

Equality, Diversity and Spirituality

Areas of Progress and Achievement November 2006

1.0 INTRODUCTION

1.1 This Report provides a summary of progress and achievement throughout NHS Lanarkshire in the important areas of equality, diversity and spirituality. A number of important matters of immediate concern are highlighted in Section 3.0.

1.2 The achievements and progress are reported under the headings within SEHD HDL(2002)51 Fair for All, and which have been adopted by the Board to consistently structure and report in this area of work, namely :

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- Energising the Organisation
- Demography and Health
- Access and Service Delivery
- Human Resources / Workforce
- Community Development (re PFPI)
- Performance Monitoring and Evaluation

1.3 This is a summary Report providing highlights of progress and achievement. It is not intended to be exhaustive.

2.0 SUMMARY OF PROGRESS AND ACHIEVEMENT TO DATE

2.1 Energising the Organisation

- Equality, Diversity and Spirituality (EDS) Committee established with supporting Management Steering Group. Board members' development event held – with further event scheduled, Spring 2007.
- Rapid EDS Impact Assessment Tool developed and implemented in support of determination of need for full EDS Impact Assessment. Management development / training programme in place.
- Diversity Champions pilot in process of development (with support from SEHD) to create local, knowledgeable and influential Champions in the workplace.

2.2. Demography and Health

- Completion of an initial Public Health Research Project to better understand the demography of ethnic minority and other potentially excluded communities across Lanarkshire.
- Commenced work to influence Acute Services, CHP's, Localities and MCN's on clinical morbidity, health needs and barriers to access for minority and other excluded communities. Influence on health improvement and health service planning decision-making through enhanced understanding and use of morbidity|etc.

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2.3 Access and Service Delivery

- Creation of an explicit link between EDS and PFPI Agendas (Strategy and strategy implementation).
- Continued support for Lanarkshire Ethnic Minority Action Group (LEMAG), developing relationships with North and South Lanarkshire Disability Forums and engagement with North and South Lanarkshire Public Partnership Forums.
- Review, reprint and promotion of Patient and Public information to enhance communication and informed access to services.
- NHS Lanarkshire Website – diversity and disability compliant.
- Enhanced interpreting and translation services in place for hospital and primary care use.
- Launch of a review to modernise provision of spiritual care to patients, carers and staff.
- Review of NHS Lanarkshire premises and establishment of a capital programme to ensure facilities meet Disability Discrimination Act 1995 compliance.

2.4 Human Resources / Workforce

- New HR Policies issued on Equality of Opportunity and Dignity at Work.
- Progress made on workforce profile and activity monitoring (Minimum Data Set).
- NHS Lanarkshire Pilot Site for SEHD initiative on Workforce Diversity data capture and reporting.

2.5 Community Development

- Completion and mainstreaming of the Big Lottery Funded Health Bus Initiative for ethnic minority and other potentially excluded communities.
- Engagement with representative communities to influence the development of Race Equality and Disability Schemes for NHS Lanarkshire.

2.6 Performance Monitoring

- EDS Strategy in place with implementation process through annual action plans.
- Regular performance reporting / monitoring through EDS Committee.

3.0 MATTERS OF IMMEDIATE SIGNIFICANCE

- 3.1 This section of the Report highlights a number of matters within the Equality, Diversity and Spirituality agenda which are of immediate significance to the momentum of good progress.

Board Endorsement

- 3.1.1 ***EDS Strategy and 2006 /07 Action Plan*** : The Board is asked to consider and endorse the EDS Strategy and the creation and implementation of associated annual action plans (2006/07 as the current example).
- 3.1.2 ***Equality Impact Assessment*** : The Board is asked to agree to a formal position whereby no strategy, policy, procedure, protocol or service development change proposals will be endorsed without appropriate completion of an Equality Impact Assessment. (The associated training and development need for staff has been recognised and is in the process of being met).
- 3.1.3 ***Disability Scheme*** : The Board is asked to remit sign off of the Board's Disability Scheme to the EDS Committee in order that the statutory requirements to publish the Scheme is met by 4th December 2006.

Board to Support

- 3.1.4 ***Public Health Specialist Input*** : The Board is asked to consider support for a more explicit linkage between the work of the EDS Committee and the Directorate of Public Health / Health Improvement Teams to enhance knowledge and understanding of health morbidity and demography in Lanarkshire's ethnic minority and potentially excluded communities to influence health care provision.

- 3.1.5 ***Alignment of the Governance and Leadership of the EDS and PFPI Agendas:***
The Board is asked to support the realignment of the Governance and Leadership arrangements for EDS and PFPI to optimise synergy and minimise duplication of effort, taking account of the Scottish Health Council views on this matter, and in conjunction with the review of the Board's Governance Committee structure being undertaken by the Chairman, Chief Executive and Board Secretary.
- 3.1.6 ***Workforce Information :*** The Board is asked to support continued efforts at national and local levels to refresh and optimise use of the SWISS Computerised Workforce Information System to provide intelligence, understanding and enhanced diversity in the workforce. (It should be noted that this is a statutory requirement and therefore remains an area of risk for the Board).
- 3.1.7 ***Engagement / Ownership Across NHS Lanarkshire :*** the Board is asked to support continued use of the annual EDS Action Plan approach to progress and achievement recognising the importance of effective engagement with the Acute Division, CHP's and Corporate Directorates to ensure ownership and creation of a structure of EDS delivery plans.

4.0 **SUMMARY**

- 4.1 As demonstrated, the Board is involved in many activities and areas of good practice with the areas of equality, diversity and spirituality.
- 4.2 It is important that this is recognised and that the opportunity continues to be taken to celebrate success and achievement. The importance of good communications and continued engagement with staff and communities across Lanarkshire in this context should not be underestimated.
- 4.3 Many challenges remain to be addressed as we continue to lead and drive cultural change and delivery of continued progress and achievement in this important area of work.
- 4.4 The EDS Strategy and programme of annual implementation plans have been designed to provide direction and reassurance to the Board.

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Kenneth Small
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10th November 2006