

## **TERMS OF REFERENCE: THE GM INCLUSION AND WELLBEING PARTNERSHIP**

### **PURPOSE:**

The GM Inclusion & Wellbeing Partnership aims to bring together parts of the GM system that contribute to population health gain to act and pursue health equalities with the people of GM. Initially it will build on priority areas of work underway across the GMHSCP and GMCA whilst actively identifying potential opportunities to reduce the gap in health inequalities further, faster.

The GM Inclusion & Wellbeing Partnership would:

- Establish partnership working across GMHSCP and GMCA governance to support the implementation of inclusive practices at a service design and implementation level.
- Identify and facilitate channels of communication between VCSE board representatives and the GM WIP to influence good practice on equality at board level.
- Set out a framework of priorities across sectors that delivers a commitment to reduce inequalities, designed with and driven by our communities – initially informed through a series of Equality Roadshows.
- Identify, share and celebrate areas of improvement and support the implementation of equality good practice to reduce variation.
- Explore how Equalities is embedded in processes across different sectors, making most of the opportunities in the GMCA White paper: A Unified Public Service, and recommend actions to enable tender participation from the VCSE sector as a means to reduce inequality.

Areas of Priorities identified through cross sector co design and engagement:

- Build on the 7 priority areas identified as through the locality roadshows and engagement events: Mental health, Commissioning, Social Prescribing, Workforce, Communication & Language, Equality Analysis, Intersectionality to develop a cross sector delivery framework.
- Utilise existing system and locality data, governance, performance management frameworks (e.g. Equality Delivery System - EDS2) and tools (e.g. Equality Impact Assessments) to continue to identify inequalities and propose recommendations to embed equalities good practice in system change, workforce and service implementation.
- Establish a GM Equalities Locality Network, as a mechanism to utilise the skills of the VCSE sector (as Equality Sponsors), to support the continued re-design and implementation of GM health and social care, and wider services at both and operational and strategic levels.
- Implement with partners across all sectors, the GM IWP Action Plan

## **SECRETARIAT and CO-ORDINATION**

This will be provided by BHA for Equality in Health and Social Care.

This will include:

- providing secretariat support
- organising engagement activities
- organising locality and GM events
- liaising with cross sector partners within localities and across GM
- liaising with communication and events teams across all sectors
- managing project resources
- developing member training and development packages
- drafting recommendations and proposals on behalf of the GM Inclusion & Wellbeing Partnership

## **MEMBERSHIP**

The GM Inclusion & Wellbeing Partnership will comprise of the following representatives:

- VCSE sector (5 nominations from equality organisations)
- Public sector (5 positions) It is envisaged that there will also be several co-opted positions on the GM WIP. GM HSCP leaders with responsibility for equality and inclusion (e.g. Executive Lead for Strategy & System Development) and GMCA portfolio leads for equalities and communities will be invited to serve on the GM WIP
- Community (5 appointments). These appointments will be an open call to fill any equality knowledge gaps that might exist within the GM Inclusion & Wellbeing Partnership.

## **RECRUITMENT**

Individuals nominated to serve on the GM IWP will be required to fulfil the necessary skills attributes outlined in the person specification.

All individuals wishing to serve on the GM IWP will be required to have a reasonably wide knowledge and understanding of equality, inclusion and diversity issues. The nominations will be open and transparent.

## **TENURE**

All serving members of the GM IWP will be invited to serve for a duration of two years; in line with remaining duration of the Memorandum of Understanding agreed between the GM HSCP and the GM VCSE. As part of member induction, comprehensive training and information will be made available to support individuals during their tenure on the GM Inclusion & Wellbeing Partnership.

## **RENUMERATION**

All attending VCSE GM IWP members will receive remuneration at a rate of £150.00 per half day and £300.00 per day.