

Equality, Diversity and Spirituality Report

May 2007

1. The attached Report described progress on a number of key themes which feature as priorities within the NHS Lanarkshire Equality, Diversity and Spirituality Action Plan 2007/08.
2. The Report is designed to brief Board Members on action, activity and areas of risk.
3. This Report highlights progress on 4 key themes, namely :
 - EDS Governance and Leadership arrangements.
 - Workforce Equality Monitoring.
 - Outcomes from the NHS Board Development Event.
 - Development of the NHS Board's Gender Equality Scheme.
4. The Board is asked to note and support progress in these important areas of work.

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) Action Plan 2007/08.

2.0 EDS Governance and Leadership Arrangements

- 2.1 In concert with the overall review of the Board's Governance and Committee Structures the opportunity has been taken by the EDS Committee to realign and affirm its role and function as a Governance Committee.
- 2.2 In so doing, the Committee will establish a clear management infrastructure of accountability for delivery against the annual EDS Action Plans. This will take the form of a senior and representative Steering Group chaired by the Director of Organisational Development, which will ensure that the EDS agenda is mainstreamed within corporate and operational objectives and performance.
- 2.3 The EDS Committee is now chaired by Hugh Sweeney. Neena Mahal (former Chair) remains as a member of the Committee with non-Executive Membership boosted by the addition of Sandra Smith.
- 2.4 The Director of Organisational Development will submit the EDS 2007/08 Governance Action Plan to the Committee for consideration and approval at its next meeting on the 19th June 2007.

3.0 Workforce Equality Monitoring

- 3.1 The Director of Organisational Development presented a briefing paper on Workforce Equality Monitoring to the Board at its meeting in February 2007.
- 3.2 The Board were informed of the content of a detailed letter dated 17th January 2007, which had been sent to the Commission for Racial Equality (CRE) in response to a request for a status report on compliance with the Statutory Duty on workforce monitoring on ethnicity.
- 3.3 It was noted that the response highlighted a number of areas of workforce monitoring, analysis and reporting which require urgent action in order to achieve compliance.

- 3.4 Appendix A to this Report is the first Draft of the Work Plan for 2007/8 designed to deliver substantial progress towards compliance with the Statutory Duty. Progress and achievement against the Work Plan will be led and monitored through a Working Group of HR, OD and IT Managers chaired by the Director of Organisational Development.
- 3.5 On 16th May 2007 a reply was received from the CRE to the Director of OD's letter of 17th January 2007. The reply is not in the form of a Statutory Improvement Notice, but contains detailed and helpful direction and guidance on areas of progress towards Statutory compliance. The Director of Organisational Development will take full cognisance of the CRE's response in refining the Work Plan for 2007/8 and beyond. The refined Work Plan will be shared with the CRE for information.
- 3.6 The SEHD has arranged an event on 6th June 2007 to inform and support Boards in meeting Statutory compliance on Workforce Equality Monitoring. NHS Lanarkshire will participate fully in the event.

4.0 Outcomes from the NHS Board Diversity Development Event

- 4.1 The Board Diversity Development Event took place on 20th April 2007.
- 4.2 The event was part of an SEHD sponsored programme of Board development designed to enhance knowledge and awareness of the Diversity agenda.
- 4.3 At the conclusion of the event the Board Members present were agreed that it made sense to establish a limited number of priorities on which to concentrate in 2007/8 as follows:
- Health Needs Assessment (enhanced understanding of the diverse nature of the communities across Lanarkshire, their health and health care needs. Design of initiatives and services to meet the cultural and other specific needs of communities).
 - Picture of Health and Service Redesign (engagement with communities to ensure that in planning new models of care and service due account is taken of the cultural and other specific needs of communities).
 - Workforce Equality Monitoring (deliver real progress in movement towards Statutory compliance as set out in paragraph 3.0 above).
 - Equality Impact Assessment (ensuring that staff have the knowledge, skills and support to embed real time Impact Assessment as an integral part of strategy and policy development and service redesign).
 - Gender and Disabilities Duties (creation and implementation of the Board's written Duty Statements with supporting credible annual Action Plans).
 - Senior and Middle Manager Development (a programme of education and development to be delivered during 2007/8 to enhance knowledge, awareness ownership and performance in the area of diversity).

4.4 The priorities will be captured within the EDS Action Plan for 2007/8 with progress and performance monitored through the Management Steering Group and the EDS Committee.

5.0 Development of the Board's Gender Equality Scheme

5.1 In common with all Public Sector Agencies, NHS L is required to comply with the Gender Equality Duty, which came into force in Scotland on 6th April 2007. The Duty puts the onus on the public sector to promote gender equality and eliminate sexual discrimination.

5.2 A key requirement of the Duty is the need for listed public bodies to produce and publish a Gender Equality Scheme by 29th June 2007.

5.3 The Scheme will identify :

- The Board's gender equality objectives and what evidence has been used to develop these objectives.
- How we will gather information to monitor change in service delivery and employment.
- How service users, staff and Trade Unions are consulted in setting objectives.
- How the impact of Policies and practices on gender equality are assessed.
- An Action Plan for the next 3 years.
- How progress will be monitored.

5.4 Work has commenced to develop the Board's Scheme – to be informed by consultation / questionnaires with service users, minority communities and other potentially disadvantaged groups, staff and Trade Union Representatives.

5.5 The final draft of the Scheme will be considered at the meeting of the EDS Committee on 11th June 2007 with the intention to present the actual Scheme, for approval, at the NHS Board meeting on 27th June 2007.

Kenneth Small
Director of Organisational Development

18th May 2007