

NHS Borders 2015 Mainstreaming Report



Easy read summary report

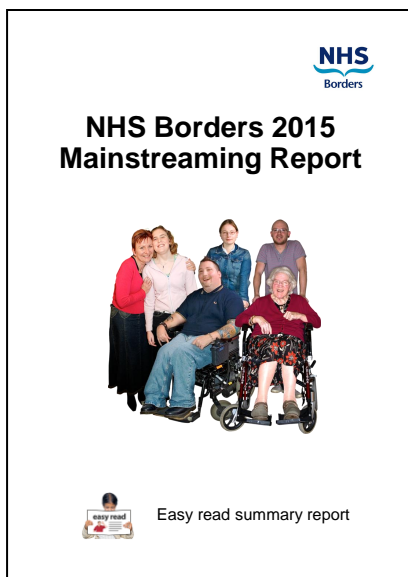
Treating people fairly



The Equality Act 2010 is the law to make sure all people are treated fairly.



The law has rules called Public Sector Duties. NHS Boards have to follow these rules. There are 3 general duties and 7 specific duties. When NHS Borders follows these duties it will make sure that people are treated fairly.



NHS Borders must tell people what it is doing to make things fair for everyone. This is done in a mainstreaming report.

Mainstreaming is a plan to make sure that NHS Borders thinks about and speaks to people and includes them when it makes some decisions.



NHS Borders thinks that diversity and equality is very important.



Diverse or diversity means a mix of different kinds of people. For example disabled or non-disabled people. People of different races. Young and old people.

Equality is making sure people are treated fairly and not picked on or are not given chances because other people don't like things about them. Some people need extra help to get the same chances.



NHS Borders will tell people what it does well and what it needs to do better in the mainstreaming report.

NHS Borders will use this mainstreaming report to make a plan to make things better for people.

How did we know what to put in the plan?



NHS Borders asked all staff to fill in a survey.

Some of the questions were about NHS Borders' 9 equality outcomes.



Equality outcomes are plans that NHS Borders has to treat everyone fairly. Sometimes this means giving some people extra help.



NHS Borders asked managers to fill in a survey to find out how equality and diversity rules are used in NHS Borders.



NHS Borders asked managers to give them examples called case studies. The case studies showed how people are following the rules about equality and diversity.

Some things NHS Borders is doing well



Some parts of NHS Borders work very hard to follow the special rules about equality and gave some good examples.



NHS Borders has a lot of policies and plans to help staff feel included at work.



NHS Borders works closely with other people like the Council, the college and other organisations.



NHS Borders is part of the Scottish Borders Migrant Support Group. It helped at a special family day for people from different countries living in the Borders.



NHS Borders works hard to help people access healthcare in different ways.

NHS Borders has healthy living networks in 5 areas of the Borders to help people improve their health.



The Learning Disability Service is a joint service of NHS Borders and Scottish Borders Council.

It set up Citizens Panels to help people with a learning disability have a say about what happens to them.



NHS Borders is part of the Scottish Borders violence against women group.



NHS Borders helped write the children's and young people's services plan. It works with other organisations to make things better for children and young people.



NHS Borders is part of the Stonewall good practice programme.

NHS Borders needs to get better at these



NHS Borders needs to get better at writing assessments called Equality Impact assessments. This is where we check out if a plan or a change uses the special rules about equality.



NHS Borders needs to make sure all staff understand about equality and diversity and the special rules.



NHS Borders needs to write a plan to get better at following the special rules about equality.



NHS Borders needs to write new equality outcomes for 2017.



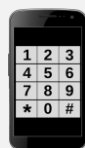
NHS Borders collected all of the information and wrote the mainstreaming report and an action plan.



The full report has more examples of what NHS Borders does about equality.

Contact us

If you want more information about the mainstreaming report or action plan please ask us.



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