



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

**NOTES OF THE MEETING HELD ON TUESDAY 25th SEPTEMBER 2007 AT 10AM
IN THE BOARD ROOM, BECKFORD STREET, HAMILTON**

Present: Mr. H. Sweeney (Chair)
Mr. K. Small
Mrs. N. Mahal
Ms. H. Sheikh
Ms. J. Donaghy
Ms. S. Smith
Mr. W. Sutherland

In Attendance: Mrs. E. Smith
Rev. R. Devenny, Head of Spiritual Care (Item 9)

ACTION

1. Apologies

Apologies were received from Dr. Lesley Armitage, Councillor McAvoy, Councillor McCabe, Shona Welton, Alison Graham, Paul Wilson, Tim Davison and Roy Watts.

2. Minutes of the Previous Meeting

The Notes of the meeting on **19th June 2007** were accepted as a true and accurate record.

3. Matters Arising

a) *Disability Discrimination Act – Access*

Louis Howson, Head of Maintenance, attended the meeting on behalf of David Browning to give an update on the current position in relation to access to premises under the Disability Discrimination Act in response to HDL (2002)32.

Audits were undertaken in 2002 using the Access Audit Toolkit to establish the extent of work required, to create priority criteria and an indication of financial implications.

Improvement works were listed under the following criteria :

Priority 1 – Essential items without which disabled access is not possible, e.g. ramps, dropped kerbs, disabled toilets, designated parking, suitable emergency exits.

Priority 2 – Improvements associated with disabled access to services, e.g. Electrically operated doors, lowered reception counters.

Priority 3 – Improvement to further enhance access to services, e.g. better signage, tactile surfaces, hearing enhancement systems.

Works undertaken and expenditure per year was reported as :

2004/05 - £360k

- Improved access ramps
- Automatic doors
- Hold open devices on doors for access
- Improved signage
- Some disabled toilets

2005/06 – £460k

- New automatic doors and access ramps
- New hearing loop equipment (including private P Care premises)
- Additional disabled toilets

2006/07 - £1.3m

- Additional automatic doors
- Additional signage
- New lifts at Monklands (circa £1m)

Anticipated works for 2007/08

- Additional access works i.e. auto doors, tactile surfaces, handrails.
- Additional toilet provision

The Committee were re-assured by the current position. However, concern was expressed of the need to ensure that staff were aware of what equipment and assistance is available for disabled users of services.

The Committee recommended the following actions, which would be taken back to the PSSD.

- Disability Groups should be involved at the planning stage for DDA capital investment as they would be able to highlight particular issues from a service user perspective i.e. floor colour when entering lifts for visually impaired users of the service.
- Attendance at the Board's Disability Forum to give an update on the current position and receive feedback from users.

b) *Equal Opportunities Workforce Monitoring*

NHS Lanarkshire's Workforce Equality Monitoring Action Plan had received a positive response from the Commission for Racial Equality.

A proposal was tabled outlining the development of a comprehensive communications and engagement strategy with staff to deliver better understanding of the reasons for data capture, highlighting what standards of confidentiality will be adhered to and what benefits will arise from the data capture for patient and staff.

The essential participation and understanding of local managers and staff side representatives in understanding the importance of the project was also highlighted.

To ensure that NHS Lanarkshire meet their statutory obligations robust systems for data capture, analysis and reporting must be introduced and NHS Lanarkshire will increasingly use all routine employment activity to encourage staff to complete or refresh their workforce equality monitoring data record. Examples include: applications for study leave; training and development courses from OD, Practice Development, Health Promotions, Occupational Health and Safety and Medical Education; employee relations hearing and activity; Notice of Change forms and inclusion in the performance appraisal process where appropriate.

It was felt that the Staff Sounding Board would be a good vehicle to test the proposal. Kenny Small to report back on progress.

KS

c) *Commission for Racial Equality (CRE) Enquiry : Review of NHS Scotland position*

Paper outlining a position statement from the Scottish Government on the Commission for Racial Equality Enquiry was tabled for information.

4. NHS Lanarkshire Gender Equality Scheme

The Equal Pay Statement which is a requirement under the Gender Equality Scheme was tabled for information. It will be published on Friday 28th September 2007 to meet the deadline.

5. EDS Governance Action Plan 2007/08

The EDS Governance Plan was tabled for final agreement and sign off. The plan would be used to monitor progress. It was suggested by Sandra Smith that timescales could be challenging and may need to be revisited.

KS

6. 2007/08 EDS Action Plan 2007/08

The EDS Action Plan sits alongside the EDS Governance Plan and creates the agenda for the EDS Steering Group under the headings of Health Improvement, Workforce, Race Equality, Disability and Gender. It was agreed that two further sections require to be added to the Action Plan which should be 6. Spirituality and 7. Communications.

KS

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

A report was received from Hina Sheikh on activity as follows:

Training

There are 10 sessions of Diversity and Equality Training taking place from October 2007 to January 2008. There will be three levels of training to link into KSF.

Senior Manager Training concludes in October 2007.

Diversity Champions Initiative

The first stage of the pilot project was targeted specifically within Mental Health, PSSD, Maternity and a CHP Locality. PSSD and the Locality had subsequently withdrawn from the pilot. 35 Champions have been trained and are active.

Stage 2 of the initiative is being rolled out across NHS Lanarkshire. Recruitment of new champions will take place in December / January through articles in the Pulse and a series of Champions Fayres. It is anticipated that current champions will be encouraged to share their experience. Newly recruited champions will undergo three days of training. The three day training sessions will be held at the end of each month throughout the year, with champions required to attend one session.

Work is also ongoing to set up a Champions webpage to assist champions and to monitor effectiveness.

Impact Assessment Training

Hina Sheikh and Linda Semple (NHS Ayrshire and Arran) have been funded by the SGHD to deliver Impact Assessment Training across NHSScotland.

Community Development

The Board's Disability Engagement Group is established and met on the 19th September to agree the role and remit of the Group.

Two forthcoming community events were noted for information. An event in September at the Mosque to look at fasting at Ramadan. An assessment of the event would be available following Ramadan. The second event takes place in October and looks at Health Awareness within the North Lanarkshire Deaf Community.

It was also noted that the final report from the Removing the Barriers Project (Health Bus) would be available in March 2008.

Social Care Needs of Vulnerable People

Hina Sheikh tabled for information an Executive Summary Report commissioned by North Lanarkshire Council, South Lanarkshire Council and NHS Lanarkshire through ODS Consulting on a study to investigate the social care needs of vulnerable people from minority ethnic communities in Lanarkshire.

Migrant Workers

Hina Sheikh tabled for information an Executive Summary Research Report on Achieving a Better Understanding of “A8” Migrant Labour Needs in Lanarkshire carried out by the University of Stirling.

It was agreed that Kenny Small, Hugh Sweeney and Hina Sheikh should look at how to mainstream and take forward the recommendations contained in the report. Discussions required with Acute, CHP and Local Authority Partners on the recommendations.

**KS/HS
/HS**

Copies of the reports to be circulated to the Group.

HS

8. Directorate of Health Improvement and Inequalities

The Committee noted that NHS Health Scotland has appointed a new Director for health inequalities and planning. It is anticipated that NRCEMH will be subsumed into the new Directorate along with the Fair for All agenda.

The Chief Executive of NHS Health Scotland has established a programme of visits to Health Boards to discuss the role and function of the new Directorate.

9. Re-design of Spiritual Care Provision in NHS Lanarkshire

Rev Bob Devenny, Head of Spiritual Care for NHS Lanarkshire, attended the meeting to give an overview of Spiritual Care Development within Lanarkshire.

In 2002 an HDL giving guidance to Health Boards on how to develop a Spiritual Care Policy was issued. NHS Lanarkshire has a Policy in place which is currently being implemented.

Bob Devenny is currently implementing the Spiritual Care Policy and is creating a business case for the appointment of full time Chaplains within NHS Lanarkshire, as we are the only Board in Scotland with no full time Chaplains. These Chaplains will be generic and cover all faith and non-faith groups.

Bob is also working with other faith / belief groups and bringing them together within a re-vitalised Spiritual Care Committee.

Bob highlighted three projects currently in place within NHS Lanarkshire :

- Intermediate Care Project – development of a capability framework of which one domain is spiritual care. Training and assessment requirements needs to be established.

- Patient Narratives – project originally funded by ISD. Stroke liaison nurses collecting narratives within the community for use on the web. Patients were also able to come and talk about their experience to others.
- ETHOS – within Care of the Elderly – Developed through the Stroke MCN providing a holistic approach to care following a Stroke.

10. **Any other Competent Business**

No items to report.

11. **Date of Next Meeting**

The date of the next meeting was confirmed as 18th December 2007 at 10am in the Board Room, Beckford Street, Hamilton.

Meetings for the remainder of 2007/08 are confirmed as follows :

- 25th March 2008

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