

# NHS South Tees Clinical Commissioning Group

## Information Governance Strategy 2018/21

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<b>Equality Impact Assessment</b>	No impact Completed EIA (Appendix 1)
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<b>Author</b>	Senior Governance Manager, North of England CSU
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# 1. INTRODUCTION

- 1.1 Information is a vital asset within the CCG, in terms of the effective commissioning and management of services and resources. It plays a key part in clinical governance, service planning and performance management. It is important that information is managed within a framework that ensures it is appropriately managed and that policies, procedures, management accountability and structures are in place.
- 1.2 This strategy sets out the approach to be taken within the CCG to provide a robust Information Governance Framework and to fulfil its overall objectives. Information Governance requirements ensure that best practice is implemented and on-going awareness is evident across the CCG. The CCG is committed to ensuring that all records and information are dealt with legally, securely, efficiently and effectively.
- 1.3 Information Governance is “a framework for handling information in a confidential and secure manner to appropriate ethical and quality standards in modern health services”. It brings together within a singular cohesive framework the interdependent requirements and standards of practice. It is defined by the requirements within the Data Security & Protection Toolkit (DSPT) against which the CCG is required to publish an annual self-assessment of compliance. This strategy is supported by a DSPT Action Plan.
- 1.4 The Information Governance agenda encompasses the following areas:
- Caldicott
  - NHS Confidentiality Code of Practice
  - Data Protection Act 2018
  - Freedom of Information Act 2000
  - Health and Social Care Act 2012
  - Human Rights Act 1998
  - Care Act 2014
  - General Data Protection Regulation (GDPR)/ Records Management (Health, Business & Corporate)
  - Information Security
  - Information Quality
  - Confidentiality
  - Openness
  - Legal Compliance
  - Information Risk

1.5 Within this agenda the CCG will handle and protect many classes of information:

- Some information is confidential because it contains personal details. The CCG must comply with regulation which regulates the holding and sharing of confidential personal information. Changes to the way in which patient confidential data can be processed came about as a result of the Health & Social Care Act 2012. It is important that relevant, timely and accurate information is available to those who are involved in the care of service users, but it is also important that personal information is not shared more widely than is necessary.
- Some information is non-confidential and is for the benefit of the CCG and the general public. The CCG and its employees share responsibility for ensuring that this type of information is accurate, up to date and easily accessible to the public.
- The majority of information about the CCG and its business should be open to public scrutiny although some, which is commercially sensitive, may need to be safeguarded.

1.6 Information can be in many forms, including (but not limited to):

- Structured record systems – paper and electronic
- Transmission of information – e-mail, post and telephone; and
- All information systems purchased, developed and managed by/or on behalf of the organisation

## **2. PURPOSE**

2.1 The Information Governance arrangements will underpin the CCG's strategic goals and ensure that the information needed to support and deliver their implementation is readily available, accurate and understandable. Information Governance has four fundamental aims:

- To support the provision of high quality care by promoting the effective and appropriate use of information
- To encourage responsible staff to work closely together, preventing duplication of effort and enabling efficient use of resources
- To develop support arrangements and provide staff with appropriate tools and support to enable them to carry out their responsibilities to consistently high standards
- To enable the CCG to understand its own performance and manage improvement in a systematic and effective manner

### 3. STRATEGIC AIMS

#### 3.1 The strategic aims will be achieved by ensuring the effective management of Information Governance by:

- Ensuring that the CCG meets its obligations under the Data Protection Act 2018, the Human Rights Act 1998, the Freedom of Information Act 2000 and the Health and Social Care Act 2012.
- Ensuring that the effective action planning for GDPR put in place during 2017/18 is carried forward post May 2018 as necessary.
- Establishing, implementing and maintaining policies for the effective management of information
- Ensuring that information governance is a cohesive element of the internal control systems within the CCG
- Recognising the need for an appropriate balance between openness and confidentiality in the management of information
- Ensuring that information governance is an integral part of the CCG culture and its operating systems (Privacy by Design)
- Ensuring maintenance of year on year improvement within the DSPT self-assessment
- Reducing duplication and looking at new ways of working effectively and efficiently
- Minimising the risk of breaches of personal data
- Minimising inappropriate uses of personal data
- Ensuring that Contracts, Service Level Agreements, Information Sharing Agreements and Data Processing Agreements between the CCG and other organisations are managed and developed in accordance with Information Governance Principles
- Ensuring that contracted bodies are monitored against Information Governance standards.
- Protecting the services, staff, reputation and finances of the CCG through the process of early identification of information risks and where these risks are identified ensuring sufficient risk assessment, risk control and elimination are undertaken.
- Ensuring there is provision of sufficient training, instruction, supervision and information to enable all employees to operate within information governance requirements
- Ensuring that information governance is embedded within the CCG and monitored via regular checks.
- Ensuring the CCG understands its processing activities including maintaining a record that details each use or sharing of personal information including the legal basis for the processing and if applicable, whether national data opt outs have been applied.
- Ensuring that a data security and protection breach reporting system is in place.

## **4. ROLES & RESPONSIBILITIES**

- 4.1 The CCG has developed clear lines of accountability with defined responsibilities and objectives. The Governance and Risk Committee is chaired by the governing body Lay Member and has responsibility for overseeing the implementation of this strategy.
- 4.2 The Governance and Risk Committee is accountable to the Governing Body and has responsibility for overseeing and reporting to the Governing Body and providing assurance on Governance and Risk Management, Information Governance, Research Governance and Equality & Diversity issues.
- 4.3 The Chief Officer has overall accountability and responsibility for Information Governance across the CCG and is required to provide assurance, through the Annual Governance Statement, that all risks to the CCG are mitigated.
- 4.4 The SIRO holds responsibility for ensuring that information is processed and held securely throughout the CCG. The role covers all the aspects of information risk, the confidentiality of patient and service user information and information sharing. The DSPT sets out clear responsibilities of the SIRO in relation to risks surrounding information and information systems, which also extend to business continuity and the role of Information Asset Owners.
- 4.5 The Caldicott Guardian has an advisory role and is responsible for ensuring that the principles of confidentiality and data protection set out in the Caldicott Guidelines and the Data Protection legislation are implemented systematically.
- 4.6 The CCG is supported and advised by the Data Protection Officer (DPO) who assists the CCG to monitor internal compliance, informs and advises on our data protection obligations, provides advice regarding Data Protection Impact Assessments (DPIAs) and acts as a contact point for data subjects and the supervisory authority. The DPO for the CCG is the Senior Governance Manager (IG), North of England Commissioning Support Unit.
- 4.7 Information Governance expertise will be provided by the Senior Governance Manager (IG) and the Senior Governance Officer (IG), North of England Commissioning Support Unit, who will liaise directly with the responsible person within the CCG.

## **5. EQUALITY AND DIVERSITY STATEMENT**

5.1 The CCG is committed to promoting human rights and providing equality of opportunity; not only in employment practices, but also in the way services are commissioned. The CCG also values and respects the diversity of its employees and the communities it serves. In applying this policy, the organisation will have due regard for the need to:

- Promote human rights
- Eliminate unlawful discrimination
- Promote equality of opportunity
- Provide for good relations between people of diverse groups

5.2 This Strategy aims to be accessible to everyone regardless of age, disability (physical, mental or learning), gender (including transgender), race, sexual orientation, religion/belief or any other factor which may result in unfair treatment or inequalities in health or employment.

5.3 Throughout the development of this Strategy the CCG has sought to promote equality, human rights and tackling health inequalities by considering the impacts and implications when writing and reviewing the strategy. The impact of this strategy is subject to an on-going process of review which is closed by the formal Equality Impact Assessment when the strategy is due to be reviewed.

### **5.4 Equality impact assessment**

5.4.1 In accordance with equality duties an Equality Impact Assessment has been carried out on this strategy (Appendix 1). There is no evidence to suggest that the strategy would have an adverse impact in relation to race, disability, gender, age, sexual orientation, religion and belief or infringe individuals' human rights.

## **6. TRAINING AND AWARENESS**

6.1 Training and education are key to the successful implementation of this Strategy and embedding a culture of information governance management in the organisation. Staff will have the opportunity to develop more detailed knowledge and appreciation of the role of information governance through:

- Policy/strategy
- Induction
- Line manager
- Specific training courses

- 6.2 Mandatory training sessions are delivered (from July 2017) by the NHS Digital Data Security Awareness Level 1 e-learning package, which replaces the annual IG training provided through the former online IG Training Tool, via <https://nhsdigital.e-lfh.org.uk/> . Data Security Standard 3 in the Caldicott 3 review requires that all staff undertake appropriate annual data security training and pass a mandatory test. Therefore, if non-permanent staff have access to personal information they need to complete annual training.
- 6.3 Awareness will be monitored via regular checks and gaps in knowledge will be addressed via further bespoke training materials and/or targeted training sessions provided by the information governance service.

## **7. MONITORING**

### **7.1 Information Governance Toolkit**

- 7.1.1 The IG Toolkit was closed down at the end of March 2018 and replaced with a new Data Protection & Security Toolkit. An updated action plan for improving and implementing the requirements of the toolkit will be submitted to the Governance and Risk Committee.
- 7.1.2 Monitoring reports will be routinely submitted to the Governance and Risk Committee. The CCG's progress will be reported to the Governing Body at regular intervals by the SIRO. The action plan and monitoring will be maintained by the Senior Governance Officer (IG), North of England Commissioning Support Unit.
- 7.1.3 The CCG will comply with the NHS Digital deadlines for submission of updates and final assessment.
- 7.1.4 Annual IG performance will be summarised in the Information Governance Annual Report to be presented to the Governance and Risk Committee.
- 7.1.5 An internal audit of the IG Toolkit is planned to take place in quarter 4 as part of the CCG's internal audit plan.

## **8. PERFORMANCE INDICATORS**

- 8.1 The DSPT submission is a mandatory annual return; the criteria for compliance are set out within the DSPT. The successful implementation of Information Governance across the organisation will be reflected in the achievement level produced from the annual DSPT submission.

## **9. ASSOCIATED DOCUMENTS**

9.1 This strategy should be read in conjunction with the following IG policies:-

- Information Governance & Information Risk Policy
- Confidentiality & Data Protection Policy
- Information Security Policy
- Information Access Policy
- Data Quality Policy
- Records Management Policy and Strategy

## **10. REVIEW**

10.1 This strategy will be updated at least annually and in accordance with the following as and when required:

- legislative changes
- as dictated by the IG Toolkit
- good practice guidance;
- case law;
- significant incidents reported;
- new vulnerabilities; and
- changes to organisational infrastructure.

10.2 This Strategy will be received by the Governance and Risk Committee for agreement prior to being received by the Governing Body for formal approval.



## APPENDIX 1



Partners in improving local health



North of England  
Commissioning Support



**Equality Impact Assessment**

## Introduction - Equality Impact Assessment

An Equality Impact Assessment (EIA) is a process of analysing a new or existing service, policy or process. The aim is to identify what is the (likely) effect of implementation for different groups within the community (including patients, public and staff).

We need to:

- ✓ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- ✓ 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

This is the law. In simple terms it means thinking about how some people might be excluded from what we are offering.

The way in which we organise things, or the assumptions we make, may mean that they cannot join in or if they do, it will not really work for them.

It's good practice to think of all reasons why people may be excluded, not just the ones covered by the law. Think about people who may be suffering from socio-economic deprivation or the challenges facing carers for example.

This will not only ensure legal compliance, but also help to ensure that services best support the healthcare needs of the local population.

Think of it as simply providing great customer service to everyone.

As a manager or someone who is involved in a service, policy, or process development, you are required to complete an Equality Impact Assessment using this toolkit.

<b>Policy</b>	A written statement of intent describing the broad approach or course of action the Trust is taking with a particular service or issue.
<b>Service</b>	A system or organisation that provides for a public need.
<b>Process</b>	Any of a group of related actions contributing to a larger action.



### STEP 1 - EVIDENCE GATHERING

<b>Name of person completing EIA:</b>	<b>Liane Cotterill</b>
<b>Title of service/policy/process:</b>	<b>Information Governance Strategy 2018/19</b>
<b>Existing:</b> <input type="checkbox"/> <b>New/proposed:</b> <input type="checkbox"/> <b>Changed:</b> <input checked="" type="checkbox"/>	
<b>What are the intended outcomes of this policy/service/process? Include outline of objectives and aims</b>	
This strategy sets out the approach to be taken within the CCG to provide a robust Information Governance Framework and to fulfil its overall objectives. Information Governance requirements ensure that best practice is implemented and on-going awareness is evident across the CCG. The CCG is committed to ensuring that all records and information are dealt with legally, securely, efficiently and effectively. The strategy has received minor updates from the previous version.	

Who will be affected by this policy/service /process? (please tick)	
<input checked="" type="checkbox"/> <b>Consultants</b> <input checked="" type="checkbox"/> <b>Nurses</b> <input checked="" type="checkbox"/> <b>Doctors</b> <input checked="" type="checkbox"/> <b>Staff members</b> <input checked="" type="checkbox"/> <b>Patients</b> <input checked="" type="checkbox"/> <b>Public</b> <input type="checkbox"/> <b>Other</b>	
<b>If other please state:</b>  	
What is your source of feedback/existing evidence? (please tick)	
<input type="checkbox"/> <b>National Reports</b> <input type="checkbox"/> <b>Internal Audits</b> <input type="checkbox"/> <b>Patient Surveys</b> <input type="checkbox"/> <b>Staff Surveys</b> <input type="checkbox"/> <b>Complaints/Incidents</b> <input type="checkbox"/> <b>Focus Groups</b> <input type="checkbox"/> <b>Stakeholder groups</b> <input type="checkbox"/> <b>Previous EIAs</b> <input checked="" type="checkbox"/> <b>Other</b>	
<b>If other please state:</b> Legislative requirements; IG Toolkit requirements; national policy.	
Evidence	What does it tell me? (about the existing service / policy / process? Is there anything to suggest there may be challenges when designing something new?)
National Reports	
Patient Surveys	
Staff Surveys	
Complaints and Incidents	
Results of consultations	
Focus Groups	
<b>Other evidence:</b>	National policy, legislation and IG Toolkit all influence the IG Strategy.

<b>What impact will the new policy/system/process have on the following: (Please refer to the 'EIA Impact Questions to Ask' document for reference)</b>
<b>Age</b> A person belonging to a particular age
No impact identified
<b>Disability</b> A person who has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities
No impact identified
<b>Gender reassignment (including transgender)</b> Medical term for what transgender people often call gender-confirmation surgery; surgery to bring the primary and secondary sex characteristics of a transgender person's body into alignment with his or her internal self perception.
No impact identified
<b>Marriage and civil partnership</b> Marriage is defined as a union of a man and a woman (or, in some jurisdictions, two people of the same sex) as partners in a relationship. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters
No impact identified
<b>Pregnancy and maternity</b> Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.
No impact identified
<b>Race</b> It refers to a group of people defined by their race, colour, and nationality, ethnic or national origins, including travelling communities.
No impact identified
<b>Religion or belief</b> Religion is defined as a particular system of faith and worship but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
No impact identified
<b>Sex/Gender</b> A man or a woman.
No impact identified
<b>Sexual orientation</b> Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
No impact identified
<b>Carers</b> A family member or paid helper who regularly looks after a child or a sick, elderly, or disabled person
No impact identified

**Other identified groups** such as deprived socio-economic groups, substance/alcohol abuse and sex workers

No impact identified

### **STEP 3 - ENGAGEMENT AND INVOLVEMENT**

**How have you engaged stakeholders in testing the policy or process proposals including the impact on protected characteristics?**

No impact on protected characteristics identified. Strategy will be discussed, reviewed and approved via the usual CCG channels.

**Please list the stakeholders engaged:**

Governance & Risk Committee / Governing Body



### **STEP 4 - METHODS OF COMMUNICATION**

**What methods of communication do you plan to use to inform service users of the policy?**

- Verbal – stakeholder groups/meetings     Verbal - Telephone  
 Written – Letter     Written – Leaflets/guidance booklets  
 Email     Internet     Other

**If other please state:**

### **ACCESSIBLE INFORMATION STANDARD**

The Accessible Information Standard directs and defines a specific, consistent approach to identifying, recording, flagging, sharing and meeting the information and communication support needs of service users.

**Tick to confirm you have considered an agreed process for:**

- Sending out correspondence in alternative formats.  
 Sending out correspondence in alternative languages.  
 Producing / obtaining information in alternative formats.  
 Arranging / booking professional communication support.  
 Booking / arranging longer appointments for patients / service users with communication needs.

If any of the above have not been considered, please state the reason:

This document is a corporate document which is routinely made available on the public web site. Should it be requested in an alternative format the CCG has made provision for this. The document is not correspondence therefore these boxes have not been checked. A process for arranging professional communication support and longer appointments for service users with communication needs is not considered necessary for this type of document.



### STEP 5 - SUMMARY OF POTENTIAL CHALLENGES

Having considered the potential impact on the people accessing the service, policy or process please summarise the areas have been identified as needing action to avoid discrimination.

Potential Challenge	What problems/issues may this cause?
No challenges have been identified.	



### STEP 6- ACTION PLAN

Ref no.	Potential Challenge/ Negative Impact	Protected Group Impacted (Age, Race etc)	Action(s) required	Expected Outcome	Owner	Timescale/ Completion date
Non-applicable.						

Ref no.	Who have you consulted with for a solution? (users, other services, etc)	Person/ People to inform	How will you monitor and review whether the action is effective?
Non-applicable			

### SIGN OFF

Completed by:	Liane Cotterill
Date:	18 June 2018
Signed:	
Presented to: (appropriate committee)	Governance & Risk Committee / Governing Body
Publication date:	July 2018 / TBC