



# **Equality, Diversity and Human Rights**

## **Patients in Partnership November 2009**

**Kay Ollivierre – Equality and Diversity Manager**

# *Enable your understanding as to:*

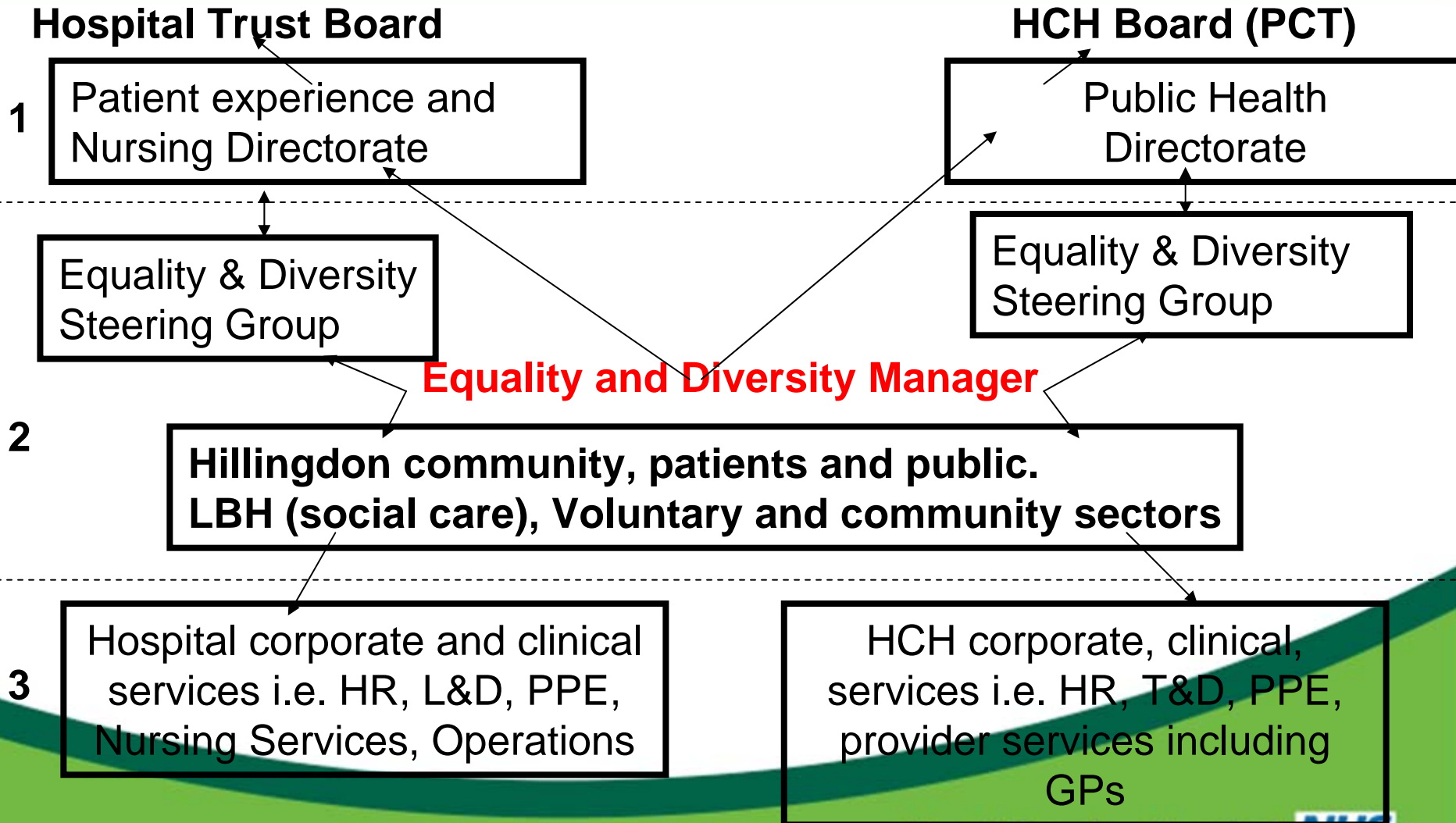
- **The role of Equality and Diversity**
- **The Business case for Equality & Human Rights (Trust Objectives)**
  - **Legislation -**
  - **Engagement -**
  - **Governance -**
- **Next phase**

The role of Equality and Diversity  
in the NHS is to reduce health  
inequalities

# The Trust's legal responsibilities

- **The Trust has a legal responsibility to promote equality and tackle discrimination on all aspects of the organisation's activities - policy and service delivery, as well as employment practices.**
  - **From 2006 – following initial consultation on processes, procedures and compliance the Trust has been working to meet their duty under the existing equality legislation.**

# The Structure of co-ordination



# Engaging all sections of the community

- **Listening and being informed by the community, patients and our health and social care partners.**
- **Currently transferring that knowledge across the Trust during training and awareness will lead to effective policy development and service delivery.**

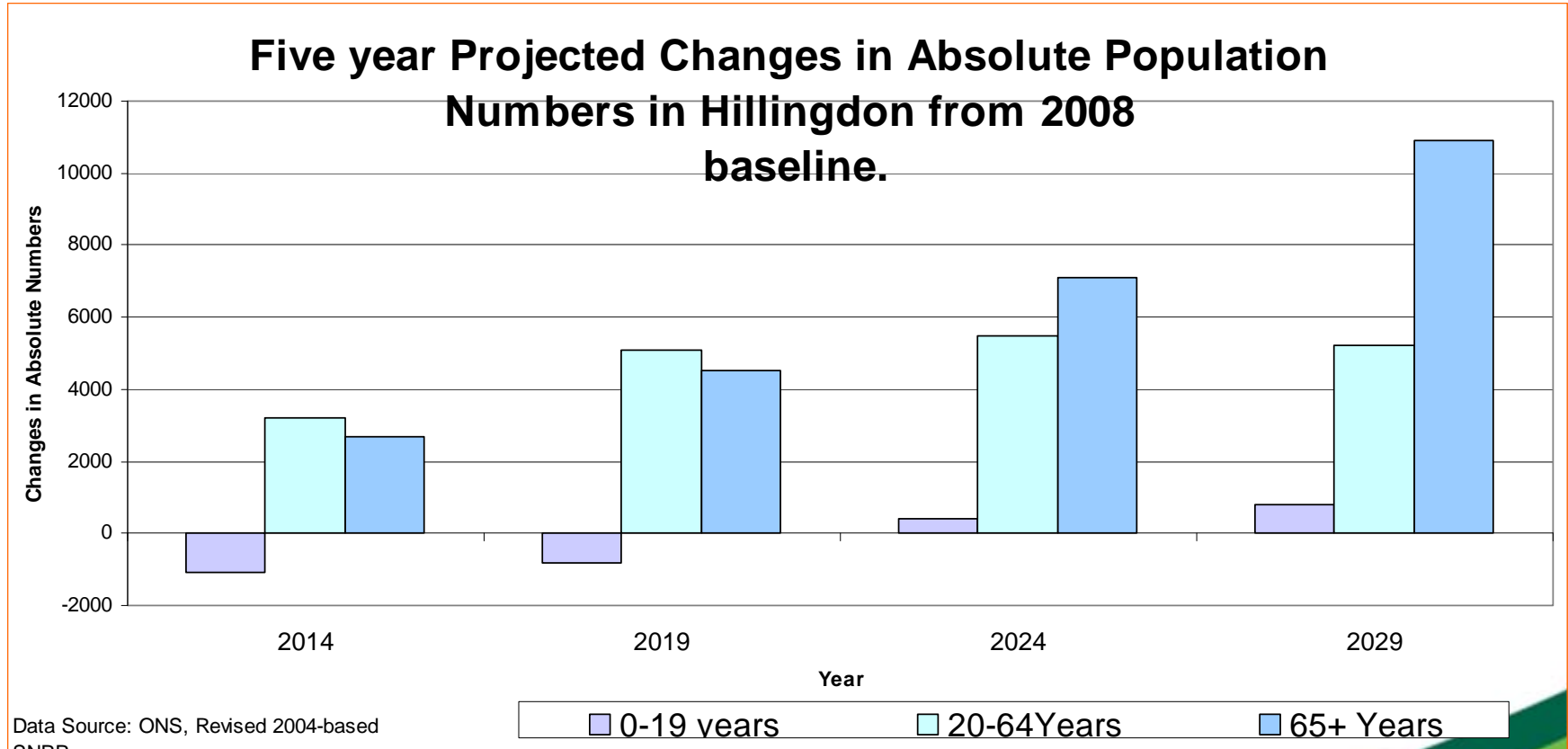
# Staff Training and Awareness

- **What is ‘equality’ & ‘diversity’?**
- **Current legislation and Human Rights**
  - **The Trust and personal responsibilities**
- **The Business case**
- **The demographic changes linked to services**
- **Key Skills Framework – E&D is a core dimension – Technical competencies, attitudes and behaviours (linked to Trust Culture and Values).**

# Key facts in Hillingdon:

Analyses, findings and recommendations of  
Hillingdon Joint Strategic Needs Assessment  
September 2009 Update

# Key facts in Hillingdon:



# Key facts in Hillingdon:

1. A low growth rate is expected across Hillingdon with the largest growth in births and young families. Within this group, the population is very diverse with just about half being from white ethnic communities.

There is an urgent need to review maternity and children services with regards to services capacity, delivery model and location to meet the demands of a growing and diverse population.

2. In the older age group, 45-64 years, is expected to grow by about 5,000 people.

Preventative services for chronic conditions aimed at this age group should be expanded or developed to avoid the near future costs of aging in this cohort

3. The impact of an ageing population in Hillingdon will be an increase of about 1000 elderly (85+ years) people.

Services for the elderly should be reviewed with regards to capacity, location and type of service required.

4. Ethnic diversity will increase across all age groups in Hillingdon

Commissioners and providers will need to explore various service models to enable equal access to services for communities from diverse ethnic communities

# Ownership and Responsibility

- **The Board – Leadership, commitment**
  - **E&D Steering Group co-ordination of action plan**
- **All Trust Employees are responsible for delivery**
  - **Knowledge and Skills Framework (KSF)**
  - **Policies, service plans and procedures are assessed for their impact on our patients prior to implementation.**

# The Key Trust Drivers

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- **Drivers –**
  - **Reducing health inequalities**
  - **Patient choice and experience**
  - **Equality Legislation and Human Rights Act**
  - **Improving Working Lives**  
(staff practice plus status)
  - **Local demographic**
  - **Care Quality Commission**  
(*independent regulator for health and social care*)  
(Annual health check)
  - **Foundation Trust status**
  - **Numerous strategic and policy documents**

# Next Phase - Integration

- **Equality should no longer be a discrete ‘add-on’ but central to meeting the Trust’s core goals by promoting an ethos that equality mean quality and is a part of everyone’s role.**
- **Encourage experiential learning where staff engage with community projects and representatives to increase their awareness of the patients’ needs.**
- **Work in partnership with health and social care partners to encourage patients and the community into healthy lifestyle choices and to take control of their own health and reduce health inequalities.**

**Thanks you**  
**If you have any ideas, or suggestions for**  
**improvement regarding equal**

**access,**  
**provision,**  
**opportunity,**  
**outcome**

**please let Catherine or myself know.**