

<b>Report To:</b>	Governing Body Meetings in Common
<b>Report Title:</b>	Joint CCG Chair's Report – September 2020
<b>Report From:</b>	Sharon Beamish – Chair of NHS Warwickshire North CCG Sarah Raistrick – Chair of NHS Coventry & Rugby CCG
<b>Date:</b>	23 <sup>rd</sup> September 2020
<b>Previously Considered by:</b>	N/A

**Action Required** (*delete as appropriate*)

<b>Decision:</b>		<b>Assurance:</b>		<b>Information:</b>	✓	<b>Confidential</b>	
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**Purpose of the Report:**

To advise the Governing Bodies of activity since the July 2020 meeting of the Governing Bodies.

**Key Points:**

- Appointment of a single Accountable Officer for Coventry and Warwickshire
- Supporting the organisation/staff through new ways of working during COVID-19 pandemic
- South Asian Heritage sessions
- Day in the life of ...
- Staff Wellbeing
- Coventry and Rugby CCG/Warwickshire North AGMs

**Recommendation:**

Members of both Governing Bodies are requested to **NOTE** the report.

**Implications**

<b>Objective(s) / Plans supported by this report:</b>	<ul style="list-style-type: none"> <li>• We will work collaboratively with our partners to continuously improve quality of care.</li> <li>• We will inspire people to increase their confidence to manage their own health.</li> <li>• We will optimise the use of technology to transform patient experience and workforce effectiveness.</li> <li>• We will enable our local health and care system to deliver a sustainable, integrated response to the needs of our Places, reducing health inequalities through our commissioning strategy.</li> <li>• We will focus our resources to secure services that are value for money and promote a financially sustainable health economy.</li> <li>• We will empower our diverse and motivated workforce to work in partnerships to improve population health.</li> </ul>
<b>Conflicts of Interest:</b>	Not applicable
<b>Financial:</b>	<b>Non-Recurrent Expenditure:</b> Not applicable

	<b>Recurrent Expenditure:</b>	Not applicable					
	<b>Is this expenditure included within the CCG's Financial Plan? (Delete as appropriate)</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>	✓
<b>Performance:</b>	Not applicable						
<b>Quality and Safety:</b>	Not applicable						
<b>Equality and Diversity:</b>	<b>General Statement:</b> The CCG is committed to fulfil its obligations under the Equality Act 2010, and to ensure services commissioned by the CCG are non-discriminatory on the grounds of any protected characteristics. Policies/decisions may need to be adjusted in line with any equality analysis or due regard. Any decision that is finalised without being influenced by appropriate due regard could be deemed unlawful.						
	<b>Has an equality impact assessment been undertaken? (Delete as appropriate)</b>	<b>Yes (attached)</b>		<b>No</b>		<b>N/A</b>	✓
<b>Patient and Public Engagement:</b>	Not applicable						
<b>Clinical Engagement:</b>	Not applicable						
<b>Risk and Assurance:</b>	Not applicable						

### **Appointment of a single Accountable Officer for Coventry and Warwickshire**

Interviews took place on the 20 August 2020 for the single Accountable Officer position in Coventry and Warwickshire. Candidates attended a stakeholder panel, including representatives from our local councils, hospitals and Healthwatch organisations, and then final interviews with the three Chairs of the CCGs, a representative from NHS England, and Professor Sir Chris Ham, leader of our Health and Care Partnership.

We are pleased to be able to announce that, following this process, we have selected a preferred candidate for the role, and are currently in local and national negotiations to confirm this appointment.

### **Supporting the organisation and staff through new ways of working during COVID-19 pandemic**

In March 2020, when lockdown started, many of our engagement channels for both our internal communications for staff and to the wider public became unviable due to social distancing requirements. This meant new ways of working and connecting needed to be established, finding digital ways to maintain staff wellbeing and keep the sense of community going throughout the organisation. It has been important to attempt to develop new, digital links with our local communities as well, while being mindful that not all of our population are able to get online.

A variety of initiatives have been put in place over the past few months. The email bi-weekly newsletter from before lockdown became a daily update, making sure staff remained informed on everything happening, regular online staff briefings were established and virtual “coffee” breaks and chat groups were trialled. Staff pets all had their moment in the limelight as part of the popular “Co-worker of the day” competition, lockdown craft projects were shared across the organisation and admired, and staff even shared photos of when they were young for their colleagues to guess who they were.

### **South Asian Heritage session**

Recently there have been some specific initiatives which we would like to draw to your attention to. To support South Asian Heritage month, members of staff with a South Asian heritage background have worked with the CCG Equality and Diversity Network and the Communications team to raise awareness of South Asian heritage through a series of webinars.

These are hosted by staff of South Asian heritage to raise awareness, educate and myth-bust. The first session covered topics as diverse as the Partition of India/Pakistan and migration, previous generation’s migration and building a stable home, arranged marriage, and living in a multi-generation household. All staff joining have been encouraged to ask questions to increase their knowledge of cultural awareness. The first session was a great success, with two more following later this month. This will be followed by Black History month, where some of our colleagues who are black or mixed race will be sharing what their culture means to them. These sessions will help increase the overall cultural competency of our organisation as well as bringing our staff together in positive discussion.

### **Day in the Life of...**

Running in tandem with these webinars has been a series of informal discussions, where a member of staff talks about their role, and gives a bit of background as to who they are, and their career path which has brought them to the CCG. These “Day in the life of...” sessions have offered a chance to get to know staff members, learn about other aspects of the CCG and start conversations.

### **Staff Wellbeing**

Staff wellbeing is also being supported, with our Wellbeing Warriors, a group of staff volunteers, who we are proud to announce have recently secured the Bronze Level Thrive at Work accreditation for our CCGs. This means we are recognised as an exemplar employer for staff wellbeing. The Warriors have

adapted the wellbeing programme to reflect more staff now working from home, whilst still being mindful of those who are office-based, and have organised online sessions for staff including meditation, mental health workshops, agile working, advice on managing personal finance and exercise sessions. These sessions are very well received by staff. As an example of this work, the increased potential for muscular-skeletal issues was identified and the Warriors created a series of flyers offering top tips. They also invited a Physiotherapist to present an online session which offered advice as well as demonstrating easy exercises which can be done in the home.

We are pleased to have been able to support these initiatives as Chairs, which has made a positive difference to the staff and want to offer our thanks to all those involved.

### **Coventry and Rugby CCG/Warwickshire North AGMs**

Connecting with patients remains of great importance, and we were pleased that we were still able to deliver the AGMs for our respective organisations last week in a format which enabled us to share with our wider population some of our achievements over 2019/20 and take questions about the work we have done. We continue to work towards finding other ways to connect to the public with social distancing in mind, and we would like to remind everyone that our Governing Body meetings remain open to the public to observe and there is the opportunity to ask questions.

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