

## **NHS Lothian**

### **Equality & Human Rights Scheme 2010-13 Summary**

#### **Purpose of this paper:**

This paper sets out the main parts of the NHS Lothian Equality & Human Rights Scheme 2010-13. This was approved by the NHS Lothian Board on 26 May 2010 and published on 30 June 2010.

#### **Summary of the Scheme's contents:**

- An introduction to equality, diversity and Human Rights: this section provides an introduction to the equality duties, equality & diversity concepts and outlines the Human Rights that protect all people. It includes an explanation about why the Scheme is based on the social model of disability.
- How people were involved in developing the Equality & Human Rights Scheme: the document has been developed jointly with members of an Equality & Human Rights Steering Group, consisting of patients, carers and representatives of Lothian communities and staff. It has been shaped following a six-month programme of involvement and consultation with people representing the full range of diversity characteristics including age, disability, gender, race, religious belief, sexual orientation and socio-economic background. This work has also included a wide range of staff and there has been significant Partnership involvement.
- How NHS Lothian collects information about diversity: the Scheme explains why it is important that NHS Lothian knows about the range of people who need to use its services. The Board also needs to know about diversity in the workforce and in volunteers. This section sets out why information helps NHS Lothian make sure that it can meet their different needs.
- How NHS Lothian assesses the impact of what it does on equality: this section explains about the impact assessment process, sets out NHS Lothian's approach to this

- Employing a diverse workforce in NHS Lothian: the workforce section sets out how NHS Lothian plans to become the best possible employer for its diverse workforce of nearly 30,000 people. Many of the commitments originate from discussions with staff and Partnership representatives.
- How much progress NHS Lothian has made: this is not the first equality scheme published by NHS Lothian. This section shows where information can be found on the NHS Lothian website setting out what progress has been made with earlier schemes and plans. Documents are also available in hard copy and various accessible formats, and this is made clear in the text.
- Monitoring and developing the Equality & Human Rights Scheme: this section sets out how progress will be monitored over the next 3 years. It also explains how NHS Lothian will report this progress.

### **The action plan:**

The action plan is based on the ten Capabilities or “rights” in the UK Equalities Measurement Framework, and it explains what this is. In many cases there are opportunities for NHS Lothian to continue to make improvements to the way it provides its services, and the way it employs people, to ensure that everyone can achieve these rights. These are shown in the form of actions that NHS Lothian might take.

The actions in the plan recognise the fact that people do not just have one characteristic, such as a gender or an ethnicity. People are individual with many different characteristics that define them. As a result the actions have been written in a way that puts people at the centre of what NHS Lothian does.

The action plan identifies a number of priority outcomes for NHS Lothian to aim towards over the coming years. These priorities are:

1. Staff should have more positive attitudes to equality, diversity and Human Rights.
2. Barriers that stop people from accessing, benefiting from, or giving their views to health services should be tackled. This includes physical, attitudinal and communication barriers.
3. NHS Lothian should be an equal opportunities employer whose workforce reflects the diversity of the community it serves, and all staff can meet their potential.
4. NHS Lothian enables all parts of the community to live healthier lives, and works with partner organisations to build more cohesive communities.

The actions to achieve these outcomes, set out in the action plan, are measurable and are linked with many existing mainstream NHS Lothian strategies and policies.

The plan also includes references to involvement events. These have been included so that it is possible to see how comments from people who have helped to develop the Scheme have been taken into account.

Progress against the action plan will be monitored by the Board's Mutuality & Equality Governance Committee.

### **Lifespan of the Equality & Human Rights Scheme:**

The new Scheme will guide all equality and diversity work across NHS Lothian for 3 years from 2010 until 2013. During the lifespan of the Scheme, the Equality Bill will introduce a new Single Equality Duty on all public authorities including NHS Lothian. The Scheme has been developed in order to provide as effective a platform as possible for the new Duty.

## **Formats and accessibility of the Equality & Human Rights Scheme:**

The format of the Scheme is designed for publication on the NHS Lothian website, so it is not in the usual report-style structure. The decision to choose this format is supported by the people involved in developing the Scheme.

In addition, an Easy Read version is available. This will help make NHS Lothian's groundbreaking approach clear to as wide a range of people as possible, including those with a Learning Disability and those who have difficulty reading written English.

To enable individual services within NHS Lothian to work towards the actions relevant to them, the plan will be divided up into much smaller, more focused sub-plans. These will be aimed at primary care, acute services, Human Resources and strategic functions such as Finance and Facilities & Estates.

A copy of the Scheme can be seen on the internet at:

[http://www.nhslothian.scot.nhs.uk/your\\_rights/equalityanddiversity/humanrights/default.asp](http://www.nhslothian.scot.nhs.uk/your_rights/equalityanddiversity/humanrights/default.asp)

James Glover  
Head of Equality & Diversity  
NHS Lothian  
+44 (0)131 465 5400 (office)  
+44 (0)779 282 6954 (mobile)  
[James.glover@nhslothian.scot.nhs.uk](mailto:James.glover@nhslothian.scot.nhs.uk)

June 2010