

Gender Equality Scheme: Annual Report 2007/8

Since the publication of its first Gender Equality Scheme in June 2007, NHS Lanarkshire (NHSL) has continued to work with service users and providers to look at a number of ways to promote gender equality and eliminate gender based discrimination. The attached Action Plan provides a progress report on the actions and work that is being done within NHSL and at a national level. The Action Plan also highlights priorities on which we will focus in the coming months.

If you would like further information on any aspect of our work in this important area or would wish to become involved in our engagement with the public and communities of Lanarkshire please contact:

Kenneth Small, Director of Organisational Development

Email: Kenneth.small@lanarkshire.scot.nhs.uk

Tel: 01698 206375

Or

Hina Sheikh, Equality and Diversity Development Manager

Email: hina.sheikh@lanarkshire.scot.nhs.uk

Tel: 01698 206386HS Lanarkshire Gender Equality Action Plan 2007/8

1. Leadership and energising the organisation: Delivery against GES Objectives 1 & 2 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ NHS Lanarkshire Board to demonstrate commitment to gender equality and action to address inequalities within a governance framework. 	<ul style="list-style-type: none"> ○ Board will sign off NHS Lanarkshire Gender Equality Scheme (GES) and will monitor progress through regular reports from Equality and Diversity Governance sub-committee 	<p>Kenny Small/ Hugh Sweeney</p>	<p>From April 2007 on a Quarterly basis</p>	<ul style="list-style-type: none"> ▪ Quarterly Report schedule established. Reports on progress made to the NHS Board.
<ul style="list-style-type: none"> ▪ Establish an NHS Lanarkshire EDS Management Steering Group to lead and co-ordinate delivery and progress against the Equality and Diversity agenda. ▪ Ensure gender issues are addressed and built into all action plans ▪ Promote arrangements widely across NHS Lanarkshire. 	<ul style="list-style-type: none"> ○ Corporate Governance ○ Leadership ○ Performance Management ○ Statutory Compliance 	<p>Kenny Small</p>	<p>June 2007</p> <p>June 2007</p>	<ul style="list-style-type: none"> ▪ Steering Group established June 2007. - Action Plan for 2007/9 in place. Gender equality actions included. ▪ Arrangements published through Briefings and PULSE

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Gender equality to be included within all procurement contracts and commissioning agreements where equality is a core requirement of delivering the service 	<ul style="list-style-type: none"> ○ Full compliance with the equality elements of National and local procurement guidance. ○ All contracts and commissioning agreements where equality is a core requirement in delivering the service include specific details of how the service will be delivered to women and men in a way which ensures gender equality and which meets the needs of service users/staff. 	Terry Dunthorne	From July 2007	<ul style="list-style-type: none"> ▪ Gender equality requirements routinely included in procurement / contracting from April 2007.

2. Demographic Profile and wider objectives for Public Health: Delivery against GES Objective 3 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Dedicated resource within the Public Health Directorate to advise and contribute on health improvement issues specific to Gender. 	<ul style="list-style-type: none"> ○ Professional advice and leadership ○ Informed decisions ○ Enhanced teamwork ○ Community and Public Health improvement 	Lesley Armitage	Ongoing	<ul style="list-style-type: none"> ▪ Lesley Armitage, CPHM identified as Public Health EDS Lead. In Consultant Job Plan from Aug 2006.
<ul style="list-style-type: none"> ▪ Collection and reporting of gender specific data and research on health status and health improvement issues at local and national levels 	<ul style="list-style-type: none"> ○ Informed and accurate information to influence service design ○ Identify areas of service development ○ More targeted approach to public health planning and health improvement 	Lesley Armitage	April 2007 and ongoing	<ul style="list-style-type: none"> - Progress being made with Local Authorities to update Census Data. - Research analysis currently in completion.
<ul style="list-style-type: none"> ▪ Commission further research and information gathering on the health status and health improvement needs of transgender and transsexuals. 	<ul style="list-style-type: none"> ○ Gender sensitive services ○ Better understanding and influence over service models 	Lesley Armitage & John Logan (Public Health - Sexual Health Strategy Team)	From July 2007	<ul style="list-style-type: none"> - Research analysis currently in completion.

3. Access and Service Delivery: Delivery against GES Objectives 3, 6 and 7 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Implement the NHS Lanarkshire Patient Focus and Public Involvement Strategy – with specific reference to engagement, involvement and effective communications with the public of Lanarkshire, including minority and hard to reach communities. ▪ Identify gender issues that impact at service delivery level and integrate plans for action with mainstream plans for service development/improvement. (Maximise the opportunity presented through a Picture of Health service redesign) 	<ul style="list-style-type: none"> ○ Improved patient, carer and community involvement ○ More informed, knowledgeable and engaged communities ○ Gender and culturally competent services 	<p>Karon Hamilton / Stephen Kerr / Roy Watts / Shona Welton</p> <p>Ian Ross / Pamela Milliken / Robert Peat</p>	<p>From April 2007</p> <p>From April 2007 - ongoing</p>	<ul style="list-style-type: none"> ▪ PFPI Strategy agreed and implemented from Oct 2006. Action aligned / integrated with EDS Annual Action Plans. (Captured in 2007/08 Action Plan). Gender issues are now being identified through Equality and Diversity Impact Assessment (EDIA) process, which has now been mainstreamed within NHSL. All new and reviewed policies now have to have a completed EDIA.

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Improve access to information and resources for the public, patients and staff on gender equality or related issues. 	<ul style="list-style-type: none"> ○ Raised awareness and support for the public, patients and staff in addressing gender related issues which take account of individual, religious, cultural or other matters of personal choice. ○ The information to cover gender specific issues on service planning and delivery. ○ Local and national contacts promoted for gender related support groups 	Hina Sheikh	From April 2007 – ongoing	<p>NHSL has been working with local BME and disabilities groups on gender specific issues within communities, through community engagement on a range of initiatives and through the established consultation processes.</p> <p>Stalls are held regularly with LGBT info for men's health week and other public events. Lanarkshire LGBT group meets on an ongoing basis. LGBT training planned for NHS/other orgs in Sept/Oct 2008. LGBT resources available at Occupational Health for 3 A&E hospitals. THT gay men's</p>

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Continue to develop the NHS Lanarkshire's Diversity and Equality Website and internal Intranet site to guide and inform the general public and staff on the provision of equitable services. 				<p>worker on Clydesdale PFI board. NHSL currently employs two part-time community health education workers in localities to work with women from socially deprived areas and ethnic minority women raising awareness in breast and cervical cancer.</p> <p>Issues of gender are addressed in services pre and post planning and any review stages through the EDIA process.</p> <p>NHSL will be launching its E&D website in September 2008 which will have a range of information on E&D,</p>

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
				will be accessible to staff and will allow limited access by the public. The website will have information on gender related issues and access to NHSL policies and procedures as well as information on how NHSL meets it's legal requirements.
<ul style="list-style-type: none"> ▪ Gender inequalities highlighted and addressed at service planning level through equality and diversity impact assessment process. 	<ul style="list-style-type: none"> ○ Ensuring gender issues are mainstreamed in the shaping of services ○ Identify and respond in areas of high relevance 	Hina Sheikh / Service redesign /Planning staff	From April 2007	The majority of NHSL senior managers have been trained on EDIA and methods to cascade the learning. Regular EDIA training courses will continue to be run on monthly basis from September 2008.
<ul style="list-style-type: none"> ▪ Focus on men's health priorities looking at more targeted outreach and gender specific work 	<ul style="list-style-type: none"> ○ Responsive, gender specific health improvement 	SDMs in Public Health	From April 2007 and ongoing	Targeted work has been done in a range of environments to specifically target raising awareness on men's health issues.

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
				<p>Health checks have been carried out in range of community venues including local social clubs/pubs and mosques.</p> <p>Outreach work is ongoing with people who have sex in public environments.</p> <p>Lanarkshire LGBT group and HIV+ gay men's group ongoing.</p> <p>1-2-1 support for MSM and resource distribution ongoing.</p> <p>LGBT presence at 3 acute sites for men's health week – included gay/bisexual men's resources.</p>

4. Human Resources – Promoting Gender Equality in Employment: Delivery against GES Objective 3, 4 and 5 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Develop and introduce gender equality 	<ul style="list-style-type: none"> ○ To raise staff awareness on 	Ruth Hibbert	From	<ul style="list-style-type: none"> ▪ A suite of work-

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<p>policies which address issues identified within the staff survey and the staff engagement exercise e.g. work life balance, flexible working, dignity at work, etc.</p>	<p>supportive employment policies for issues which impact on gender collectively & singularly.</p>	<p>and the Joint HR Policy Forum</p>	<p>April 2007</p>	<p>life balance HR policies has been developed and introduced, including Paternity and Parental leave , enhanced flexible working and clear arrangements to promote and address Dignity at Work.</p>
<ul style="list-style-type: none"> ▪ Equality & Diversity training for Line Managers to include gender equality in the workplace, including use of HR Policies etc. 	<ul style="list-style-type: none"> ○ To inform and educate Line Managers to be more effective and supportive 	<p>Hina Sheikh</p>	<p>From April 2008</p>	<ul style="list-style-type: none"> - A Line Manager training and development programme has been developed consistent with the KSF Core Diversity Dimension. Training to commence from August 2008.
<ul style="list-style-type: none"> ▪ Executive Directors, General and Senior Managers to attend Equality and Diversity and training to promote informed and high profile leadership of 	<ul style="list-style-type: none"> ○ Senior Managers better informed about their responsibilities for promoting equality and diversity and 	<p>Kenneth Small / Hina Sheikh</p>	<p>Completed by October 2007</p>	<ul style="list-style-type: none"> ▪ Training and development successfully delivered

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
the Equality and Diversity agenda.	<p>monitoring of performance - and will:</p> <ol style="list-style-type: none"> 1. Understand the legal context of gender issues for NHSL as a service provider and employer. 2. Address gender inequalities within the wider equalities context 3. Include an objective relating to equality within their annual objectives. 4. Establish and support plans for ensuring that awareness raising and appropriate training is undertaken by their staff. 			between July-Oct 07
<ul style="list-style-type: none"> ▪ Line managers to identify through staff Personal Development Plans individual learning needs relating to the promotion of gender equality and the delivery of gender sensitive services 	<ul style="list-style-type: none"> ○ Knowledge on gender issues is improved and service delivery enhanced. ○ Gender Equality included in The KSF. 	All Line Managers	From April 2008	- It is planned that this will be delivered through KSF-PDPs and use of the Diversity Core Dimension.
<ul style="list-style-type: none"> ▪ Develop and publish an Equal Pay Policy Statement on equal pay between men and women. 	<ul style="list-style-type: none"> ○ Clear Policy statement and commitment on equal pay 	Gordon Walker, Director of HR	By 28 th Sept 2007	- Equal Pay Policy Statement published

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
				28 th September 2007.
<ul style="list-style-type: none"> ▪ Undertake an equal pay monitoring exercise to establish any inequalities and develop measures to address them. 	<ul style="list-style-type: none"> ○ Inequalities identified and work prioritised to address them 	Gordon Walker, Director of HR	During 2007/8	- Monitoring exercise is ongoing.
<ul style="list-style-type: none"> ▪ Review current systems and introduce new systems, where appropriate, to ensure that workforce gender monitoring is completed, analysed and reported on a regular basis 	<ul style="list-style-type: none"> ○ Information readily available to generate reports and inform positive action to address any gender inequalities identified. 	Kate Thomas, Head of Workforce Planning	From April 2007	Workforce Equality Monitoring Plan established. Enhanced understanding of workforce gender monitoring achieved.

5. Community Development and Partnership Work: Delivery against GES Objective 6 and 7 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Promote and inform gender specific services through outreach work. Embed the gender agenda into all appropriate public engagement initiatives 	<ul style="list-style-type: none"> ○ The design and development of services is informed by the public and communities of Lanarkshire 	Service redesign/ Planning staff	From April 2007 and ongoing	
<ul style="list-style-type: none"> ▪ Prioritise engagement with hard to reach communities like the transgender, transsexual and Lesbian, Gay, Bi-sexual and Transgender communities. 	<ul style="list-style-type: none"> ○ Real and meaningful engagement / influence on plans and decisions 	Service redesign/ Planning staff	From April 2007 and ongoing	<p>Lanarkshire LGBT group meets fortnightly.</p> <p>Lan HIV+ gay men's group meets monthly.</p> <p>PSE outreach for MSM ongoing in 2 Lanarkshire sites.</p> <p>Internet outreach for MSM ongoing, Terrence Higgins Trust Gay men's worker on board for Clydesdale PFI covering LGBT.</p> <p>Scene-based events targeting LGBT in Glasgow (20% are from Lanarkshire).</p> <p>Public Sex Venue outreach and resource distribution ongoing through THT.</p>

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Continue to support gender specific projects, which deal with issues in the community or of inequality in service delivery. 	<ul style="list-style-type: none"> ○ Continued support for the Ending Violence Against Women (EVA) project. 	EVA project Manager	April 2007 and ongoing	NHSL continues support the Ending Violence Against Women (EVA) project

6. Performance Monitoring and Evaluation : Delivery against GES Objective 1, 2 and 7 (Section 7, page 14 of the Scheme)

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
<ul style="list-style-type: none"> ▪ Ensure that progress against the GES is reported to the NHS Board through the routine quarterly reports to the Board on Equality, Diversity and Spirituality. 	<ul style="list-style-type: none"> ○ NHS Board fully briefed and able to influence progress. 	Hugh Sweeney/ Kenny Small	June 2007 and ongoing	<ul style="list-style-type: none"> ▪ Quarterly Reporting schedule established.
<ul style="list-style-type: none"> ▪ Develop key Performance Indicators to monitor progress on gender equality - linked to the priorities and actions in the GES. 	<ul style="list-style-type: none"> ○ Ability to properly monitor and track progress against the Scheme. ○ Evidence of statutory compliance 	Kenny Small/ Hina Sheikh / Nan Reid	December 2007	<ul style="list-style-type: none"> - Development of KPIs underway.
<ul style="list-style-type: none"> ▪ Progress and performance monitoring routinely reported through the Board's Governance, Management and Partnership Structures. 	<ul style="list-style-type: none"> ○ Robust, regular monitoring of progress and achievement ○ Support, guidance and direction. 	Kenny Small/ Hina Sheikh	June 2007 and ongoing	<ul style="list-style-type: none"> - Diversity and Equality monitoring Reports routinely made to a range

Key Actions	Outcomes	Named Person	Timescales	2008 Progress
				of governance and operational Committees.