

Borders NHS Board



EQUALITIES MAINSTREAMING REPORT

Aim

To update the Board on progress on Diversity following the August meeting of the Board and consideration of the NHS Borders Mainstreaming Report¹.

Background

All Health Boards across NHS Scotland are required to comply with the aims of the Public Sector General Duty, Equality Act (2010) and (Specific Duties) (Scotland) Regulations 2012. The implementation of these legal duties will be monitored by the Equality and Human Rights Commission in Scotland, the Mainstreaming Report enables monitoring by the Equality and Human Rights Commission and review by the public as it is posted on The Board website.

The “Next Steps” agreed by the Board were:

	<u>Issue</u>	<u>Progress</u>
1.	Although broadly reflective of our local population our workforce does not reflect national diversity and we need to remain alert to opportunities to increase our diversity.	Discussion with HR about possible additional advertising routes
2.	We have taken an initiative with developing International day into a “Diversity Week” October 15-21 where we will have a wide range of events for both community and staff around the Borders. This is a co-production project with significant 3 rd sector involvement and there will be representatives of various organisations in the BGH during the week to broaden experience and understanding of issues facing groups sharing protected characteristics within a health setting.	A very successful week providing much staff awareness raising and liaison opportunities with groups around Borders.
3.	We will continue to work in partnership with SBC and other partners to ensure under-represented groups are supported and that we use the Health Equality work stream to best effect.	Ongoing, the Diversity Week initiative was very helpful in strengthening that joint approach.
4.	We will be using the Stonewall Workplace	The assessment has been

¹ <http://www.nhsborders.scot.nhs.uk/media/488226/mainstreaming-2017-2021-version-2-2.pdf>

	Equality Index assessment process as one of the tools to review our policies and processes and improve communication with and understanding by staff.	completed (less for the workforce Survey) and has led to a number of initiatives for the 2017/18 Action Plan
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Summary

The Equalities Group, with representatives from all Clinical Boards and Support Services meets bi-monthly and acts as the focus for the Boards work on Diversity. The Group reports to the Public Governance Committee, with whom it will report progress on this Action Plan.

Recommendation

The Board is asked to **note** progress on “Next Steps” discussed in August and the Action Plan for 2017/18.

Policy/Strategy Implications	None, consistent with SG Policy and Legislative requirements.
Consultation	The report has been agreed by the Equalities Group. There has been discussion with Representative Groups and we will be consulting with them again on our Action Plan attached.
Consultation with Professional Committees	Partnership and Scottish Borders Council, as well as all Clinical Boards are represented at the Equalities Group.
Risk Assessment	All NHS Boards are required to post a Mainstreaming Report online by May 2017. This will comply with the requirements of the 2010 legislation and subsequent Scottish Government direction.
Compliance with Board Policy requirements on Equality and Diversity	The Mainstreaming Report gives evidence of initiatives and progress in delivering the obligations of NHS Borders Board, there is also significant statistical evidence of workforce composition, gender pay and recruitment matters, as such this provides evidence of areas where further focus may be beneficial in meeting the Public Sector Equality Duty.
Resource/Staffing Implications	There are no direct resource or staffing implications but the resource devoted to Equalities is stretched. The Translation and Interpreting Budget is also under pressure.

Approved

Name	Designation	Name	Designation
Warwick Shaw	Head of Delivery Support and Lead for Diversity		

Author(s)

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Warwick Shaw	Head of Delivery Support and Lead for Diversity		

NHS BORDERS DIVERSITY ACTION PLAN 2017/18

<u>AREA</u>	<u>ACTION</u>	<u>RESPONSIBLE</u>	<u>DUE DATE</u>	<u>UPDATE</u>
Overarching				
<ul style="list-style-type: none"> Training 	Renew and extend LEARPRO Modules	Nic White, Health Improvement Specialist	February 2018	Using National Diversity Leads group to standardise and share resources
	Training in Health Inequalities Impact Assessments	Allysson McCullam, Associate Director of Public Health	April 2018	Resource identified for Equalities Group Training
<ul style="list-style-type: none"> Health Inequalities 	Harmonise Diversity and Health Inequalities workstreams to avoid duplication and waste of resources.	Allysson McCullam, Associate Director of Public Health	March 2018	Standing Item on Equalities Group Agenda with Allyson.
<ul style="list-style-type: none"> Monitoring of Health Inequalities Impact Assessment 	Audit 100% of Papers at NHS Borders Board for completeness of	Warwick Shaw, Head of Delivery Support	December 2017-2018	
<ul style="list-style-type: none"> Diversity Week 2018 	Repeat co-production model.	Nic White, Health Improvement Specialist	tbc	
Age	Offer "on ward" training to Older Peoples Wards on specific needs of individuals sharing another protected characteristic along with age. Initially in BGH.	Warwick Shaw, Head of Delivery Support	July 2018	Trialling in MacMillan Centre
	Develop and provide "signposting" resource to Early	Fiona Doig, Strategic Lead -	April 2018	Commenced as part of Joint Older Peoples Services Action Plan.

	Intervention opportunities to delay effects of ageing.	ADP and Health Improvement		
Disability	Continuing renewal of Estate to ensure appropriate access.	Head of Estates and Facilities		
	Implementation of Augmentative and Alternative Communication National Requirements.	Warwick Shaw	December 2018	National requirements, will require local actions.
	Contribute to the BSL Action Plan	Warwick Shaw	December 2018	
	Trial "on-line" BSL Interpreting	Warwick Shaw, Head of Delivery Support	January 2018	Demonstrated to Equalities Group, need to find suitable settings to trial (eg ED, GP Surgery, Pre-Assessment)
Gender Reassignment	Adoption of Policy	Warwick Shaw, Head of Delivery Support	February 2018	Policy written, with Policies Group.
	Gender Neutral forms	Warwick Shaw, Head of Delivery Support	Ongoing, as forms are due for re-print.	There will be National initiatives as well as obstacles (National IT Systems) but working alongside owners of local documentation to move away from binary designations only on offer for both staff and patients.
Marriage and Civil Partnership	Nothing specific identified to date.			
Pregnancy and Maternity	Nothing specific identified to date.			
Race	Working with Public Health and SBC, Syrian refugee programme.	Nic White, Health Improvement Specialist	Ongoing	Establish better control of interpreting and seek additional funding.
	Deepen use of Telephone	Warwick Shaw,	January	

	Interpreting in Outpatients and GP Practices.	Head of Delivery Support	2018	
	Work with HR to widen access for non-British staff recruitment	Warwick Shaw, Head of Delivery Support	Ongoing	
Religion or belief	Work with Chaplaincy Team to develop a centre of expertise for rest of NHS Borders, awareness raising and outreach	Sandra Pratt	April 2018	
Sex	Develop further understanding of Gender Pay Gap	David Critchlow, Workforce Systems Officer	February 2018	
Sexual Orientation	Offer staff opportunity and encouragement to establish an LGBT Group for NHS Borders.	Warwick Shaw, Head of Delivery Support	March 2018	