

## **DIVERSITY IN LEADERSHIP**

### **Leadership Framework**

NHS Lanarkshire is fully committed to an agenda of continuous improvement across the complimentary agendas of equality, diversity and spirituality.

The Board's Equality, Diversity and Spirituality Governance (EDS) Committee has established a clear strategic agenda for action and improvement working through a programme of prioritised annual objectives.

The strategic agenda and objectives focus on improvement across a broad spectrum of activity recognising the Board's health improvement, health care and employment responsibilities. This agenda for action is set out under the headings :

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

It is the intention to report on this work to the Board in some detail at a meeting in the near future. As recent meetings of the EDS Committee have not been quorate it is particularly important that the direction of travel and activity in this important area are considered and discussed at Board level.

The Scottish Executive Health Department are looking to support the Board in this area of work and, in particular, are keen to ensure that Board Members benefit from personal development to promote an improved and common understanding of the importance of the Diversity Agenda for NHS Scotland.

Executive Directors and Senior Managers have been invited to attend a National Diversity in Leadership event on 7<sup>th</sup> November 2006. This event will provide an opportunity to hear from leaders across the public and private sectors regarding experience positioning diversity in leadership and will inform the approach to be taken in this important area across NHS Scotland.

A series of Board Development days have also been commissioned by Scottish Executive Health Department. The events will take place between October 2006 and March 2007 with no date having yet been confirmed for NHS Lanarkshire.

**The Board is asked to :**

- **Agree to receive a progress report on Equality, Diversity and Spirituality at a future meeting.**
- **Support attendance of Executive Directors and Senior Managers at the SEHD National Event on 7<sup>th</sup> November 2006.**
- **Delegate to the Board Secretary responsibility for making arrangements with SEHD for a one day Board Development Day on Diversity to be arranged in the period October 2006 – March 2007.**

**Kenneth Small**  
**Director of Organisational Development**

18<sup>th</sup> September 2006