

**DRAFT**



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

**NOTES OF THE MEETING HELD ON TUESDAY 24<sup>th</sup> JUNE 2008 AT 10AM IN THE  
BOARD ROOM, BECKFORD STREET, HAMILTON**

**Present:** Mr. H. Sweeney (Chair)  
Mr. K. Small  
Dr. L. Armitage  
Ms. G. Bhatti  
Mrs. N. Mahal  
Ms. H. Sheikh  
Ms. S. Smith  
Mrs. S. Welton

**In Attendance:** Mrs. E. Smith  
Rev. R. Devenny, Head of Spiritual Care (Item 3a)  
Mr. G. Yafai, Diversity Marketplace (Item 6)

**ACTION**

**1. Apologies**

Apologies were received from Councillor McAvoy, Councillor McCabe, Mr. W. Sutherland, Dr. A. Graham, Mr. P. Wilson, Mr. T. Davison, Mr. R. Watts and Ms. J. Donaghy.

**2. Minutes of the Previous Meeting**

The Notes of the meeting on **25<sup>th</sup> March 2008** were accepted as a true and accurate record following the amendment of Matters Arising (c) to include *Provision for training together with funding to support minority faith and belief groups in also included in the budget*

**3. Matters Arising**

**a) Spiritual Care Business Case – Progress Report**

Bob Devenny indicated that the recruitment process was currently underway in relation to the employment of 4 full time generic Chaplains. It is anticipated that the Chaplains will be in post by September 2008.

Discussions are also ongoing to move towards direct employment of part-time Chaplains with funding available to support minority faith and belief groups. Discussion to provide improved support and training for pastoral volunteers was ongoing.

A chaplains meeting had taken place on the 19<sup>th</sup> June 2008 with guest speaker Geoff Lachlan who had been involved in the production of the literature *Religion and Belief Matters*. It was proposed that an invitation be extended to Mr. Lachlan to give a presentation to senior managers of NHS Lanarkshire to raise awareness.

**BD**

It was also noted that the new national Service Standards for Chaplaincy would be used as an audit tool to create a baseline for monitoring the impact of service improvement.

Following discussion around chaplaincy facilities it was agreed that it was appropriate for the governance Committee to highlight to CMT and Board any perceived risk if appropriate and equitable facilities were not available at the various sites for all faith and belief groups.

The Spiritual Care Committee is currently working on a refreshed Spiritual Care Policy. A draft has been produced and following the national consultation in June and receipt of the CEL the policy will be finalised by the Spiritual Care Committee before submission to the EDS Committee for sign off.

b) ***Terms of Reference : EDS Steering Group***

The Terms of Reference for the EDS Steering Group were approved by the Committee.

c) ***Equality and Planning Directorate of NHS Health Scotland – status report***

The Equality and Planning Directorate of NHS Health Scotland has been created with support from the SGHD. The Directorate have set up a network with a lead from every Health Board in Scotland. Kenneth Small is the lead for NHS Lanarkshire. The network is currently creating a work plan following discussion with leads to look at current provision at local level and what support would be sought from the Directorate.

4. **Governance Plan 2007 - 2009**

The EDS Governance Plan 2007-2009 was discussed and comments noted for inclusion in a revised draft which would be circulated prior to the next meeting in September where it was the intention to receive final approval.

**KS**

5. **Activities Report : Diversity and Equality Development Manager**

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

- Impact Assessment Training continues to roll out across NHS Lanarkshire.
- Diversity Champions initiative is progressing. 84 Champions now appointed.

- Work is commencing with other Health Boards on development of a Single Equality Scheme.
- The reports from the Disability Engagement Sub-Groups, covering Access and Communications, are being written up for submission to the Disability Engagement Group. The reports will then be submitted to the EDS Steering Group. HS
- It was suggested that Chairs of the PPFs be invited to the Disability Engagement Group to improve engagement and effective communications. HS

## 6. **Diversity Website – Demonstration**

Gamiel Yafai from Diversity Marketplace attended the meeting to give a demonstration on progress in the creation of the Diversity Website. The demonstration outlined the information that would be held on the site and the support and general information it would provide for managers and staff.

The portal created for use of the EDS Champions within the website was also explained.

The Committee gave feedback on the layout, content and accessibility to information. The main areas of discussion was the accessibility of general information on the various strands of equality and it was felt that this information should be accessible to all Managers, staff and staff side representatives through core content.

The proposed launch date is late spring / summer 2008.

Kenny Small thanked Gamiel for his attendance.

## 7. **Equality & Diversity KSF Core Dimension : Progress Report**

Kenny Small reported that following a tendering process and very impressive and challenging assessment of tenders, OSDC has been commissioned to deliver training for all staff within NHS Lanarkshire against the KSF Equality and Diversity core dimension. The training would be multi-layered dependent on what level was required within the post outline. It is anticipated that the training will commence in autumn 2008.

## 8. **Reports from Sub-Groups :**

Reports from the EDS Steering Group and Spiritual Care Committee were circulated for information.

## 9. **Equality and Human Rights Commission Update**

Information on the Equality and Human Rights Commission was tabled for information.

## 10. **Date of Next Meeting**

The date of the next meeting was confirmed as 30<sup>th</sup> September 2008 at 10am in the Board Room, Beckford Street, Hamilton. Meetings for the remainder of 2008/09 are confirmed as follows :

- 10<sup>th</sup> December 2008 – *please note change of date*
- 24<sup>th</sup> March 2009

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