

Meeting of
Lanarkshire NHS Board
19th December 2007

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SUBJECT: Progress Report on Equality, Diversity and Spirituality

1. PURPOSE

The attached report describes progress on a number of key themes which feature as priorities within the NHS Lanarkshire Equality, Diversity and Spirituality (EDS) Action Plan 2007/08.

The report is designed to brief Board Members on action, progress and areas of risk

2. CONTENT/SUMMARY OF KEY ISSUES

The Report highlights progress on 7 key themes, namely :

- EDS Governance Arrangements
- Diversity Champions Project
- Equality and Diversity Impact Assessment
- Spiritual Care
- Equality and Diversity Training
- Community Engagement
- Workforce Equality Monitoring

3. ACTIONS

4. CONCLUSIONS

The Board is asked to note progress and give ongoing support to this important area of work.

5. FURTHER INFORMATION

Kenneth Small, Director of OD, NHS Lanarkshire

KAS/EES
7th December 2007

Equality, Diversity and Spirituality Report

May 2007

1.0 Introduction

- 1.1 This Report sets out progress on a number of key themes which feature as priorities within the NHS Lanarkshire Equality, Diversity and Spirituality (EDS) Governance and Action Plans 2007/08.
- 1.2 Monitoring of progress and achievement against the full plans is a fundamental responsibility of the Board's EDS Committee.

2.0 EDS Governance Arrangements

- 2.1 Clear and effective arrangements are now in place for governance, leadership and accountability against the EDS agenda.
- 2.2 The EDS Committee has approved separate Governance and Action Plans for 2007/08.
- 2.3 An EDS Management Steering Group has been established to lead and oversee mainstreaming of the agenda within Corporate and Operational objectives and performance. The Steering Group is chaired by the Director of Organisational Development.

3.0 Diversity Champions Project

- 3.1 NHS Lanarkshire, along with NHS Tayside, is a host site piloting the concept of Diversity Champions in the workplace with support from Scottish Government Health Department.
- 3.2 Diversity Champions are a source of advice, support, audit and encouragement in the workplace across all aspects of the equality and diversity agenda.
- 3.3 NHS Lanarkshire has currently successfully recruited and trained 40 diversity Champions (from within Maternity and Mental Health Services) and is supporting the Champions in fulfilling this role.
- 3.4 Wider and additional recruitment of Diversity Champions is planned for early in 2008.
- 3.5 An initial evaluation of the Project is planned in the autumn of 2008.

4.0 Equality and Diversity Impact Assessment

- 4.1 All new Policies, Procedures and Strategies are the subject of an Equality and Diversity Impact Assessment (EDIA) and the Board's Planning staff have been trained to support Managers in completion of EDIA.

- 4.2 Older Policies, Procedures and Strategies are subject to EDIA on completion of their formal review.
- 4.3 The Board's Equality and Diversity Development Manager has been tasked with completion of an EDIA for Policies, Procedures and Strategies with no planned review date on the basis of a rolling programme throughout 2008/09.
- 4.4 Consistent with the plan to mainstream EDIA within day to day thinking and activity throughout the Board, a programme of EDIA Training is planned for 130 Senior Managers to be delivered between January and July 2008.

5.0 Spiritual Care

- 5.1 Reverend Bob Devenny has been appointed as the Board's Head of Spiritual Care (the first full-time appointment in this field in the history of NHS Lanarkshire) and is developing a Project Plan to modernise the provision of spiritual care support to patients, relatives, carers and staff throughout NHS Lanarkshire.
- 5.2 A Spiritual Care Committee has been reformed (this having not met for 3 years). The Committee is made up of active, interested parties from faith and non-faith communities including minority faith communities across Lanarkshire.

The Committee will be used as a source of engagement on implementation of the plans to modernise spiritual care.

- 5.3 An initial Outline Business Case for the Modernisation of Spiritual Care was presented to the EDS Committee on 18th December 2007.

6.0 Equality and Diversity Training and Development

- 6.1 Equality and Diversity (EDS) Training and Development has featured as a priority for Senior Managers during 2007/08 and will be a priority for the wider staff groups during 2008/09.
- 6.2 105 Senior Managers participated in a one day ED Development Programme between July and October 2007 and a further 2 programmes are planned to complete development for the Cohort of 140 by March 2008.
- 6.3 EDIA Training is planned for the same Cohort in the period January to July 2008 (see Section 4 above).
- 6.4 An EDS Awareness Session is now included in the General Staff Induction Programme and in the on-line Induction Programme for Junior Medical Staff.
- 6.5 A pilot EDS Training Programme for receptionists and staff in out-patient clinics is currently being delivered and evaluated, and the success of the programme will inform future plans for roll out of such training.

- 6.6 Work is underway to scope out and respond to the training and development implications of the Knowledge Skills Framework Core Dimension on Equality and Diversity.

It is likely that this will result in a 3 level approach to training and development :

Level 1 : Mandatory for all staff

Level 2 : Relevant to specific Occupations / Roles

Level 3 : Relevant to Management Roles

Design and delivery of training and development against the 3 Levels will feature in the 2008/09 Learning Plan (and beyond).

7.0 Community Engagement

- 7.1 NHS Lanarkshire continues to actively engage with communities in progressing the equality, diversity and spirituality agenda.

- 7.2 Recent work has included the further development of a Lanarkshire wide Disability Engagement Group, and a refreshed relationship with the Lanarkshire Ethnic Minority Action Group as continuing sources of advice and influence on the design and delivery of culturally competent and accessible health services.

8.0 Workforce Equality Monitoring

- 8.1 A copy of the NHS Lanarkshire Work Plan for 2007.08 to deliver progress towards compliance with the Statutory Duties on Workforce Equality Monitoring was shared with Board Members in May 2007.

- 8.2 The Work Plan had previously been shared with the Commission for Racial Equality (CRE) in March 2007.

- 8.3 On 22nd August 2007 the Board received formal confirmation from the CRE that the Board's plans will deliver progress towards compliance with the Statutory Duties within an acceptable timescale.

- 8.4 The Working Group established to lead and deliver progress against the Work Plan continues to meet and good progress is being made. Progress is monitored in detail by the EDS Committee.

- 8.5 The Board' Workforce Equality Monitoring Information will be published through the annual Workforce Plan (due in April each year).