

Meeting:	NHS Grampian Board
Meeting date:	13 June 2024
Item Number:	10
Title:	Health Inequities: Progress during 2023/24 and Five Year Health Equity Plan 2024 - 2029
Responsible Executive:	Susan Webb, Director of Public Health
Report Author:	Shantini Paranjothy, Deputy Director of Public Health

1 Purpose and recommendations

This is presented to the Board for:

- **Assurance** – review and scrutinise the information provided in this paper and confirm that it provides assurance on progress during 2023/24 towards addressing health inequities in Grampian and our Anchor work
- **Endorsement** – endorse the proposals contained in the five year health equity plan 2024 – 2029.

This report relates to:

- NHS Grampian Strategy: Plan for the Future – (People, Places , Pathways, with a focus on health inequities)
- Board Annual Delivery Plan – development of a five year health equity plan

This aligns to the following NHS Scotland quality ambitions:

- Safe
- Effective
- Person Centred

2 Report summary

2.1 Situation

Recognising the worsening trend in health inequalities in the North East as well as across Scotland, the Grampian Health Inequalities Oversight Group set out the need for a five year health inequalities plan for NHS Grampian, as a deliverable in the Board Annual Delivery Plan for 2023/24.

2.2 Background

In 2021, NHS Grampian established a Health Inequalities Action Group (HIAG) to provide leadership and cohesion in our efforts to address health inequalities. Following a review of the strategic landscape and a self-assessment of key deliverables, an action plan was developed for 2023/24, recognising the need for a whole system approach to address health inequities. This included:

- our actions as an anchor organisation
- using data to develop our understanding of health inequalities in Grampian
- development of a five-year health plan to address health inequities in Grampian.

A task and finish group was established to progress and co-ordinate our ambitions as an anchor organisation. In October 2023 we submitted our actions in relation to Anchor as part of the Health Inequalities Action Plan to Scottish Government, and in March 2024 the baseline Anchor metrics were submitted. Scottish Government have supported this baselining work by providing a set of metrics developed in collaboration with a number of territorial health boards. This was the first iteration of the metrics and first time for reporting. SG have been open to feedback on the metrics, anticipating an iterative process with review of the metrics after the baselines are submitted, taking on board any feedback and comments from NHS Boards and other stakeholders.

2.3 Assessment

The Board are presented with the Health Inequalities action plan 2023/24 – end of year report (Appendix 1) for assurance on progress in these areas. The Board are requested to endorse the NHS Grampian five year health equity plan 2024 – 2029 (summary in Appendix 2, full version in Appendix 3).

Health Inequalities action plan 2023/24 – end of year report

A review of the 2023/24 plan was undertaken to help understand progress against actions, key successes and barriers to delivery (Appendix 1)

Key achievements during 2023/24 include:

- progressing the development of an integrated impact assessment tool to support our compliance with the Fairer Scotland Duty
- strengthening our partnerships with public and third sector organisations through our work with Community Planning Partnerships and the North East Population Health Alliance
- strengthening our data and evidence led approach for reducing health inequalities

- developing our approach to community led health, engagement and empowerment
- progressing our ambitions as an Anchor organisation

Whilst there is significant activity underway across the organisation to address health inequities, these continue to present systemic complex challenges that require sustained and deliberate long-term commitment to action. Capacity and resource remain an issue across the organisation and there is more we can do to make our approach to reducing health inequities business as usual. For example, access to timely data, evidence of what works and good practice to reduce health inequities and support for engagement with communities and evaluation is needed to support staff to take effective action to address inequity in the system.

Highlights from our **anchor work** across the three pillars during 2023/24 include:

Workforce and Employability

- community benefits delivered through 50 work placement days
- 23 new jobs as part of the Baird and ANCHOR construction projects
- working collaboratively with The Russell Anderson Foundation providing classroom sessions with 8 city primary schools promoting NHS Grampian as a prospective employer
- working collaboratively with The Wood Foundation and St Machar Academy transforming a classroom into a simulated healthcare area where young people can learn more about the range of careers available in healthcare and get hands-on experience and health related teaching via NHS, health and social care staff and school teaching staff.

Procurement

- engagement with Aberdeen City and Aberdeenshire Council Procurement to explore collaborative opportunities for increasing local spend

Land and Assets

- vaccination centre located in Aberdeen City highlighting the value of our presence in footfall to the town centre contributing to regeneration, bringing people into the town centre and the benefits of a creating a multiuse space

Our baseline anchor metrics data show that we have potential to do more, for example around employability, through engagement with local employability partnerships. The metrics are quite crude measures for this first reporting cycle and we have provided feedback on how they could be made more meaningful in the future.

Plans are in place to develop a vision and strategic framework outlining our ambitions as an anchor organisation. This will include our contribution to creating a wellbeing economy which enhances local wealth and reduces poverty and inequity. This will be achieved by spending locally, creating fair and meaningful employment and utilising our buildings, land and assets to maximise community benefits and reduce our environmental impact.

NHS Grampian's five year health equity plan (2024 – 2029)

The development of this five year health equity plan for NHS Grampian (Appendix 2 - summary version, Appendix 3 – full version) builds on the progress outlined above and is informed by our data as well as what we have learned through engaging with our colleagues, partners and communities.

The plan sets out our long-term ambition to reduce the gap in healthy life expectancy between the most and least vulnerable groups in society and is aligned with the policy objective of delivering value based health and care by practicing realistic medicine and using and shared-decision making to deliver trauma informed, person-centred care.

It recognises the role of the wider determinants of health and is guided by the Marmot work which outlines eight areas of action to address health inequities. The plan adopts the King's Fund Four Pillars of Population Health as a Framework for action to help us identify how as a health service we can do more to address the impacts of the wider determinants of health and also work with our partners ensure our collective activities are connected and balanced across the four pillars that influence health.

To progress our ambition, our priorities over the next five years will be to:

1. Use our power as an anchor organisation through employment, purchasing and assets to contribute towards addressing the economic drivers of health inequities
2. Further develop community led health approaches and strengthen place based working
3. Strengthen our child poverty action plans and work effectively with our partners to ensure these are delivered with maximum impact.
4. Ensure our pathways of care include opportunities to maximise prevention, and are responsive and adaptable to meet individuals' needs, taking account of where and how they live.
5. Understand variation and inequities in access to healthcare and health outcomes, and take action to address these.
6. Take a health inequity lens to any new pathway development/service improvement completing equity impact assessments as standard practice

These will be supported by the following enabling actions:

- **Engagement** - Work collectively to engage with colleagues and citizens ensuring the lived experience voice is heard
- **Staff Development** - Support teams across the organisation to better understand and take action to address inequities in their areas by investing in training and staff development, improving access to data and evidence reviews of what works, support for evaluation of tests of change and develop our capabilities as a human learning system.

- **Leadership** - Provide leadership for increasing health equity, ensuring we resource and deliver services at a scale and intensity that is proportionate to the degree of need and advocating for equitable health in Board committees and wider networks.
- **Partnerships** - Strengthen our work with partners across Grampian, including the third sector to maximise our collective impact.

Each of these priorities are underpinned by actions that are included in our delivery plans. We have identified a set of Key Performance Indicators (KPIs) that will allow us to track our progress towards our ambition to reduce the gap in healthy life expectancy. These will be reviewed quarterly through the performance monitoring cycles that are already established. Oversight for the implementation of this plan will be provided by the Population Health Portfolio Board, through quarterly updates, with an annual report to provide assurance to NHS Grampian's Board through its Population Health Committee.

2.3.1 Quality/ Patient Care

The five year health equity plan includes actions to explore variation in health and care outcomes across the different population groups. Implementation of the plan will support action to ensure equitable access to patient care.

2.3.2 Workforce

The five year plan includes actions to support staff development, to support them to take action against health inequities in their own areas. This will be dependent upon staff capacity to engage in the current financial context and its impact on services.

2.3.3 Financial

Given the challenging financial landscape we face, the plan responds to the need to ensure the health and care needs of the most disadvantaged groups in our population continue to be met to avoid exacerbating health inequities.

2.3.4 Risk Assessment/Management

The five year health equity plan is one of the mitigating actions in relation to Risk 3131 - 'Worsening health in Grampian particularly in those who experience multiple disadvantages' - risk score 8. Successful implementation of the plan will ensure that the foundations are laid for reducing inequities in healthy life expectancy in the longer term in Grampian, to achieve the ambitions set out in Plan for the Future.

2.3.5 Equality and Diversity, including health inequalities

An Equality Impact Assessment (EQIA) checklist has been completed. No potential negative impact has been identified; therefore a full EQIA or Fairer Scotland Duty Impact Assessment (FSDIA) has not been carried out.

The Health Inequalities Plan sets out priority groups that are affected by health inequalities including: those with protected characteristics, those living in socio-

economic deprived areas, those in vulnerable groups and geographical areas that experience disadvantage e.g. rural communities, therefore the plan applies to all of the above groups. The checklist highlighted a number of areas of positive impact including lifestyles, social environment, physical environment and access to healthcare services.

2.3.6 Other impacts

2.3.7 Communication, involvement, engagement and consultation

The development of the five year health equity plan was informed by the following stakeholder engagement activities

- Integrated Families Portfolio Board 17 January 2024
- Public Health System Leadership Group meeting 30 January 2024
- Allied Health Professionals Public Health Network meeting 23 May 2024

2.3.8 Route to the Meeting

This has been previously considered by the following committee meeting as part of its development. The committee have supported the content.

- Population Health Committee 15 March 2024

2.4 Recommendation(s)

The Board is asked to:

- **Assurance** – review and scrutinise the information provided in this paper and confirm that it provides assurance on progress during 2023/24 towards addressing health inequities in Grampian and our Anchor work
- **Endorsement** – endorse the proposals contained in the five year health equity plan 2024 – 2029.

3 List of appendices

The following appendix/appendices are included with this report:

- Appendix 1 – Health Inequities 2023/24 infographic
- Appendix 2 – Health Inequities 5 year plan summary
- Appendix 3 - Health Inequities 5 year plan