

Meeting of  
Lanarkshire NHS Board  
17<sup>th</sup> December 2008

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**SUBJECT: Equality, Diversity and Spirituality Report  
- December 2008**

**1. PURPOSE**

To brief members of the Board on progress and activity on Equality, Diversity and Spirituality.

**2. CONTENT/SUMMARY OF KEY ISSUES**

**2.1 *Race Equality Scheme***

NHS Lanarkshire was required to produce a progress report on implementation of its Race Equality Scheme by the end of November 2008. The report was produced and published on the NHS Lanarkshire website on 28<sup>th</sup> November 2008.

Highlights in the report include improvements in the mainstreaming of Equality Impact Assessment, improved understanding and positive use of workforce diversity information, significant investment in staff training and continuing effective community engagement arrangements.

**2.2 *Disability Equality Scheme***

NHS Lanarkshire is similarly required to produce a progress report on implementation of its Disability Equality Scheme. The report was published on the NHS Lanarkshire website on 12<sup>th</sup> December 2008.

**2.3 *Single Equality Scheme***

In early 2009, it is planned that NHS Lanarkshire will produce a consultation / engagement document proposing production of a Single Equality Scheme and Action Plan. This will integrate NHS Lanarkshire's current Race, Disability and Gender Equality Schemes and will also articulate a commitment to progress all other strands of the equality agenda.

The integrated Scheme will establish clear and progressive ambitions and responsibilities for NHS Lanarkshire in the furtherance of culturally and socially competent health improvement, health care and performance as an employer. The Scheme will also refresh our commitment to engagement and involvement with patients, carers, the public and staff in this important area of work and will provide a focus for capacity building.

A draft of the Single Equality Scheme will be discussed at a future NHS Lanarkshire Board Meeting.

#### 2.4 ***Lanarkshire Equalities Network***

A (Public Sector) Lanarkshire Equalities Network has been formed to engage relevant staff from NHS Lanarkshire, North and South Lanarkshire Councils, Strathclyde Police and Strathclyde Passenger Transport in enhanced partnership working across the diversity and equality agenda.

Initial meetings have established Terms of Reference for the network and an agreed agenda of key areas of mutual importance, including :

- Production of Equality Schemes and Action Plans
- Associated Stakeholder Engagement
- Equality Impact Assessments
- Staff Training and Development
- Population Demography (understanding and use)

#### 2.5 ***Workforce Initiatives***

High priority continues to be given to the ongoing development and support for NHS Lanarkshire's workforce in the area of equality and diversity. Good progress continues to be made in the roll out of our internal Diversity Champions – where we now have 135 trained and supported Champions in place across NHS Lanarkshire.

A specific website has been developed to provide :

- a) Guidance and information for Managers, staff, staff side representatives and Champions, and
- b) Specific support and assistance for Champions in the discharge of their role

The website can be accessed through Firstport (intranet site) <http://nhs-lanarkshire.diversityonline.co.uk/default.aspx>

NHS Lanarkshire also continues to focus energy and resources on specific training and development activity on equality and diversity for Managers and staff. In year :

- 150 managers have enjoyed Equality and Diversity Awareness Training.
- 100 Staff (medical records) have enjoyed Equality and Diversity Customer Care Training (access to this training will be rolled out more widely across NHS Lanarkshire during 2009/2010 and beyond).
- 135 Diversity Champions have been fully trained.

## 2.6 ***Modernisation of Spiritual Care Arrangements***

The first phase of modernisation of NHS Lanarkshire's Spiritual Care arrangements is now well under way. Rev Bob Devenny now leads a team of a further 4 whole-time generic chaplains providing a dedicated service as follows :

James Allardyce – Children & Women's Services (based Wishaw)

Helen Mee – Palliative Care (based Monklands)

Marian McElhinney – Mental Health (based Hairmyres / Community)

Derek Peat – Cardiology (based Hairmyres)

The whole-time chaplains continue to be supported by a number of sessional denominational chaplains drawn from local communities.

Good progress has been made refreshing appreciation and value of the role of spiritual care in health improvement, care and treatment. It is anticipated that the new arrangements for chaplains will continue to develop this through the enhanced professionalism, continuity and teamwork in spiritual care provision.

## 3. **DECISION BY THE BOARD**

The Board is asked to note progress in the continued development work and activity in Equality, Diversity and Spirituality.

#### 4. FURTHER INFORMATION

For further information or clarification on any matter contained in this report, please contact :

- Kenneth Small, Director of OD on 01698 206375 or by email to [Kenneth.small@lanarkshire.scot.nhs.uk](mailto:Kenneth.small@lanarkshire.scot.nhs.uk)
- Hina Sheikh, Equality and Diversity Development Manager on 01698 206386 or by email to [hina.sheikh@lanarkshire.scot.nhs.uk](mailto:hina.sheikh@lanarkshire.scot.nhs.uk)
- Bob Devenny, Head of Spiritual Care on 01698 377637 or by email to [bob.devenny@lanarkshire.scot.nhs.uk](mailto:bob.devenny@lanarkshire.scot.nhs.uk)

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KAS/EES  
9<sup>th</sup> December 2008