



Changing childhoods. Changing lives.

ACTION PLAN

Now that you have completed the Child Health Equity Readiness Tool, you can use this action plan to develop your next steps to improve child health equity. This template offers a series of tables for each domain in the readiness tool for you to complete. Each table has a reminder of the questions you have already reflected on and signposting to additional resources to further help you.



System buy-in and strategic leadership

- Does the leadership team in your ICB currently discuss and prioritise child health equity?
- Are there designated individuals or groups accountable in your ICB for ensuring equity is built into governance structures?
- Are child health equity principles embedded in board agendas, strategic plans, and/or performance frameworks?
- Are there existing similar initiatives in your region (e.g. are you a Marmot place)?

What enablers/assets already exist that could support further progress?

What are the main barriers/constraints currently?

Who else needs to be part of this conversation?

What are the key actions that need to be taken in the short, medium and long-term?



Resources

- **Cheshire and Merseyside's collaborative model to reduce health inequalities and improve population health** – a case study of the Champs Public Health Collaborative, a model of collaborative leadership to tackle health inequalities, involving nine local authorities and the NHS.
- **Reducing health inequalities in Luton, the first 'Marmot Town'** – a case study of Luton's work to become the first 'Marmot Town'.
- **Improving Health Equity: Guidance for Health Care Organizations** – guidance from the Institute for Healthcare Improvement on how health care organisations can improve health equity.
- **Health Inequalities Leadership Framework - Board assurance tool** – tool based on the Care Quality Commission's well led domain eight key lines of enquiry measures and the five national priorities for tackling health inequalities (2021/22).

Prioritisation of babies, children and young people

- Are babies, children and young people reflected as a priority in your local strategies, leadership structures, and system goals?
- Do different sectors (health, education, care, VCFSE) work together to deliver shared priorities for babies, children and young people?
- Are resources (time, funding, capacity) allocated to address the needs of babies, children and young people across the system?
- Does the system measure progress on outcomes for babies, children and young people and are targets set for this?
- How are outcomes used to drive improvement?

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 Resources • Cheshire and Merseyside's collaborative model to reduce health inequalities and improve population health • SHEU: The Schools and Students Health Education Unit – organisation that develops localised school surveys on the health and wellbeing of children and young people. • The #BeeWell Survey – youth-centred programme led by The University of Manchester, The Gregson Family Foundation and Anna Freud. Uses co-created surveys delivered annually in schools, to understand what affects young people's wellbeing and what can be done to improve it. • The OxWell Student Survey – a collaboration between young people, schools, local authorities, the NHS and the OxWell research team at the University of Oxford's Department of Psychiatry. Delivers a large-scale annual survey designed to measure the wellbeing (health and happiness) of children and young people aged 9–18 years old.	

Children's, young people's, parent's and carer's voices

- Are children, young people, parents, and carers currently involved in shaping services?
- Are there methods in place to ensure meaningful engagement with underserved groups?
- Are there methods in place to ensure meaningful engagement across the 0-19 age range or up to 25 with SEND?
- Are insights from children, young people, parents and carers used to influence decisions and priorities?
- Is there a designated lead for engagement with children, young people, parents and carers?

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 Resources	• Child health inequalities and policy – a Royal College of Paediatrics and Child Health toolkit on child health inequalities and poverty. • Taking Decisions Together: An accessible participation plan to support children and young people to take part in strategic decision making – a participation plan from the Commissioner of Wales to support engagement with children and young people. • Hear by Right Framework – a youth participation framework to support organisations to plan, develop and evaluate their participation practices to ensure youth voice remains front and centre. • Lundy's Model of Participation – a framework that helps to ensure that children and young people are given the opportunity to express their views and that they are heard and taken seriously. • A Fair and Equal Opportunity to Enjoy Good Health – A Young Person's Toolkit - a young person's toolkit about how they can have a fair and equal opportunity to be healthy.

Data and insight for equity

- Do you currently collect data and insights relevant to child health equity?
- Do you routinely disaggregate data by factors such as ethnicity, geography, disability, and deprivation?
- Is data and insight-sharing enabled between organisations within the ICS, including the VCFSE?
- Do you use data and insights to inform decisions or resource allocation?
- What data gaps exist, and how are you addressing them?

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Resources

- **North West London Health Equity Programme - Driving health equity through Population Health Management in North West London** – case study from north west London Integrated Care System on using a population health approach to improve health equity.
- **NIHR Early Years Toolkit** – a babies, children, and young people's toolkit providing practical tools, techniques, and shared experiences to support the development of services, enhance pathways, and improve child outcomes.
- **Health Inequalities Leadership Framework** - Board assurance tool
- **SHEU: The Schools and Students Health Education Unit**
- **The #BeeWell Survey**
- **The OxWell Student Survey**

Partnerships

- Do you have cross-sector collaboration around child health equity?
- Are partner organisations aligned on child health equity goals?
- Do joint initiatives, funding, or data-sharing arrangements in relation to child health equity exist?
- How are gaps in collaboration being addressed?

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 Resources	• Cross-sector collaboration to reduce health inequalities: a qualitative study of local collaboration between health care, social services, and other sectors under health system reforms in England – journal paper on cross-sector collaboration to reduce health inequalities in England. • Cheshire and Merseyside’s collaborative model to reduce health inequalities and improve population health • Reducing health inequalities in Luton, the first ‘Marmot Town’ • North West London Population Health Management and Health Equity Academy – a training and development hub for health and care staff.

Commissioning for equity

- Does child health equity feature in your commissioning priorities or decisions to enable you to meet the needs of the most underserved communities?
- Are children, young people, families and community organisations and individuals (e.g. youth and faith leaders) involved in shaping commissioning specifications and fairly compensated for their contributions?
- Do you assess the equity impact of commissioned services?
- Are the equity in practice principles being followed?
- Does your ICB have dedicated and sustained funding specifically for child health equity work?

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Resources

- **North West London Health Equity Programme - Driving health equity through Population Health Management in North West London**
- **How to embed action on health inequalities into integrated care systems** - A practical guide to inform spending on health inequalities - practical guide for system leaders to inform spending on health inequalities.
- **New Commissioner Guide to Health Equity** – a guide to support health and social care commissioners in addressing health inequalities of access.
- **Extra Funding allocation Inequality Tool (eFIT)** – a tool for ICBs to support equitable allocation of discretionary additional funds.

Workforce capability and skills

- Is there funding for staff training on child health equity, anti-racism, and/or culturally safe care?
- Is there strategic buy-in and leadership support for training, ongoing learning and implementation?
- Is there a designated lead with protected time to carry out child health equity work?
- Are staff supported to manage the complexities of this work from a professional and personal perspective?

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Resources

- **North West London Population Health Management and Health Equity Academy**
- **E-Learning for Health – cultural competency, embedding public health into clinical services, population health toolkit** – e-learning modules for healthcare professionals.
- **What works: Empowering health care staff to address health inequalities** – an international evidence review of what is effective at empowering healthcare staff to address health inequalities.