

# Disability Equality Scheme Report December 2007

## **1. Foreword**

This report will cover the progress NHS Lanarkshire has made on its Disability Equality Scheme since its publication in December 2006.

NHS Lanarkshire is committed to ensuring that our services are inclusive and non-discriminatory and will continue to work with in partnership at communities, individuals and at multi-agency levels to ensure any form of discrimination is actively challenged and eliminated.

The report will outline the progress made on year one priorities and how we are actively addressing issues of involvement, service delivery of service users and staff. NHS Lanarkshire vision of a holistic and inclusive approach means supporting and involving service users and staff to contribute actively in the redesign and delivery of our services.

## **2. Introduction.**

NHS Lanarkshire in its DES published in December 2006, made a commitment to actively challenge discrimination at service user and provider level, recognising the enormity of this task, NHS Lanarkshire prioritised areas over a three-year period. Whilst recognising all areas should be a priority, the areas prioritised were supported not just by the legislation requirements but also reflective of the changes being implemented within NHSL as an organisation. The updated one-year and the three-year action plans can be seen as appendix 1 and 2 this report will update key objective outlined within both plans.

## **Update on Year one action plan:**

### **1. NHSL Board to make a public commitment to promote equality of opportunity for disabled people**

#### **Actions**

NHS Lanarkshire's Board supported the stakeholder's engagement events, which were held during the production of the DES. A series of stakeholder events were held in Sept and Oct 2006, these were done in partnership with local disability community groups, who supported and helped facilitate the process. The Board is committed to community and service user involvement and further endorsed this through NHS Lanarkshire's the Patient Focus and Public Involvement Strategy (PFPI) and the work being done at multi-agency level on public Partnership forums both in North and South Lanarkshire respectively.

NHS Lanarkshire's Disability Equality Scheme was approved by NHSL's Board approved in Dec 2006, regular reporting to NHS Lanarkshire's Equality, Diversity and Spirituality Committee on progress being made.

NHSL published the DES via its website on 3<sup>rd</sup> Dec 2006. It was available in full and an easy read version and available on request in different formats.

### **2. Meet the access and building requirements of the DDA (2005)**

#### **Expected Activity:**

- Estates leading on recommendations from recent audit of access and facilities for disabled people.
- 5 year prioritised Capital Investment Programme agreed by the Board to deliver improvements.
- Ensure new build and planned capital programmes are DDA compliant.

#### **Action:**

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, and handrails.
- Additional toilet provision

### **3. Establish a NHS Lanarkshire Equality and Diversity Steering Group**

NHS Lanarkshire has set up an internal Equality and Diversity Steering Group, to ensure that the requirements of not just our disability action plans are implemented, but also those of our other equality schemes and NHSL's equality and diversity action plan. NHS Lanarkshire envisages the group's membership being extended to members of the different equality strands in the near future.

### **4. Set a regular engagement process with Disability Stakeholder Groups**

NHS Lanarkshire has set and is supporting a Disability Engagement Group (DEG), the group initially met on the 28<sup>th</sup> February 2007. The group has since met quarterly, and has recently identified its remit and how it will work in partnership with NHSL. The group will be looking at establishing itself as a fully constituted group. The group in its December meeting decided that two areas of work they will be focusing on for 2008 will be: Access and Communications, the two sub-groups will be doing timed limited pieces of work that will deliver recommendations NHS Lanarkshire's Diversity and Equality Governance Committee. DEG will looking at issues pan-Lanarkshire and will have representation from both North and South Lanarkshire voluntary groups. NHS Lanarkshire will support DEG with a part time administrator and will fund all reasonable expenses incurred.

### **5. To ensure the views of public and staff are heard across NHSL: Build on from Steering Group, which was involved in Stakeholder Events**

This will be done via the work being done at local community level through the PFI teams and through the work that will be done with DEG.

At organisational level this work will be done through a range of staff involvement initiatives and established structures within the organisation, e.g. staff governance, healthy working lives group .

## **6. Meet the Employment duty of the DDA**

- 1. Undertake a census of staff to ensure data accuracy**
- 2. Ensure all staff are aware of their rights and responsibilities under the DDA**
- 3. Enhanced Workforce monitoring:**
  - **Staff in Post**
  - **Applicants for employment, training and promotion**
  - **Staff receiving training; experience of appraisal; grievances or subject to disciplinary procedures**
  - **Those leaving NHSL**

## **7. Improved communication**

**Documentation be available in an accessible format to meet the needs of the local population i.e. easy read version, simple language, audiocassette, Braille and large print.**

- Language strap-lines to be printed on all patient information and NHSL publicity material, including website and intranet.**
- NHSL translation service clearly co-ordinated.**
- Explore possibility of accessing materials in alternative formats (including modern technology).**
- Auditing the dissemination and effectiveness of the NHSL's Patient Information materials and interpreting policies.**

## **8. Continuing to ensure that venues for public events are fully accessible**

- Accommodation Audit Checklist published.**
- Managers to ensure compliance.**