

**DRAFT**



**NHS LANARKSHIRE  
EQUALITY, DIVERSITY AND SPIRITUALITY GOVERNANCE COMMITTEE**

**NOTES OF THE MEETING HELD ON TUESDAY 22<sup>nd</sup> JUNE 2010 AT 10AM IN  
THE BOARD ROOM, BECKFORD STREET, HAMILTON**

**Present:** Mrs. S. Smith (Chair)  
Ms. G. Bhatti  
Rev. R. Devenny  
Mrs. S. Dunne  
Mrs. N. Mahal  
Ms. H. Sheikh  
Mr. K. Small  
Mr. W. Sutherland  
Mrs. S. Welton

**In Attendance:** Mrs. E. Smith  
Ms. L. Alexander, NHS Scotland (item 6)

**ACTION**

**1. Apologies**

Apologies were received from Councillor McAvoy, Councillor McCabe, Mr. P. Wilson, Mr. T. Davison and Ms. J. Donaghy.

**2. Minutes of the Previous Meeting**

The Notes of the meeting on **23<sup>rd</sup> March 2010** were accepted as a true and accurate record following an amendment to the second bullet point under the Head of Spiritual Care update which should have read:

*“It was noted that sessional Chaplains will be replaced with a further three directly employed part time Chaplains etc.....”*

**3. Matters Arising**

***Single Equality Scheme – verbal report***

It was noted that a briefing paper had been submitted to the NHS Lanarkshire Board on the 24<sup>th</sup> March 2010 and that the Single Equality Scheme had now been published on the NHS Lanarkshire website. It was noted that positive feedback had been received in respect of bringing the individual schemes under one umbrella. The annual Action Plan will be picked up later in the agenda

***Lanarkshire Ethnic Minority Action Group (LEMAG)***

Discussions are ongoing between the partner agencies of North and South Lanarkshire Councils and NHS Lanarkshire around the level of funding for LEMAG for the current financial year.

A Service Level Agreement (SLA) with a number of objectives has been discussed and submitted to LEMAG and a further meeting has been set up with the officer bearers to finalise this agreement and reporting arrangements.

#### 4. **EDS Governance Committee Annual Report 2009/10**

The NHS Lanarkshire Board had recently received a paper from the Director of Nursing, Midwifery and AHPs around reviewing Governance Arrangements annually to ensure that Governance Committees look back on their achievements and that the work of the Governance Committee reflects the remit of the group in its reports to the Board.

The EDS Governance Committee Annual Report 2009/10 was included in the submission to the Board in May 2010.

##### ***Terms of Reference***

A full debate took place around the terms of reference for the Equality, Diversity and Spirituality Governance Committee with the following points being noted:

- Further work required around health improvement, particularly in the area of population demographics.
- Clarify what mainstreaming means and how it affects outcomes.
- Emphasise the business benefits of mainstreaming the agenda to the organisation.
- Insert the wording “unlawful and / or unfair” into first bullet point within the Terms of Reference.
- Consider how to represent the clinical aspect of spiritual care within the EDS Terms of Reference.
- Ensure linkage to Quality Strategy.

##### ***Membership***

- Review membership and ensure named individuals are encouraged to send deputies if unable to attend.
- Ensure membership is linked to Action Plan.
- Due to retirements and reorganisation within Public Health Department a nomination had been sought from Dr. Kohli, and it was confirmed that he was in the process of identifying a senior Public Health Consultant to join the Governance Committee.
- Ensure membership from Community Health Partnerships (CHPs) to drive forward CHP Action Plans.
- Explore the possibility of reducing the current Non-Executive Directors by two and replacing with Anne Armstrong in her Non-Executive Director role.
- In future years the Board Annual Report should be agreed at the Committee prior to submission to Board.

### ***Action Plan***

- Amend the name of the Action Plan from NHS Lanarkshire Single Equality Scheme Action Plan 2010/11 to NHS Lanarkshire Equality, Diversity and Spirituality Action Plan 2010/11.
- Create a column to chart progress and evidence against each of the actions.
- Look at 2 specific areas on each agenda of the Governance Committee.
- Suggested the use of a sounding board to look at the Action Plan and listen to views of frontline staff around the Equality, Diversity and Spirituality agenda.
- Ensure workforce data is linked to the Action Plan.

## **5. Director of OD – Remit Change**

Kenny Small outlined the changes to his role as from 1<sup>st</sup> July 2010 and the need to review his current remit.

***Equality and Diversity*** - Is around development and training and although Kenny will continue to have ultimately responsibility, Susan Dunne will take on leadership of the Equality, Diversity and Spirituality Steering Group and line management of Hina Sheikh, Equality & Diversity Development Manager. Susan will also become a member of the Equality, Diversity and Spirituality Governance Committee.

***Spirituality*** – Discussions had been held between Kenny and Bob Devenny around where leadership of the Spiritual Care Service should lie. It was felt that the development of the Spiritual Care Service has reached a natural conclusion and it now required a clinical lead. Discussions are ongoing around transfer of the lead role to Paul Wilson, Director of Nursing, Midwifery and AHP as there was national discussion around Chaplains possibly becoming AHPs.

Bob Devenny expressed his gratitude for the support he had received from Kenny in his role during the development of the Spiritual Care Service.

## **6. Progressing Age Equality within the NHS in Scotland**

Linda Alexander the Equality Manager from NHS Health Scotland gave a comprehensive presentation on the Implications of the Equality Act in relation to age.

The ban on Age Discrimination 2012 and the Public Sector Equality Duty to Age 2010 creates an integrated public sector equality duty covering all eight protected characteristics including age, disability, gender reassignment, pregnancy or maternity, race, religion and belief, sex and sexual orientation.

The timetable for the new law coming into effect is as follows:

- **October 2010** : main provision – the anti-discrimination provisions covering employment, education, goods and services and the exercise of public functions, private members clubs and associations.
- **April 2011** : the integrated public service equality duty, the socio-economic duty and dual discrimination protection.
- **2012** : the ban on age discrimination in provision of goods, facilities, service and public functions.

Further discussion and consultation on secondary legislation will take place in autumn 2010 and focus on exceptions to the legislation and the application of objective justification.

The age equality audit tool developed by the Department of Health is available to NHS Scotland Boards. This tool enables Boards and partner agencies to carry out a joint self-assessment and create a gap analysis to highlight priorities for action and inform local decisions and investment.

The Equality and Human Rights Commission are currently developing guidance to assist with implementation.

The need for a briefing paper to the Modernisation Board, Service Improvement Boards and Corporate Management Team around the introduction of the public service equality duty on age was recognised.

## 7. **Activities Report : Diversity and Equality Development Manager**

Hina Sheikh gave an update of the current position as follows :

- ***ISD Data Collection for Equality & Diversity:*** Hina indicated that NHS Lanarkshire remains one of the top performing Boards in Scotland in relation to data capture of ethnicity for inpatient / outpatients with 89% returns within Acute.
- ***Disability Engagement Group:*** The final documents produced using the NHS Scotland Wayfinding Guidance has been circulated to members of the Disability Engagement Group for distribution to their members to complete and return, in the envelope provided, when attending outpatient clinics. The outcome of the six month exercise will inform provision of services which meet the needs of the community.
- ***LGBT*** : It was noted that a support group primarily for staff has been set up in conjunction with South Lanarkshire Council. Information on the group will be included within the staff briefing.
- ***Champions Programme:*** The Champions Training in partnership with North Lanarkshire Council was progressing well but would be reviewed to ensure it met the requirements of all attendees. Hina Sheikh would contact Simon Cameron to offer the same joint training to South Lanarkshire Council.

- **Equality & Diversity Training:** Hina indicated that 1,000 staff had gone through the Equality & Diversity Training and that the course was receiving positive feedback from attendees.
- **Annual Review:** Hina indicated that 2 members of the Disability Engagement Group would be attending the Annual Review on the 12<sup>th</sup> August 2010.

## 8. **Activities Report : Head of Spiritual Care**

Bob Devenny gave an overview of the progress within Spiritual Care Services and future plans within the service :

- **Spiritual Care Policy / Action Plan:** The Policy and Action Plan had been reworded based on comments at the last meeting of the Committee.

The Committee made a number of further suggestions on the Policy and Action Plan:

### **Policy**

- Ensure the policy is set out using the new format available on Firstport.
- Include evidence of the clinical benefits of spiritual care to patients.
- Refresh the membership list and indicate date .i.e. Members of the Spiritual Care Advisory Committee as at (date)
- Appendix A – replace the current information from 2003 with information from the Director of Public Health Annual Report 2008/09.

### **Action Plan**

- Within the Action Plan refer to the business case and note inability to meet certain actions due to financial constraints.
- Show what is needed as future developments.
- **On-Call Review:** Bob Devenny tabled a paper which highlighted the increase in on-call from it's introduction in April 2010 covering the first 3 months of the service.
- **Palliative Care MCN Audit:** Bob Devenny had circulated a Palliative Spiritual Care Staff Scoping Exercise which had been carried out between January and March 2010 for information.
- **Spiritual Matters Launch:** Bob Devenny indicated that the launch of the Spiritual Care Matters publication on 2<sup>nd</sup> June 2010 had been well received. An audience feedback questionnaire had highlighted the interest from attendees for more in-depth training in spiritual care.

9. **Date of Next Meeting**

The next meeting will take place on 28<sup>th</sup> September 2010 at 10am in the Board Room, Beckford Street, Hamilton.

Meetings for the remainder of 2010/11 are confirmed as follows :

- 14<sup>th</sup> December 2010
- 22<sup>nd</sup> March 2011

All meetings will take place in the Board Room, Beckford Street, Hamilton and will commence at 10am.