard
ICS Programme Director
Suffolk and North East Essex ICS

Covid19 was a huge wake-up call for us all on health inequalities



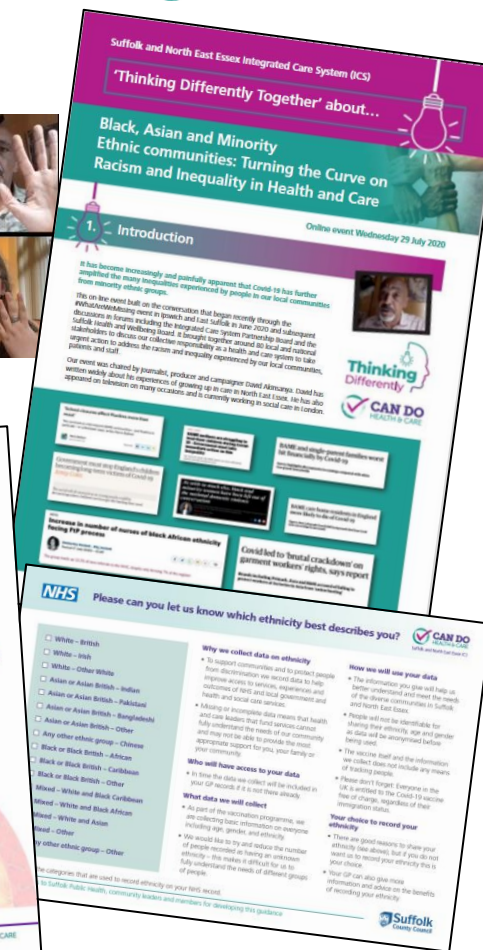
Covid-19 vaccine rollout in England
Estimated percentage of people over 16 vaccinated in each local authority as of 28 February



#WhatAreWeMissing



HOW DO WE HEAL?
IN SUFFOLK & NORTH EAST ESSEX



EQUALITIES FILM COMPETITION

Send us a 1-2 minute film describing your experiences of health and care, and your perspective on the question 'How do we help everyone heal?'

As we start to build our lives again after Covid-19, we want to make sure EVERYONE can achieve their best health and wellbeing. We are looking for originality, creativity and powerful messaging about the realities of health inequalities in our local communities in Suffolk and North East Essex. Prize categories include...

- Best Young Person
- Best Collaboration
- Best Production
- Best Mental Health
- Best Over 50
- Best Message

£100's of vouchers to be won to spend on wellbeing products and services



The closing date for entries is 5.00pm on Friday 30th April 2021



visit bit.ly/2N6acUs for full details

BAME communities and marginalised groups were worst hit by Covid, report

PUBLISHED: 19:11 02 October 2020 | UPDATED: 19:11 02 October 2020 | Holly Hume



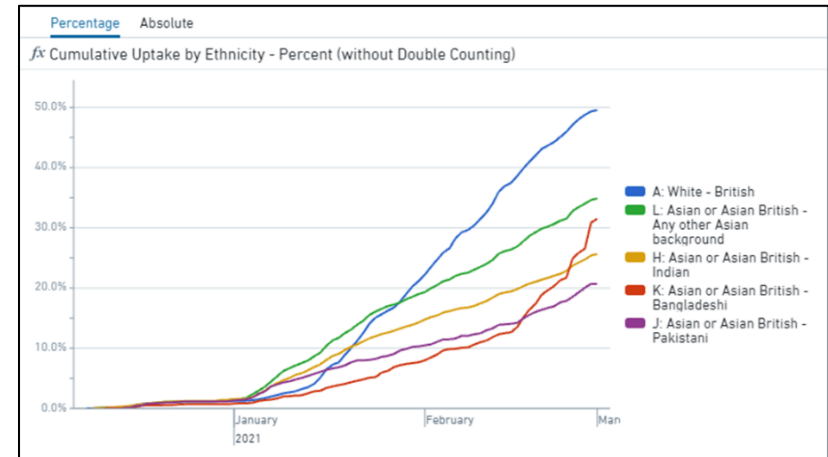
A report has revealed BAME people and marginalised groups have been affected worse by Covid in health care. Picture: SARAH LUCY BROWN

A health care report has revealed how Covid affected the region, showing BAME people, those living in poverty and marginalised groups were among the worst hit.

We learned by taking action to mitigate inequalities through our Covid19 vaccination programme



- **ASSESSMENT** – a full EHIA of the programme from the outset
- **ALLYSHIP** – relationships and delivery in partnership with our communities
- **AWARENESS** – open minded approach informed by the data
- **ACCOUNTABILITY** – a genuinely integrated approach - measurement of progress



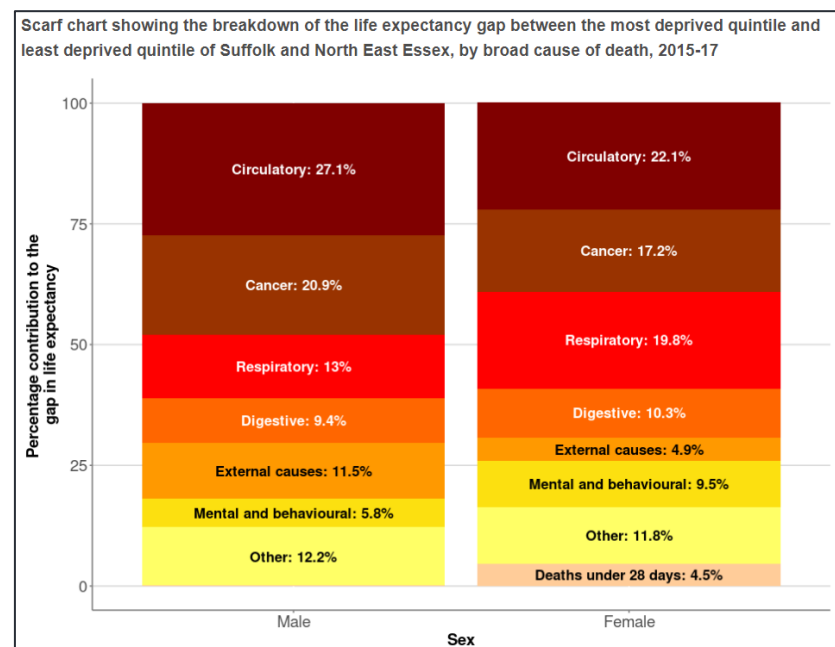
Uptake of Covid19 Vaccination by Ethnicity, Suffolk and North East Essex ICS – 02/3/21



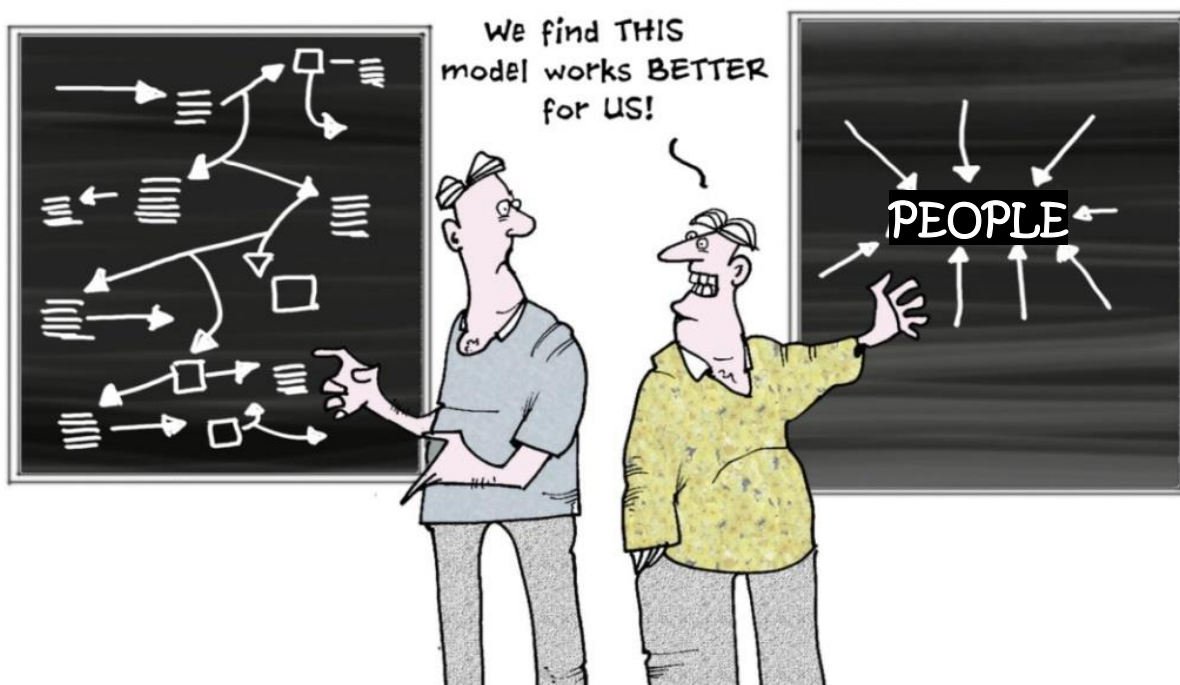
There are Significant Underlying Health Inequalities in our Population



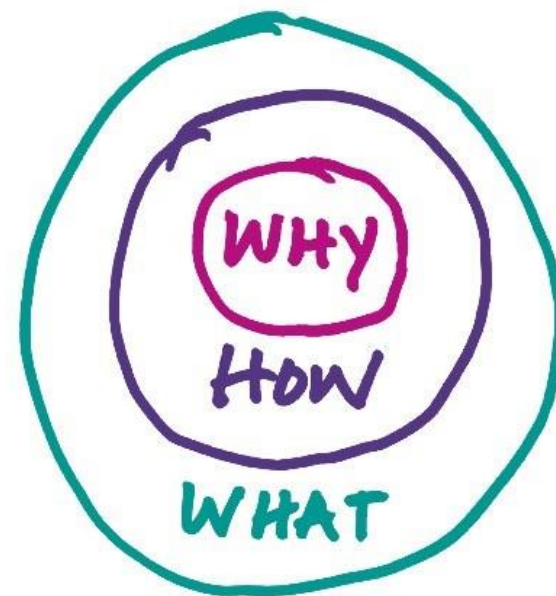
- 11 year difference in life expectancy for men between most and least deprived areas
- More than a quarter of children living in poverty in some areas
- The most deprived neighbourhood in the country is just outside Clacton
- Tendring has 2nd and Colchester 3rd highest suicide rates in the country
- Risk of dying in pregnancy or up to 6 weeks after birth - x5 Black Women, x2 Asian Women, x3 Mixed Ethnicity
- Infant mortality rates are high across all parts of the ICS
- 5 years olds with visually obvious dental decay – 21.4% in Colchester, 19.2% in East Suffolk
- Tendring has experienced the highest rate of deaths from Covid19 in the country
- Cancer is the third most common cause of death for people with learning disability – significantly less likely to attend screening for the most common forms of cancer



ICS Outcome Based Approach – collective action driving measurable change



Focusing on People instead of Services



An Approach that Starts with WHY?

Population Health Means Thinking About EVERYONE



Treating everyone EQUALLY does not lead to EQUALITY

CHANGING OUR NARRATIVE TOWARDS ONE OF HEALTH EQUITY AND JUSTICE



Join our



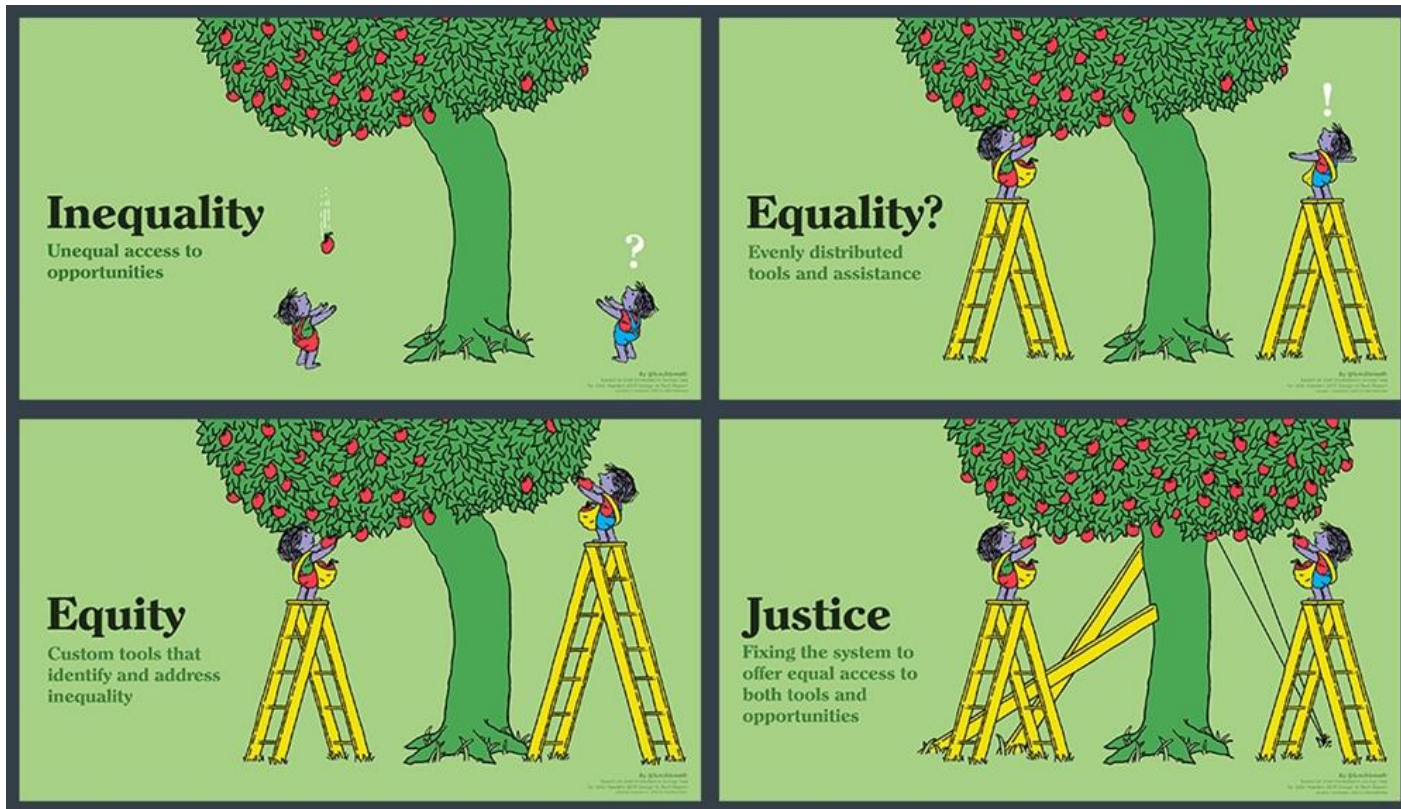
100 DAY HEALTH EQUITY CHALLENGE

SUFFOLK & NORTH EAST ESSEX ICS

200 people across 32 different organisations

Four 'As' Approach

- ASSESSMENT
- ALLYSHIP
- AWARENESS
- ACCOUNTABILITY



Inequality

Unequal access to opportunities

Equality?

Evenly distributed tools and assistance

Equity

Custom tools that identify and address inequality

Justice

Fixing the system to offer equal access to both tools and opportunities

Consistent Equality and Health Inequality Impact Assessment (EHIA) in the ICS



Suffolk and North East Essex & Mid and South Essex Equality and Health Inequalities Impact Assessment							
Date	DRAFT V02 21 February 2021						
Name of programme	Covid-19 Mass vaccination programme						
Organisation/Service/Locality	Partners of the Suffolk and North East Essex ICS and Mid and South Essex Health and Care Partnership						
Name of Person(s) completing this Equality and Health Inequalities Impact Assessment and their Role(s)	<table border="1"> <tr> <th>Name</th><th>Role</th></tr> <tr> <td>Sharon Rodin</td><td>Project Manager, Suffolk and North East Essex ICS</td></tr> <tr> <td>Rachel Jennings</td><td>Assistant Director, Enable East – part of EPCU</td></tr> </table>	Name	Role	Sharon Rodin	Project Manager, Suffolk and North East Essex ICS	Rachel Jennings	Assistant Director, Enable East – part of EPCU
Name	Role						
Sharon Rodin	Project Manager, Suffolk and North East Essex ICS						
Rachel Jennings	Assistant Director, Enable East – part of EPCU						
Consent Email address							
Has this been assessed before? <i>(If yes, please attach a copy)</i>	NA. This impact assessment is a live document and is updated on a regular basis.						

Guidance
We have a legal duty to make sure that our policies, services and functions do what they are intended to do in a way that does not discriminate and promote equality and inclusion. The Covid-19 mass vaccination programme has been identified as having potential impacts on a range of people with protected characteristics and groups who experience health inequalities.

Protected characteristics:
The Equality Act 2010 defines nine protected characteristics: Age, Disability, Sex, Race, Gender Reassignment, Sexual Orientation, Religion and Belief, Pregnancy and Maternity, Marriage and Civil Partnership.

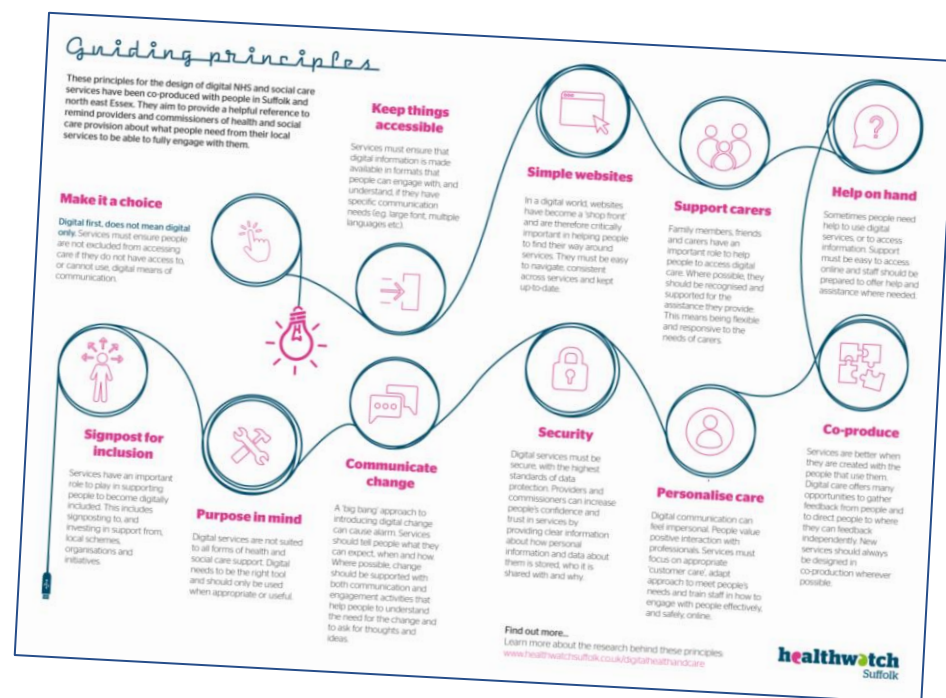
Public Sector Equality Duty (PSED)
Under the Equality Act 2010, the PSED requires that when exercising its functions this public body has due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Health Inequalities
Public Health England defines health inequalities as unfair and avoidable differences in health between different groups in a society. Health inequalities are caused by a complex mix of environmental and social factors which lead to variation in the conditions in which we are born, grow, work and live. These conditions affect the way people look after their own health and use services throughout their life.

Completing an Equality and Health Inequalities Impact Assessment (EHIA) will assess the potential impact of a policy, project or programme of work on groups with a protected characteristic or those at risk of inequalities and provide evidence of compliance with the legal duties stated above. It will also enable mitigating actions to be considered and put in place.

- Scope - Elective Recovery, Mental Health, Cancer, Digital, Vaccinations, etc.
- Consistent approach to engagement
- Content: assessment and action plan
- Not a 'tick box exercise' – making a meaningful difference to people impacted by inequalities.



Example product: Guiding principles for digital inclusion – Healthwatch Suffolk

DELIVERING ON OUR COMMITMENT AS ANCHOR INSTITUTIONS



February 2022 Dashboard

Suffolk and North East Essex
Integrated Care System

ANCHORS Dashboard

Enabling health equality for everyone

Our Commitment as NHS Anchor Institutions

Suffolk and North East Essex Integrated Care System has identified 'Enabling health equality for everyone' as its primary ambition. We recognise the key influence that the NHS organisations partners within our ICS have in particular as major local employers, purchasers, land and asset owners and community partners. We want to ensure that we optimise this influence to have a positive **Impact on the health and wellbeing of our local communities**. This dashboard brings together a quarterly progress report tracking collectively and individually our progress as a local anchors and underlining our committing to working with wider system partners across Suffolk and Essex.



Suffolk and North East Essex Integrated Care System

1

February 2022

Our action as Employers



What we have done to date

- Health and Care Academy launched in August 2020.
- Delivered by our Health and Care Ambassadors - delivery in partnership with The Next Generation Project, hosted at Care Development.
- Suffolk and Essex Sector Work Academy Programme in partnership with Department of Work and Pensions Career Plus aimed at the unemployed.
- Direct access for our population to have local work experience in health and social care via NHS Talent Academy.
- Apprenticeships Collaborative formed in February 2020.
- Maintaining the value of the local job and apprenticeship numbers across the Integrated Care System.
- Two virtual Health and Care Academies were held during the summer holidays.
- 10 students attended the Mental Health and Learning Disabilities Academy, 8 from Suffolk, 4 from North East Essex.
- 14 students attended the Summer Academy (Broader Health and Care career promoters), 7 from Suffolk, 7 from North East Essex.
- Delivered a Health and Care Academy in October 2021 with a focus on the career opportunities within the Allied Health Professions.
- New virtual work experience sessions (Let's Talk About sessions) have been facilitated, with twenty-three students participating.
- Attended or facilitated twenty-four school and college career events (some events are attended by multiple schools).
- 55 job employment participations.
- 27 formal job offers.
- Web page built to help convert volunteers from the Cook 19 Mass vaccination volunteers into NHS careers [visit us here](#).



What we are doing now

- 'Let's Talk About...' work experience sessions to start in the Autumn.
- Attending virtual and face-to-face career events in schools.
- Sending Roadshow to promote vacancies and careers commencing on 22 September 2021 in Clacton.
- The employment Co-ordinator supporting young people to apply for entry-level roles within Health and Care.
- Essex Health and Care Academy running 11th - 12th April for school children, dates TBC.
- Continuing to support and facilitate school careers events.
- Mental Health and Learning Disabilities Academy running 1st - 4th August (students aged 14-18).
- Pathway to Careers in the NHS (a two-day 18+ Academy, including mental health and social care vacancies for those who attend, application request from the National Careers Service).
- West Suffolk are also looking to facilitate a one-day Academy to those aged 18+.
- Junior Academy Pilot for Primary School children, dates TBC.



Case Study

October Health and Care Academy

The Next Generation Project continues and delivers Health and Care Academies at different times throughout the year to students aged 14-18. Currently running virtually and delivered by health and care professionals, they offer a planned programme of career insight sessions with the aim of raising aspirations and awareness of the opportunities available within health and care. Our October Academy was in the half-term holidays and had a focus on the career opportunities within the Allied Health Professions, which include roles that are often unknown to young people. The Academy saw thirty students register and had a waiting list of eager students. We included career insight sessions such as Speech and Language Therapy, Orthotics, Art Therapy and Operating Department Practice to enable those attending to gain an understanding of what a career in these professions may entail. Attendees went on to attend their virtual work experience sessions, called 'Let's Talk About' sessions to find out more about some of the careers included. We were thrilled with the feedback from the students that attended. We do not act on any constructive criticism as well, for example some students asked for sessions to be more interactive. From this, we are now including role plays, polls and word clouds to enable the attendees to have more interaction in sessions, in addition to asking questions.

February 2022

How we are measuring our progress as Employers

Health Education England Workforce Diversity and Inclusion September 2021					Health Education England Workforce Diversity and Inclusion September 2021				
Being an employer that staff want to stay working for	Staff on Band 1	Staff on Band 2	Staff on Band 3	Staff on Band 4	Earning a real living wage	Staff on Band 1	Staff on Band 2	Staff on Band 3	Staff on Band 4
Staff turnover	12.97%					186	20	0	0
Staff sickness absence	6.34%					2137	943	625	123
Offering employment opportunity to people from our local area					Having equity in employment				
% of staff that live within SME					% of staff with a disability	2%	13%	4%	9%
% of staff that live within East of England					Black and minority ethnic groups	15%	12%	19%	10%
% of employees living in most deprived quintile					Other ethnic groups	4%	2%	2%	1%
					White	79%	79%	76%	85%
					Not stated	1%	7%	3%	14%
					Gender by pay band %				
					Band 1	63%	37%	80%	10%
					Band 2	81%	19%	81%	19%
					Band 3	84%	16%	84%	16%
					Band 4	87%	13%	86%	14%
					Band 5	85%	15%	88%	12%
					Band 6	80%	15%	87%	13%
					Band 7	80%	20%	86%	14%
					Band 8	72%	28%	73%	27%
					Band 9	70%	30%	68%	32%
					Band 10	51%	49%	75%	25%
					Band 11	57%	43%	67%	33%
					Band 12	50%	50%	0%	100%

Suffolk and North East Essex Integrated Care System

4

USING OUR INFLUENCE – CLACTON PLACE



Clacton Place's unifying mission would be a focal point for national recovery in health and employment, enabling cross-cutting teams to work together

1

Connecting policymakers with each others and a location where recovery can be visibly witnessed

2

Partners would work with the support of an advanced Integrated Care System with full coordination across the Suffolk and North East Essex footprint

3

Develop space for non-government partners in industry looking to play a part in recovery and long term planning around health, wellbeing and good employment





The Voluntary, Community and Social Enterprise (VCSE) Sector as true equal partners in the ICS

Focus on Resilience, Partnership, Investment and a 'One Team' Approach

BUILDING COMMUNITY CONNECTORS



**NHS CHARITIES
TOGETHER**

In partnership with
**Colchester & Ipswich
Hospitals
Charity**
Registered Charity No. 1048827

my
WISH
charity
Supporting West Suffolk Hospital
Registered Charity No. 1048223

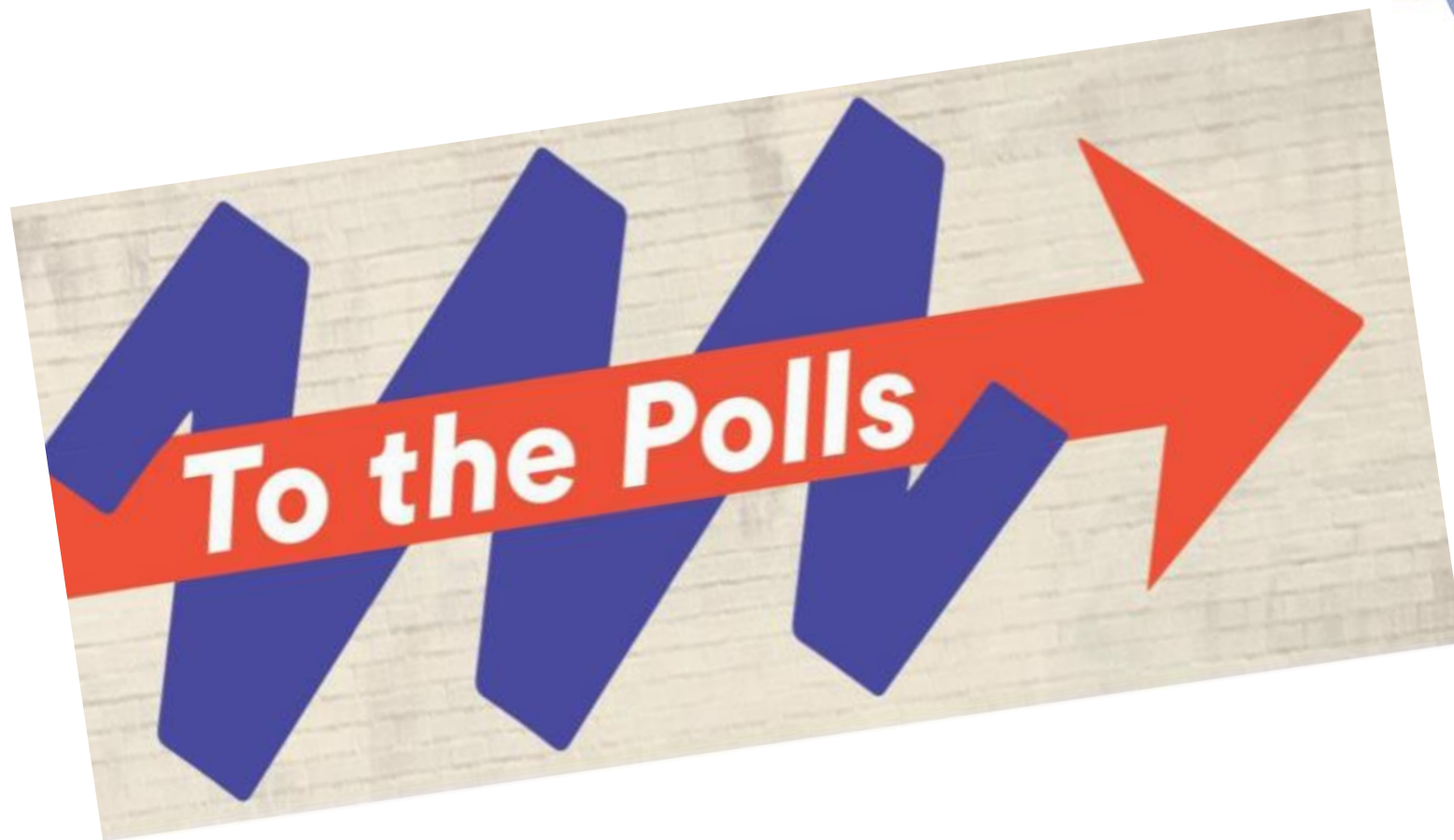
Any Questions?



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Poll 1

How much would you say this webinar has increased your understanding of ICSs addressing health inequalities?





Poll 2

Has much would you say this ICS webinar met your expectations?

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Integrated Care Webinar series 2022 / 2023

A recording of the webinar, slides and resources will be shared on the Integrated Care Learning Network.

To join the network email
integratedcare-manager@future.nhs.uk

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