

## Governing Body meeting

### Questions received from the public with responses from the CCG

**MEETING DATE: 15 July 2021**

This set of questions was received prior to the meeting taking place, with the response document then published on the CCG's website and also emailed to those who submitted the questions. It has been updated since it was first published to include questions received in the meeting. Where a question was raised on behalf of a group the person's name is listed below; where the person did so as an individual then their name has not been published.

#### Question 1

Barbara Gray  
CEO Urban  
Dandelion CIC  
Lewisham's  
Mayor and  
Council Advisor  
on BAME Health  
Inequalities  
Member of  
Lewisham BME  
Network

A request for a follow-up to the response provided to the same question submitted to the May 2020 Governing Body meeting:

"What steps have SEL CCG taken with their COVID response monies to tackle disproportionate impact on a) BAME staff  
b) BAME Population across South East London, and In Lewisham in particular with the 3rd largest Caribbean population in England and largest Black population of any Authority (Cabinet Office 2020)?"

Response

Thank you for your enquiry, which covers a number of different areas that we will answer in turn.

**Supporting staff**

In April 2020, our provider trusts were asked to complete risk assessments for their black, Asian and minority ethnic (BAME) staff to identify any specific issues for which workplace adjustments, including redeployment, were required due to the disproportionate impact of COVID-19 on these groups. We know that as part of this work, our trusts undertook significant efforts to redeploy front-line staff to Covid-19 safe areas, particularly those from BAME backgrounds and ensured the provision of PPE to all those working in patient-facing roles, including agency/temporary staff. Both of these interventions have continued throughout the pandemic as has the ongoing offers of robust health and well-being support.

As best practice, the CCG undertook the same exercise and invited all its staff to have a risk assessment conversation with their line managers. Approximately 80% of staff took up this offer, and of those, approximately 65% were BAME.

From the start of lockdown, the CCG has enabled all staff to work from home, following Government guidance. We have also conducted a number of staff surveys to capture anxieties/views/concerns during the pandemic and we issue a fortnightly staff health and well-being newsletter, ensuring a cultural focus is maintained. As the pandemic continued, significant support has been provided to staff working remotely, including significant spend on equipment to facilitate home working.

**Vaccination programme**

The CCG, working with its NHS and local authority partners, has set up pop-up vaccination clinics in areas of low uptake, bringing the vaccine to local communities – with a focus on reaching those who may have concerns about the vaccine and getting vaccinated. This work included using satellite sites to increase the geographical spread of vaccination opportunities so that people can access a vaccination locally to where they live.

The vaccination programme offers walk-in appointments at many sites, following feedback that some people prefer the flexibility of walking in and will not book in advance for a specified time. Our teams have also undertaken outreach activity, such as speaking to people on their doorsteps, leaflet dropping and work with local faith leaders, community groups and

voluntary organisations to speak with people in their homes or local areas about vaccination with the aim of giving them the confidence to get vaccinated. This work has been focused on those areas in south east London where the data shows low uptake of the vaccine, as well as in areas, estates and communities where local intelligence tells us that vaccine confidence has been low.

Initiatives such as vaccine buses, mobile vehicles and taxis to support this local community focus has also been used to target areas of low vaccine uptake.

Supporting the vaccination programme, especially the focus on supporting those who have concerns about the vaccine, has been extensive communications work, both through social media and setting up a dedicated [vaccine facts website](#), which is being used especially to support people from BAME communities.

### **Lewisham**

The CCG locally in Lewisham has commissioned emotional wellbeing and support workshops for BAME staff and the wider BAME community from Mabadiliko CIC, using Covid response funding. The findings from the workshops have been shared with adults and children's commissioning leads and will be presented to the local health inequalities sub-group shortly to consider the proposed recommendations and any further required actions to Lewisham's Health and Wellbeing Board.

Lewisham Council also received £30,000 from the CCG for a COVID-19 Community Champion programme, which aims to support vaccination communications to Black, Asian and Minority Ethnic communities.

We have also used vaccination funding to ensure that we are building confidence in Covid-19 vaccination for our diverse communities, including those from Black African and Black Caribbean communities. This has included funding vaccine confidence building projects led by community groups and initiatives that support Black African and Black Caribbean communities e.g. the African Advocacy Foundation (AAF).