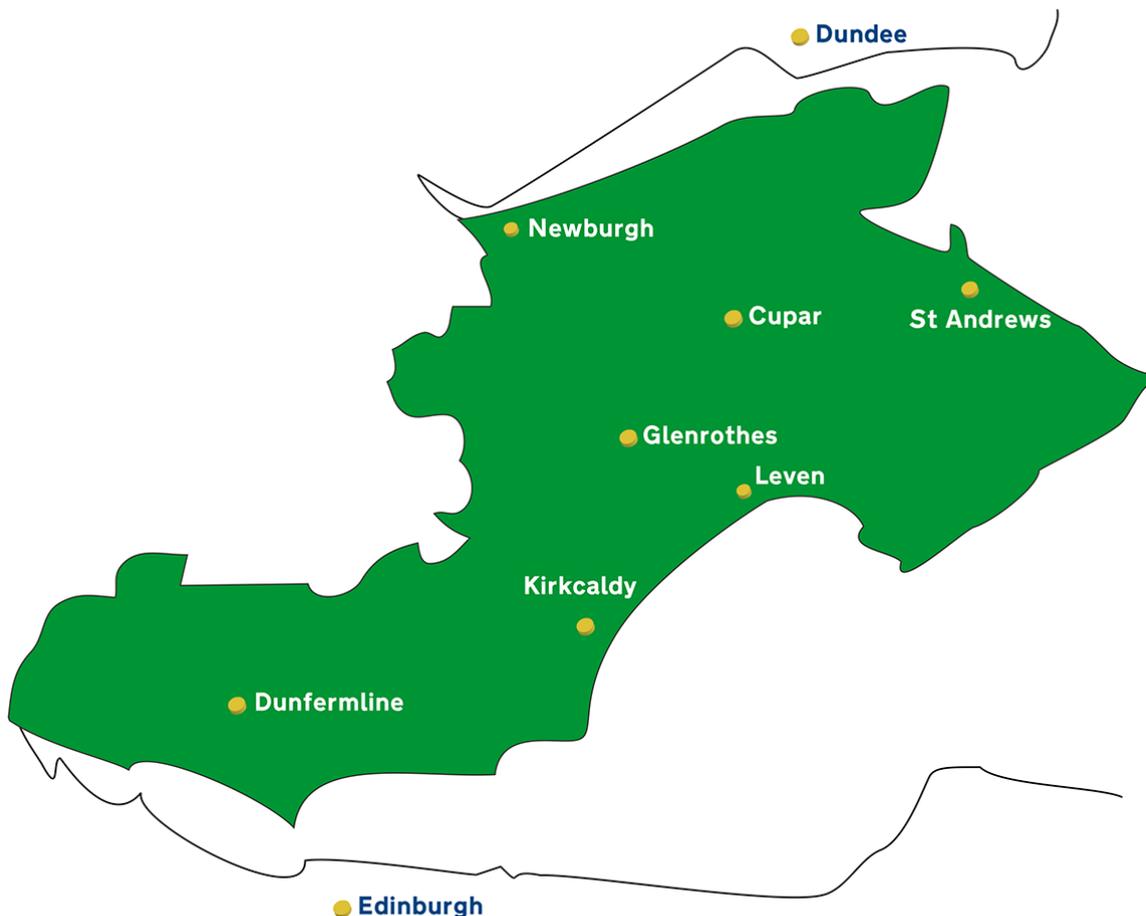


# NHS Fife Equality Plan 2017-2021



If you require this information in a community language or alternative format e.g. Braille, audio, large print, Easy Read please contact the Equality and Human Rights Team at: email: [fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net) or phone 01592 729130.

If you have a hearing or speech impairment please contact NHS Fife via SMS text service number 07805800005

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## 1. **NHS Fife's Corporate Equality and Human Rights Statement**

NHS Fife is committed to making health and care accessible by eliminating discrimination, promoting inclusion and ensuring a Human Rights based approach underpins all our functions and services.

Aithris Chorporra NHS Fhìobha air Cò-ionannachd agus Còraichean  
Daonna

Is e rùn NHS Fhìobha cothroman cùram-slàinte fhosgladh le bhith a' cur às do leth-bhreith, a' brosnachadh in-ghabhail agus a' dèanamh cinnteach gu bheil còraichean daonna mar bhun-stèidh nar n-uile gnìomh agus seirbheis.

## **2. NHS Fife Equality and Human Rights Executive Lead Welcome**

**Helen Wright, Director of Nursing, Equality and Human Rights Executive Lead,  
NHS Fife**

Welcome to NHS Fife's Equality and Mainstreaming Plan for 2017-2021.

The founding principles of the NHS are based on those of our Human Rights, in particular our right to life. It is therefore of no coincidence that the First Declaration on Human Rights was drafted in the same year as the NHS was formed. Both are intrinsically linked by their Universalist principles of social justice and opportunity for all. We can still see in today's NHS how these principles have continued to underpin the NHS, regardless of the changing social needs, or the medical advances in health or the new partnerships in care recently established. This is evident in the patient centred care we provide, the work to reduce inequalities in health and service developments which aim to ensure that our services are accessible for all.

Our strong emphasis on Patient Rights helps to put these principles into our every day work. The Patient Rights Act of 2011 has added further strength to our determination to listen to the communities across Fife, whether faced with discrimination or disadvantage, and seek to understand their health needs. These important Human Rights principles in healthcare are evident throughout the organisation and are integral components of the NHS Board corporate function, which demonstrates our commitment and leadership in this area. We aim to make continual improvements to really embedding Human Rights and Equality throughout all functions in NHS Fife. We aim to continue to seek and listen to the voices of the disadvantaged, marginalised and underrepresented, creating conditions and cultures which make NHS Fife fairer and more equitable and within which care is provided with dignity and respect.

### **3. NHS Fife Equality and Human Rights Lead Introduction**

#### **Dianne Williamson, Equality and Human Rights Lead, NHS Fife**

Since our first Equalities and Mainstreaming Plan in 2013, NHS Fife has continued to drive forward changes within services which aim to eliminate discrimination and improve the experiences of communities across Fife, making NHS Fife a fairer and more equitable organisation for staff and patients.

Following the first Equality and Mainstreaming report in 2013 a further progress report was published in 2015. The progress report detailed achievements against those outcomes and mainstreaming activity at the interim point. At this stage the report also added a further two outcomes.

NHS Fife has and will continue to make progress towards our Public Sector Duties as set out in the Equality Act (2010) and Equality Act (Specific Duties) (Scotland) Regulations 2012, which came into force in May 2012.

This plan details our work towards making equality a normative part of service provision and corporate function to reduce inequalities in health and promote equality of opportunity, eliminate discrimination and to foster good relations.

## **4. NHS Fife Employee Information Introduction**

### **Brian McKenna, Human Resources Manager, NHS Fife**

When the Equality Plan and Equality Outcomes for 2013-17 were introduced, the information NHS Fife retained about our workforce varied between protected characteristics (PC's). This information would have been described as incomplete. Since 2013, considerable improvement has been made in capturing PC data, and whilst this momentum needs to be maintained, sufficient data is now captured which allows for the publication of employee information showing how representative our workforce is of the population we serve.

The challenge in 2017-21, in conjunction with our partners in the Health & Social Care Partnership and beyond, is to determine how to utilise this employee information to maximise our contribution to the General Equality Duty. For example, the changing landscape in Fife, which will see the numbers of the population in the typical working-age bracket of 16-60 reducing; increases in the population who consider themselves as meeting the definition of disabled; and uncertainty caused by the result of the referendum on leaving the European Union, all bring challenges to our workforce. Our response to these challenges needs to ensure we advance the opportunities of people who share protected characteristic(s) and foster relations for people who share protected characteristic(s) and those who do not.

During 2017-21, NHS Fife continues to be committed to ensuring our workforce reflects the diversity of the population we serve, and in response to the challenges described above, our Equality Outcome incorporates the following activities:

- i. Improving access to work for those members of the local population who are distant from the labour market;
- ii. Making visible to the public the diverse communities and cultures represented within the NHS Fife workforce;
- iii. Improving the employment experience of minority groups represented in the workforce;
- iv. Fostering a culture which improves the understanding and relations between people who share a protected characteristic(s) and those who do not.

## **5. NHS Fife Board Membership; Board Diversity Statement**

NHS Fife makes a clear and consistent commitment to Equality and Human Rights throughout the organisation by demonstrating diversity at a senior level and amongst Board members.

NHS Fife will appoint a Non Executive Board member to lead the Board in the design and development of a diverse Board membership succession plan, which will pay particular attention to diversity and inclusion.

At present NHS Fife Board consists of: 4 men and 10 women

Non Executive Board Member-Male:

- Martin Black, Non Executive Member
- John Paterson, Non Executive Member
- Simon Little, Non Executive Member

Non Executive Board Member-Female:

- Moira Adams, Non Executive Member
- Christina Cooper, Non Executive Member
- Alison Rooney, Non Executive Member
- Rona Laing, NHS Board Chair person

Directors-Male:

- Paul Hawkins, Chief Executive

Directors-Female:

- Frances Elliot, Executive Member
- Margaret Hannah, Executive Member
- Helen Wright, Executive Member
- Mrs Carol Potter, Executive Member
- Wilma Brown, Stakeholder Member
- Janette Owens, Stakeholder Member

## **6. Background and NHS Fife's Equality and Mainstreaming Progress Report**

The NHS Fife Equality and Mainstreaming Plan of 2013 was followed by the interim Equality and Mainstreaming Progress Report, published in 2015. The NHS Fife Equality Progress Report provided information on the range of actions taken to meet our obligations of the Equality Act (2010) and Public Sector Duty Act (2012).

Following submission of the NHS Fife Equality Progress Report in 2015, NHS Fife has continued to make a fairer and more equitable NHS for everyone. The focus to increase and expand Equality across the Health services provided extends beyond the limitations of this report. Many examples of equality in practice occur every day throughout NHS Fife. This will continue as we progress over the next four years. The full final progress report can be read here:



Progress on  
Mainstreaming and Ec

The Equality Outcomes that were set in 2013 and extended as part of the NHS Fife Equality Progress Report in 2015 included:

- Respect and dignity for older people must be integral to all our work.
- Parents have access to world class antenatal, maternity and post natal care that meets their individual needs.
- People with learning disabilities are enabled to optimise health, wellbeing and social inclusion whilst recognising the need for specialist input when required.
- People with sensory impairment are engaged in their process of care in ways which allow them to share their concerns like anyone else would.
- Understanding health needs and work collaboratively with Lesbian Gay, Bisexual and Transgender community in Fife.
- Demonstrate cultural competence when providing healthcare for people from different ethnic groups - to break the cycle of poor health and disadvantage to people from different ethnic groups - to enable fair treatment for everyone.
- The workforce reflects the diversity of the population.
- NHS Fife is an Ethical Consumer of Goods and Services.
- Reducing Stigma of Mental Illness.
- Improving access to people experiencing discrimination on the grounds of poverty.

NHS Fife will carry forward two of the original outcomes as mainstreaming elements of the NHS Fife Equality Plan for 2017-2021. These are a result of continuing local developments in reducing mental health stigma across Fife and in relation to the new equality duty around reducing discrimination on the grounds of poverty. These therefore are continued:

- 'Improving access to people experiencing discrimination on the grounds of poverty' will continue as 'improving access to services for people experiencing discrimination on the grounds of poverty'.
- 'Reducing Stigma of Mental Illnesses.'

## 7. Understanding Fife's Population

Fife has a population of 368,080 with many different communities residing within its co terminus boundaries with Fife Council within which there are seven localities and Community Planning Partnerships. Locality and clusters will take a similar geographical setting.



Fife Population  
Protected Character

### Age



The median age of Fife's residents is 43 years. 17% of the Fife's population are children (0-15), 63% are of working age (16-64) and 20% are aged 65 and over. There are currently 31,220 persons aged 75 and over living in Fife, 8.5% of the total population. There are variations in population age structure within Fife.

Three of Fife's seven localities have higher proportions of their population aged 65 and over compared to Fife; Kirkcaldy (20%), Levenmouth (21.2%) and North East Fife with 21.5%. In contrast, Dunfermline's older population is significantly less than Fife at 16.1% but its proportion of children is the highest of all seven localities at 19.4%.



Dunfermline also has the largest proportion of its population working age; 64.3% closely followed

by North East Fife with 64.2% which in turn has the smallest proportion of children among its population at 14.5%.

Fife in common with Scotland has a growing and ageing population. The 2014 - based population projections estimate that Fife's overall population will increase to 386,963 in 2039. Overall the population of Fife is set to increase by 5% but increases will not be seen in all age groups. A 2% increase is projected in the number of younger Fife residents aged 0 to 15 by 2039 but during the same time period Fife is projected to have a decrease of 8% in the number of persons aged 16-64. The largest increases will be seen in persons aged 75 and over. By 2039 the number of persons



aged 75 and over is projected to be almost 60,000, a rise of 91%. Chart 1 show how the bulk of the population will move from between approximately 40 to 60 in 2014 to 65 to 80 in 2039 for both males and females. From 2029 the number of persons aged 75 and over in Fife is estimated to exceed the number of persons aged 65-74.

## Disability

The Equality Act 2010 defines a person as having a disability if they have a) a physical or mental impairment, and (b) the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The 2011 Census is the most recent large scale source of questions on long term conditions and whether these limit day to day activities, but questions are also included in other major population surveys undertaken in Scotland.



## Marriage and Civil Partnership

In 2015 there were 1667 marriages registered in Fife. Of these 1587 were opposite sex couples and 80 were same sex couples. 2015 was the first full year since the introduction of the Marriage and Civil Partnership Act Scotland (2014) which explains the drop in the number of



Civil Partnerships between 2014 and 2015. The number of marriages registered in 2015 was an increase of 53 on the 1,614 registered in 2014 but the overall trend since the early 1990s has been a reduction of 25% in the number of marriages registered in Fife. Nationally the average age at first marriage is increasing and was 33.6 years for males and 31.9 years for females in 2015 compared to 31.9 and 29.9 years of age in 2005 and 24.3 and 22.5 years in 1975.

## Pregnancy and Maternity



In 2015 there were 3,719 maternities resulting in 3,755 live births registered in Fife. This was 134 fewer births than in 2014 and the lowest number of live births since 2004. Of these births just over half were baby boys (50.3%). More than half of all babies were born to unmarried parents having accounted for 57% of all live births in Fife compared to 51% across Scotland. The average age of parents continues to increase and across Scotland was 30.2 for mothers and 32.8 for fathers in 2015. Among Fife births in 2015; 3.3% were to mothers aged 40 and over, 15% to mothers aged 35-39, and 5% to mothers aged less than 20 years old.

## Race

In the 2011 Census, 97.6% of the population of Fife described their ethnicity as 'White', a decrease of approximately 1% on the 98.7% reported in 2001 (Table 1). Within this grouping the most commonly reported category was 'White Scottish' stated by 85.7% of the Fife population followed by 'White Other British' stated by 8.6%. A new category for the 2011 Census showed that there were just over 3,000 persons living in Fife who stated they were 'White Polish', 0.8% of the total population.



A separate 'White Gypsy/Traveller' response category was also added to the Census in 2011. 316 people in Fife recorded their ethnic group within this category corresponding to 0.1% of the population of Fife. This proportion was the same as that recorded nationally but compared to other council areas Fife had the fourth (of 32) largest number of people who identified themselves as 'White Gypsy/Traveller'.

Table 1: Population of Fife by broad ethnic group; 2001 and 2011 Census

	White	White: Scottish	White: Gypsy/ Traveller	White: Polish	Asian	African, Caribbean or Black
2001 – No.	345,003	308,371	-	-	2,734	490
2001 - %	98.7	88.3%	-	-	0.8	0.1
2011 – No.	356,550	312,957	316	3,058	5,748	1,126
2011 - %	97.6	85.7	0.1	0.8	1.6	0.3

Source: Scroll and Census Data Explorer

There have been increases in all of the minority ethnic groups in Fife in the last ten years with the largest increase seen in the proportion of people in Fife who stated they were ‘Asian’ (a grouping which includes Indian, Pakistani, Bangladeshi and Chinese). In the 2011 Census this was 1.6%, double the 0.8% reported in 2001 (Table 1). There was also an increase from 0.1% to 0.3% in people classifying themselves as ‘African, Caribbean or Black’.<sup>4</sup>



There were also geographical differences in ethnic group populations living across Fife. The Kirkcaldy locality had the largest proportion of residents who were ‘White Polish’ at 2.3% followed by Glenrothes Locality at 0.8%. 98.5% of the population living in the Cowdenbeath Locality area

described themselves as ‘White Scottish, British or Other White’ slightly more than the locality areas of Levenmouth (98.3%) and South West Fife (97.9%). Within the main towns in Fife, Kirkcaldy has the largest ‘White Polish’ population with 43% of the total ‘White Polish’ population in Fife living there representing 2.7% of the total population of Kirkcaldy. St Andrews had the largest proportion of people being of ‘Asian’ ethnicity, 8% of its population, which corresponded to almost a quarter (24%) of the ‘Asian’ population in Fife. Approximately a quarter (24%) of ‘African, Caribbean or Black’ Fife residents lived in Dunfermline and a further 21% in Kirkcaldy.

## Religion and Belief

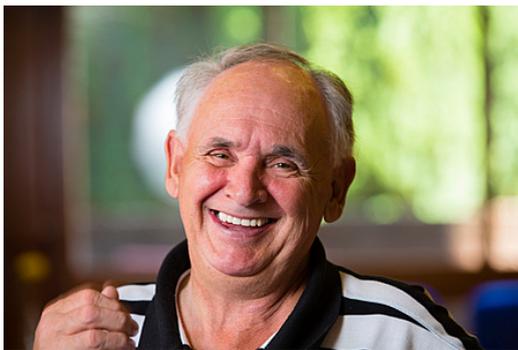


As part of the 2011 Census Fife residents were asked which current religious denomination or body they belonged to, or to state if they did not have a religion. Nearly half of Fife's residents stated that they did not have a religion (46%). The most frequently chosen religion was Church of Scotland (31%) followed by Roman Catholic (9%). Fife's residents who identified themselves as belonging to the Church of Scotland were more likely to be older than those who belonged to other religious groups. Almost a third of those belonging to the

Church of Scotland group were aged 65 and over compared to 24% of Roman Catholics and 4% of Muslims. Of those who identified themselves as Muslims the majority were younger adults, 40% were aged between 16 and 34, a pattern that was evident among the other religious groups of Jewish, Hindu, Buddhist and Sikh.



## Sex



There are more women than men living in Fife; 52% of the total population are female. The median age of women is slightly higher than of men; 44 years compared to 42 years. This is reflected in the fact that 24% of women are of pensionable age compared to 18% of men and of the population aged 75 and over 59% are females and 41%

are males. Life expectancy at birth is greater for women than for men; 81.5 and 77.7 years respectively.



## Sexual Orientation



At present there is only limited data collected on the experiences of gay, lesbian and bisexual or other –people in Scotland. As part of the Scottish Governments core survey dataset a question on sexual orientation was introduced to the major large scale population surveys undertaken each year. The figures included in this dataset are likely to be an under representation of the percentage of gay, lesbian and bisexual people in Scotland for a number of reasons including perceptions of the intrusive nature of such questions and as such the

results should be treated with caution. 1.6% of the total number of respondents in the core dataset stated their sexual orientation as ‘gay, lesbian, bisexual or other’. Of the respondents living in Fife the proportion was 1.4%. Almost half of ‘LGB & other’ respondents were aged under 35 years old.



## 8. Equality Plan – Embedding Equality Practice in our Daily Work

NHS Fife will ensure that we take forward the Equality Outcomes specifically referenced in this document but that we also continue to make progress throughout the whole organisation and fulfil our legal obligations but even more so because it is just the right thing to do for all our staff and patients.

Common every day personalised patient centred care and best practice in promoting and ensuring Equality and Human Rights can mean that it is often overlooked and goes undocumented however we are able to make assessment of the overall care and experience provided for our communities, providing measured improvements in professionalism and standards of care.

There are many different ways in which we can monitor and measure improvements in Equality across NHS Fife. Some of these measures are listed against the outcomes, but some of them will be documented as part of a range of other corporate functions. These include for example our work to improve public participation and involvement, improving diversity at committee and at senior leadership levels, improving patient feedback from groups often underrepresented and the monitoring of and learning from patient complaints.

- NHS Fife aims to identify staff with a particular interest in Equality and Human Rights. This will help to increase knowledge of cultural and health needs across services. Our staff champions will continue to take forward learning and equality messages into work areas.

### Patient Comments and Complaints

Patient comments and complaints are in the management of the Patient Relations Team and are accountable to NHS Fife Board members. Regular analysis of the patient data is collated and presented at various committees. NHS Fife intends to learn from the information available, but also to demonstrate improvements, so a baseline of this data will be collated and analysed year on year, highlighting examples of patient's comments that are both positive and negative. We will learn from both sets of data, sharing the learning and the patient experience at various forums or groups. NHS fife will follow through any requirement for improvement in the patient experience and ensure that any acts of discrimination are addressed.

- NHS Fife is currently developing short films which demonstrate examples of equality in practice from across a range of NHS Fife services.
- Patient stories will also be presented at NHS Fife Board meetings, NHS Fife committees and public and participation networks, which will give insight into the patient experience. We aim to improve awareness, foster good relations between staff, patient of NHS Fife and the Fife community and learn from these stories to make improvements to patients experience and outcome.

### Hate Crimes and Incidents

Hate crimes and incidents are provided in a quarterly analysis report. These are actively addressed, with support for staff and patient or additional measures aimed at reducing the likelihood of the incidents being repeated. NHS Fife has a lead Community Safety Officer and manages NHS Fife Violence and Aggression Group, responsible for a program of work aimed at reducing discrimination. NHS Fife actively seeks hate crime reporting and responds to these issues for front facing staff and patients. The Incident reporting system regularly reports the levels of incidents and monitors the location and outcome. Recent developments to the incident recording system have improved the categorisation of hate incidents and crime.

## Domestic Violence

NHS Fife works closely in partnership with various local and national organisations. Fife Violence against Woman Committee steers the agenda to eliminate violence against women and girls. The aim is to provide a 'Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse-and the attitudes help perpetrate it. NHS Fife supports delivery of the local VAW actions plan by providing training and advice to staff, participating in multiagency Risk Assessment conferencing and supporting joint working where the individual requires ongoing care or treatment. NHS Fife will promote positive gender roles in appropriate project work and seek to early identify domestic abuse throughout services, by focussing on particular settings such as mental health, addictions, women's services and at Accident and Emergency.

## Staff Training

NHS Fife continues to grow the range of training opportunities available for staff. Each year over 3032 staff are trained using the on line learning module 'Equality and Human Rights' as part of their induction program. NHS Fife has recently added modules such as 'Carers', 'Deaf Awareness', 'Stonewall' and 'Raising Awareness of Gypsy Travellers Communities' of which a total of 109 staff completed the Gypsy Traveller module in the past year.

NHS Fife Health Promotion Department manages the 'Health Inequalities Training Programme' and an 'Information and Resources' Department. The training offered via the Health Promotion Training Programme (2016-2017) focuses on areas such as prevention and early intervention, understanding the needs of key groups (who are more likely to experience poor health and wellbeing) and providing opportunities to learn from local projects.

We continue to source and promote additional learning opportunities including further on line learning.

- NHS Fife will develop and provide a series of short talks, lunchtime bytes sessions including for General Practice offering a 'menu' of learning opportunities.

NHS Fife intends to do more to highlight and exemplify examples of excellence throughout the year and will develop a project which promotes the National Health Services historic and landmark achievements, exemplifying the significant contribution the NHS makes to Equality. This project will promote Human Rights across Fife communities, enabling us to promote and educate the population on the Human Rights based approach, with the aim being to enable people to exercise those rights. A particular focus will be on Women's and Children's Rights, connecting this agenda with GIRFEC and young people's rights to access health.

- NHS Fife will commence this work by engaging and supporting a group of young people experiencing disadvantage and difficulty, to design and draft the project, helping them to learn about their Human Rights and to present their project to NHS Fife. The project will be hosted throughout various settings over the next few years.

## **9. Improving Patient and Community Relations; Fostering Good Relations**

### The PANEL Principles

The PANEL Principles: Participation, Accountability, Non-discrimination, Empowerment and Legality (Scottish Human Rights Commission, 2015) help us to protect and fulfil Patient Rights and promote fairness and equality.



- **Participation** - Everyone has the right to participate in decisions which affect them. Participation must be active, free, and meaningful and give attention to issues of accessibility, including access to information in a form and a language which can be understood.
- **Accountability** - Requires effective monitoring of Human Rights standards as well as effective remedies for Human Rights breaches.
- **Non-discrimination and Equality** - A Human Rights based approach means that all forms of discrimination in the realisation of rights must be prohibited, prevented and eliminated.
- **Empowerment** - Individuals and communities should understand their rights and should be fully supported to participate in the development of policy and practices which affect their lives.
- **Legality** - A Human Rights based approach requires the recognition of Rights as legally enforceable entitlements and is linked in to national and international Human Rights law.

NHS Fife has embedded these principles in the work to improve the public engagement and participation structure.

NHS Fife will:

- Establish a forum to take responsibility for driving the participation and engagement agenda and ensuring alignment and coordination across all work streams, really embedding the patient and public viewpoint.
- We will ensure that the new forum will include a wide range of stakeholders.
- We will source 'Ambassadors' from our planning areas across Fife to ensure that many different views are heard.
- And we will have structures which enable those voices to be heard.

NHS Fife will work closely with a range of Third sector providers. The Third sector offers us the additional opportunity to address causes of health inequality including patient concerns around housing, welfare and support needs. Our intention is to ensure, that as the range of community support groups develop that we establish working arrangements which will help us to sign post and refer patients who require community based social and financial supports.

- NHS Fife will ensure that services become aware of the role of the 'Local Area Coordinators' and that health services are able to sign post appropriately.
- The Health Promoting Healthcare Services framework will also support the patient's right to health information and support for social aspects of their care whilst in Hospital.

The local Fife Carers Centre will work closely with us and in developments to connect carer's needs with advocacy provision and support from interpreting and translation services to ensure patients are able to access services.

***'Disabled people's access to justice, in particular advice services.... This is particularly important at this time of welfare reform and the impact of measures on disabled people'*** (Scottish Government, Equality Outcome, 2013).



The Advocacy Strategy for Fife (2014/2017) and partnership work with our local advocacy providers via the Fife Advocacy Forum will help us to provide access to welfare information, as well

as social supports and financial advice for those living with a disability. The strategy will be refreshed during 2017 with a new plan in place by 2018.

- We aim to improve knowledge of patient's rights for people accessing Advocacy-as those patients can be some of the most vulnerable.
- NHS Fife will participate in mapping the extent of advocacy requirements and provision.
- NHS Fife will ensure that advocacy is extended to enable people's rights to exercised throughout their time with health services. Further work to monitor and measure advocacy as part of health care will be put in place.
- NHS Fife aims to promote access to advocacy via a range of awareness sessions and events.
- NHS Fife will ensure that our Equality and Human Rights lead officer is a core member of the Advocacy Strategy Group and the Local Advocacy Providers Forum, thereby embedding Human Rights approaches from NHS practice into our work with providers.



Patient Rights  
(Scotland) Act 2011



Fife Advocacy  
Strategy 2014-2017



Participation and  
Engagement Strategy

## **10. Improving Access and Information for British Sign Language (BSL) Speakers to Eliminate Unlawful Discrimination**

'BSL is a language in its own right, having been officially recognised by the UK Government in 2003 as being a full, independent language. It is the most common form of signed communication used by Deaf people in Scotland' (Scottish Government, Analysis of Equality Results, part 2, 2015).



The 2011 Census was the first to ask questions on the use of British Sign Language (BSL) at home. The information provided told us that in Fife there are 951 who indicated that they used BSL at home which was 0.27% of the population. Of those who used BSL in Fife, 46% were male and 54% were female. 195 of BSL users in Fife were children (aged 3 to 15) and 130 were aged 65 and over.

Scotland's National Action Plan and the British Sign Language (BSL) Act 2015, aims to raise awareness of BSL and improve access to service for those who speak BSL. This area of work will

commence during 2017 with the BSL community, working with us to formulate a local BSL action plan.

In anticipation of the local action plan, NHS Fife has continued to further extend our participation and engagement with the BSL community. A welcome message informing the BSL community of how to get in touch, be involved and make comment will be recorded in BSL and made available on the NHS Fife website. This will be promoted during Deaf Awareness week along with information for staff and patients.

- We will continue to learn from and understand the needs of the BSL community by regularly meeting with BSL speakers and involving them in the work of the Participation and Engagement network and forum.
- We will draft and monitor the BSL patient experience, presenting these to services and corporate functions with the aim to raise awareness and make service improvements.
- We aim to improve the range of materials available to our BSL community, ensuring they have equal access to health information.

'BSL speakers were almost three times as likely to be 'permanently sick or disabled' (Scottish Government, Analysis of Equality Results, Part 2, 2015).

NHS Fife will work more closely with the Deaf Communication Service, Fife Council to ensure that;

- We improve identification patients who speak BSL.
- To ensure additional support for BSL speakers.
- That any support needs are embedded into the preparation for admission or attendance including identification of BSL patients on the patient record.

In addition, and in preparation for care, we will put in place face-to-face staff awareness sessions, provided on staffs working base, whether that is wards, community settings or in departments to enable improvements in patient centred care. These learning sessions will be provided by local Deaf groups and Fife Council Deaf Communication Service.



## **11. Promoting Health of Looked after Children to Ensure Improved Health Outcomes, by Advancing Equality of Opportunity and Eliminating Discrimination.**

In Scotland 3.6% of children who are looked after will have multiple disabilities, 3.5% will have social, emotional and behavioural difficulties. In Fife, every year, over 900 children are looked after (this includes Kinship care arrangements), with 136 at home and approximately 479 in foster care).

***Approximately 3 children and young person are received into care each week in Fife.***

Looked after Children, are more likely to experience poorer health outcomes as a result of a range of inequalities stemming from their background and / or early years. Early intervention which addresses the root causes of inequality and providing the best start in life are set out in the Early Years Framework (Scottish Government, 2008) and Getting it Right for Every Child (Scottish Government, 2014) NHS Fife aims to address health Inequalities for Looked After Children as part of the actions taken to improve health and wellbeing.

- NHS Fife will provide a LAC Health Assessment for all LAC children, supporting access to adult services and addressing immediate health needs.
- NHS Fife will continue to highlight the need for all LAC to have an advocate to support them in their choices, reducing disadvantage and discrimination in access to services, support and health.
- NHS Fife will ensure a competency framework is in place for all nursing provision for LAC, to ensure the best standard of care is provided for the most vulnerable children.

In 2015, NHS Fife undertook a consultation with children, young people and their families to which aimed at finding out more about their experiences of NHS Fife Children's Services. The aim of the consultation was to ensure that NHS Fife takes action to improve those experiences of children and young people and reduce discrimination.

We received feedback from 355 children, young people and parent/carers in Fife with 71% of the participants being 18 years old or less.

The common themes which they told us that mattered to them were mainly in relation to how we communicate with young people in relation to their involvement and decision making of their care:

*“Welcome us” “Speak to us” “Include us” “Don’t judge us” “Support us”*

These themes informed the ‘Children and Young people’s Health and Wellbeing’ Strategy (Children and Young People’s Health and Wellbeing Strategy, NHS Fife, 2015-2020) and a range of developments aimed at improving child centred care.



Children and young people want to feel valued in all circumstances and staff should create opportunities to celebrate diversity. Children and young people would like NHS Fife staff to be non judgemental and respectful of their needs; recognising that they are young individuals who will make mistakes and that they don't always understand things due to lack of life experience.

- NHS Fife will seek to further children and young people's participation and will take forward their involvement in the design of all children and young people's health information.
- NHS Fife will improve awareness of youth culture and diversity including the needs of LGBTi+ youth.

*‘You have the right to an opinion and for it to be listened to and taken seriously’*

Article 12 URCRC

Young people told us that we should be communicating with them in a way they are familiar with so we will extend the role of technology for young people to enable them to access both health information and services.

- NHS Fife will make better use of social media and the internet for communicating and provide a reliable, easy-to-access online resource for children and young people.

Having competent, experienced staff who demonstrate empathy and understanding of both child development and the issues that affect children and young people was felt by many to be an essential requirement to support and ultimately keep children, young people and their families safe from abuse and harm.

NHS Fife Clinical Strategy includes a key recommendation specifically recognising the importance of future health and wellbeing outcomes that can be affected by the relationship between adverse childhood experiences and future adult health. We understand these effects as being traumatic on the individual and their ability to engage with health services. Services which understand trauma can help to respond appropriately when managing care or providing medical interventions, thereby limiting the additional distress and harm potentially caused to the patients wellbeing. NHS Fife understands that by providing services which are more trauma informed, we can have more successful outcomes for the patient and provide care that responds to those individual needs in a more sensitive way. This is currently evident for those living in Fife who are refugees or asylum seekers and who have come from backgrounds in which they have been exposed to significant traumas.

- A Fife wide approach to making services more trauma informed will be in place over the next four years.

## **12. Reducing Stigma of Mental Illness to Eliminate Unlawful Discrimination**

NHS Fife will continue to take forward work to address the stigma of mental health but in addition address inequalities within service provision.

Following the launch of the National Mental Health Strategy for Scotland 2012-2015, NHS Fife and partners developed the 'What Matters to you? *Mental Health Strategy for Fife*' (2013-2020).

NHS Fife understands that one in four people will experience mental health problems or illness during their life. This is therefore a priority area and one which features in the Clinical Strategy recommendation to '*reconfigure services and resources so that there is equity of access to service across Fife and all patient groups*'.

Access to specialist mental health services must be provided recognising that mental health needs are evident across all communities including those who are speakers of other languages, those who speak British Sign Language and those affected by learning difficulties or disabilities.

Inequality exists where they don't have the same access to those services. NHS Fife will work within the reconfiguring of the services to ensure that access is available for all and that we identify additional measures which improve engagement for communities from other cultures or backgrounds.

- NHS Fife will ensure that those facing multiple disadvantage and marginalisation as a result of their characteristic, culture, background or community combined with a mental health issue or illness will be at the forefront of the redesign of services, thereby reducing inequalities currently excluding them from recovery or reconnection.

NHS Fife aims to promote the anti stigma messages by taking forward the following areas of work:

- Pass the Badge
- Walk a Mile
- The Power of OK

### **13. Improving Access to Services for People Experiencing Discrimination on the Grounds of Poverty.**

NHS Fife will continue to work towards reducing health inequalities and discrimination experienced as a result of living in poverty.

The Fairer Fife Commission was set up by Fife Council to provide independent advice and insight into the priorities for tackling poverty and inequality in Fife. The commission met six times during 2015 and was tasked with proving evidence of poverty and inequality in Fife.

The Commission produced a report called 'Fairness Matters' (Fairer Fife Commission, 2015) which included reported a series of recommendations, including several recommendations on health. The recommendations have been accepted by the Fife Partnership, which includes NHS Fife as a key partner, and agreed an action plan (Fairer Fife Commission, 2015).

The Commission recommended that NHS Fife should '*contribute to a reduction in inequalities over and above the obvious provision of public health services and integration agenda*' (e.g. as an employer, a procurer of goods and services and strong community planning partner).

Alongside the work of the Fairer Fife Commission, Fife Health and Wellbeing have launched their new strategy to reduce Health Inequalities called, the 'Fairer Health Strategy' (2016-2020). The

report promotes the use of current evidence as to what works to reduce Health Inequalities and provides support for people, communities and organisations to change the way they link together, co creating better health in the process.

NHS Fife understands that discrimination and prejudice of those living in poverty reduces their ability to improve their health and achieve equity from health services. *'In men and women combined, partial life expectancy at 40 years was reduced by more than 2 years because of low socioeconomic status'* (Stringhini, et al 2017).

NHS Fife working with our Community Planning Partners will support actions taken to mitigate the results of welfare reform, in order to reduce discrimination.

In practice, we will:

- Focus efforts which enable staff to recognise the combined negative impact and nature of both the characteristic of the individual and situation in generating inequalities and strategies for them to adopt to address this.
- We will provide staff training on the impact of poverty
- We will continue to develop our partnerships across community planning and within the 'locality' arrangements, providing support for public health initiatives and efforts to improve the local infrastructure which is in the spirit of sustaining and optimising health and wellbeing.
- It is envisaged that many partnerships between services will develop in the 'community hub' setting. These 'hubs' will aim to address social disadvantage for the patient (NHS Fife Clinical Strategy, 2016-2021).
- The NHS Fife 'Carers and Patients Information Point' will support signposting thereby advancing equality of opportunity.

#### **14. Providing Ethically Sourced Goods and Services.**

NHS Fife will ensure that goods and services are purchased from ethical providers, continuing to build on our original outcome from 2013-2017. This outcome is now embedded as ethical procurement must be an integral element of the operational partnerships and agreements with providers. However much further work is required to ensure that all documentation used to contractually agree procurement arrangements will be included in future locally agreed service level agreements, requesting a copy of the providers' equality policy or statement equivalent with regard to the Equality Act (2010).

NHS Fife will work within given NHS Services Scotland National Procurement Policy.

Working locally and securing contracts which are ethically founded will support Equality and Human Rights approaches and good practice beyond the NHS activity and ensure that we extend and demonstrate our commitment. Our intention to commission and procure local services by NHS Fife also enables us to contribute to addressing inequalities for local population by securing employment and local economic growth for all.

The 20:20 Framework for Quality, Efficiency and Value calls on health services to refocus “efforts on the Triple Aim of improving Quality of Care (including safety), Health of the Population and Value and Financial Stability” 2020 Framework for Quality, Efficiency and Value, Scottish Government, June 2014. Fairness Matters, The Fairer Fife Commission, November 2015 supports the need for NHS Fife to further embed its ethical practice to reduce health inequalities at a local level by increasing local procurement from local sources.



# NHS Fife Equality Outcomes Plan

2017-2021

## **Providing Patient Centred Care**

### **NHS Fife Clinical Strategy**

#### **Prevention and Health Improvement**

**Models of care will be developed that will better integrate physical and mental health care and to support all people to become more self resilient and able to cope with exacerbations of ill health in order to live better lives.**

### **Equality Outcome 1**

**Patients living with a disability are supported to effectively manage their own health.**

## **Evidence**

In 2014, those with a long-term limiting condition have considerably lower levels of good/very good general health than the rest of the population (27.5% compared with 88.6% in the non-disabled group). (Scottish Census, SSCO Official Statistics report; Scottish Government, 2014).

In 2015, the proportion of adults reporting to be in 'very good' or 'good' health declined with age from 88% of those aged 16-24 to 55% of those aged 75 and over. (Scottish Health Survey; Scottish Government, 2015).

## **Leads**

Equality and Human Rights Lead, NHS Fife

Speech and Language Therapy, NHS Fife

Health Promotion Fife, NHs Fife

Mental Health, NHS Fife

Learning Disability Service, NHS Fife

What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Improve awareness of health literacy and its application in practice for patients living with a disability (including physical, mental or those who are speakers of British Sign language).</p>	<p>Provide accessible communication training for staff</p> <p>Write an accessible communication policy and produce guidance documents for staff.</p> <p>Provide health literacy training for staff</p>	<p>Create a baseline of current accessible and formatted information by category and by health condition.</p> <p>Assess gaps in current patient information available by category and health condition.</p> <p>Continue to have available access to Photosymbols and accessible packages which support the development of easy read versions building capacity across the NHS and with partners.</p> <p>Public and patient consultation and involvement will ensure and assure quality.</p>	<p>Learning Disability services</p> <p>Mental Health Services</p> <p>Health Promotion</p> <p>Speech and Language Therapy</p> <p>Participation and Engagement Network</p>	<p>Disability</p> <p>Mental Health</p> <p>Learning Disability</p> <p>Age</p>	<p>Advancing Opportunity</p> <p>Eliminating Discrimination</p>	<p> Patient Rights (Scotland) Act 2011</p> <p> HSCP Approved Strategic Plan 2016-19</p> <p> HSCP Strategic Plan Summary</p>

What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Reduce inequalities in health experienced by those living with a disability by improving their experience of care.</p>	<p>Improving awareness and preparation for the needs of disabled patients prior to their attendance.</p>	<p>Assess current ways in which we identify patients who require additional support to access appointments and build new measures such as with e health and patient records to ensure we are fully prepared for the patient's needs and concerns.</p> <p>Make staff more aware of the additional patient's needs and concerns via staff awareness and training.</p> <p>Continue to improve accessibility to services making them more locally accessible in the community</p>	<p>Care and Clinical Governance Group (divisions) and Committee</p> <p>Patient records</p> <p>E health</p> <p>Primary Care Services</p>	<p>Disability Mental Health Learning Disability Age And those affected by adverse experiences</p>	<p>Advancing Opportunity Eliminating Discrimination</p>	

What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
Improving accessibility to facilities for people with a disability.	Provide accessible buildings.	<p>Conduct an audit of premises-such as signage and management of facilities for disabled patients.</p> <p>Audit the accessibility and functionality of Loop Systems</p> <p>Plan and publish the location of Loop Systems and maintenance of these.</p> <p>Promote Deaf Awareness week to improve staff knowledge and public awareness.</p>	<p>NHS Fife Equality and Human Rights Strategy Group</p> <p>Facilitates and Estates</p> <p>Participation and Engagement Network</p> <p>Hard of Hearing groups</p> <p>Deaf Communication Service</p> <p>BSL service provider</p> <p>BSL Users</p>	<p>Disability</p> <p>Learning Disability</p> <p>Mental Health</p> <p>Age</p>	<p>Eliminate Discrimination</p>	

## **NHS Fife Clinical Strategy**

### **Access**

**Access to timely palliative and end of life care in the setting that the patient wishes and that can meet their needs, regardless of age, diagnosis or location.**

## **Equality Outcome 2**

**Spiritual needs of patients are met.**

### **Evidence**

Chief Executive Letter (2008) 49 – Spiritual Care” and is further supported by the “Local Delivery Plan for Spiritual Care within NHS Fife”.

### **Leads**

Spiritual Care Team, NHS Fife

Patient Relations Team, NHS Fife

Equality and Human Rights Lead, NHS Fife

What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Increase provision and knowledge of the spiritual needs of diverse patients.</p>	<p>Ensure that spiritual needs are identified.</p> <p>Produce a spiritual guidance document for staff which considers the interconnection between religion and or belief and the other protected characteristics.</p>	<p>Assess baseline of staff knowledge.</p> <p>Provide training and awareness of spiritual needs.</p> <p>Publish the range of spiritual care provisions available.</p> <p>Produce an easy reference guide for staff.</p>	<p>Chaplaincy Service and religious / belief partners.</p> <p>NHS Fife Acute Operating Division.</p> <p>NHS Fife Equality and Human Rights Strategy group.</p>	<p>Race</p> <p>Religion</p> <p>Belief</p> <p>Ethnicity</p> <p>Disability</p>	<p>Foster Good Relations</p> <p>Eliminating Discrimination</p> <p>Advancing equality of opportunity</p>	<p> Spiritual Care Letter</p>

## **Prevention and Health Improvement**

### **NHS Fife Clinical Strategy**

#### **Prevention and Health Improvement**

**Resources will be prioritised to improve our populations lifelong health and wellbeing including maternal and child health, where appropriate interventions may be particularly valuable in prevention ill health. This includes early detection and vaccination initiatives to reduce the burden of preventable disease.**

### **Equality Outcome 3**

**Health of the Gypsy Traveller Community is improved.**

## **Evidence**

Fife Health Needs Assessment 2013

Gypsies and Travellers suffer from poor health and lower life expectancy, differences in life expectancy of over 10% less than the general population and that the health of Gypsies and Travellers starts to deteriorate markedly when individuals are over 50. High infant mortality rates, high maternal mortality rates, low child immunisation levels, mental health issues, substance misuse issues and diabetes are also highlighted as areas of concern. (Ryder et.al. 2012).

Gypsy/Travellers in Fife experience Health Inequalities on many different levels; uptake of services is often hindered by poor literacy skills, low expectations and perceptions of prejudice (NHS Fife Gypsy Traveller Needs Assessment, 2013).

## **Leads**

NHS Fife Multiagency Gypsy Travellers Steering Group

Scottish Ambulance Service

NHS24

Fife Council

What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Improve access to services.</p>	<p>Create a participative and engaging health program as a test of change. The program will be determined by Gypsy Travellers residing on one local authority site.</p> <p>Build on the needs assessment in 2013 by working with the community to explore their knowledge of health services.</p>	<p>A full evaluation will be published and learning will be used to highlight lifestyles and cultures to various staff groups.</p> <p>Assess the level of knowledge of health services and action improvements in the range of information provided in accessible/ appropriate formats which are culturally sensitive.</p> <p>Evaluate the effectiveness of the Gypsy Travellers Steering group partnership and activity and conduct an Equality Impact Assessment.</p> <p>Establish a three year action plan to address inequalities in health-taken from the</p>	<p>Gypsy Traveller Community</p> <p>Queens Nursing Institute (QNIS)</p> <p>Voluntary sector providers</p> <p>Fife Council</p> <p>NHS24</p> <p>Scottish Ambulance Service</p> <p>Fife Centre for Equalities</p>	<p>Race</p> <p>Belief</p> <p>Religion</p> <p>Disability</p> <p>Foster Good Relations</p> <p>Advancing Opportunity</p> <p>Eliminating Discrimination</p>		<p> Gypsy traveller needs assessment 2013</p> <p> QNIS Bid Outline</p> <p> Realistic Medicine</p>

		<p>EQIA and QNIS evaluation.</p> <p>Involve Gypsy Travellers in the multi agency steering group.</p> <p>Collate and Analyse Gypsy Travellers access to health via E health systems with a view to understanding Gypsy Travellers locally used routes into health.</p> <p>Assess current levels of registration at local General Practices. Work with partners to identify Gypsy Travellers in Fife currently not living on sites or known in housing, including those arriving here from other European countries.</p> <p>Increase registration at local General practice.</p>				
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What we aim to achieve?	How will we do this?	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Improve staff knowledge and cultural awareness of Gypsy Travellers lifestyles and health issues.</p>	<p>Plan and promote a campaign to promote Gypsy Traveller health to staff and visitors throughout NHS Fife.</p> <p>Continue to promote the recently devised e learning module on Gypsy Traveller history and culture.</p>	<p>Plan and implement the campaign and include gathering of patient and staff feedback.</p> <p>Measure uptake of the e-Learning Gypsy Traveller module.</p> <p>Promote module via linking it to additional e learning, staff induction and other methods of learning for staff to increase uptake</p>	<p>Gypsy Travellers Steering Group</p> <p>NHS Health Scotland</p>	<p>Race</p> <p>Ethnicity</p>	<p>Foster Good Relations, Advancing Opportunity Eliminating Discrimination</p>	 <p>Gypsy traveller needs assessment 20</p>

## **Improving Access to Service**

### **NHS Fife Clinical Strategy**

#### **Access**

**Access to health and social care services will be through streamlined points of access. This approach will enable the public to access the most appropriate support or service in a timely manner. These access points will be available 24/7 and will triage and direct people within timescales appropriate to need.**

#### **Equality Outcome 4**

**LGBTi + people experience improved services.**

## **Evidence**

LGBTi+ people in Fife experience disadvantage when using health and support services, with services often failing to recognise and meet their needs. There is a strong need to provide LGBTi+ - specific information and support in Fife, as well as for mainstream services to address the often well-founded fear of negative reactions and treatment, by addressing practice and by proactively indicating that they are LGBTi+- friendly (Fife LGBTi+ Community Needs Assessment Summary Plan, 2015).

1.6% of the total number of respondents in the core dataset stated their sexual orientation as 'gay, lesbian, bisexual or other'. Of the respondents living in Fife the proportion was 1.4%. Almost half of 'LGB & other' respondents were aged under 35 years old. (Scottish Census, SSCQ, Scottish Government, 2014).

## **Leads**

LGBTi+ Network Fife

Fife Centre for Equalities

Sexual Health Fife, NHS Fife

What we aim to achieve	How will we do this	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Improve patient experiences for LGBTi+ Communities.</p>	<p>Raise awareness of the LGBTi+ community health and access needs, taken from the local needs assessment.</p> <p>Become members of the Fife LGBTi+ accreditation scheme as being 'LGBTi+ friendly'.</p>	<p>Promote the recommendations to various strategic groups and committees.</p> <p>Devise a program of work to ensure recommendations are addressed in practice.</p> <p>Monitor staff training provided on LGBTi+ health needs.</p> <p>Increase the range of LGBTi+ training on offer to staff</p> <p>Membership achieved.</p> <p>Further NHS involvement in LGBTi+ local activity and events.</p> <p>Create a baseline in 2017 of</p>	<p>Sexual Health Fife</p> <p>Sexual Health and BBV Executive Group</p> <p>Fife Council</p> <p>Fife LGBTi+ Network</p> <p>Stonewall Scotland</p>	<p>Gender reassignment</p> <p>Sexual Orientation</p>	<p>Foster Good Relations</p> <p>Advance Equality</p> <p>Eliminate Discrimination</p>	<p> The-Scottish-LGBT-E quality-Report</p> <p> Fife LGBT Community Needs Assessment SL</p>

	<p>Improve information for patients specific to health needs for LGBTi+ community.</p> <p>Improve knowledge of patient complaints and comments mechanisms.</p> <p>Improve knowledge of gender reassignment across a wide range of services.</p> <p>Advance support for LGBTi+ staff by promoting local support networks and groups.</p>	<p>information currently available and monitor improvements in the range of materials available. Ensure this is available at all 'streamlined' points of access.</p> <p>Ensure our public Involvement mechanisms are more representative of LGBTi+ groups. Support public awareness of patient's relations and engage directly with LGBTi+ via various opportunities.</p> <p>Write a gender reassignment protocol supported with further staff training and information.</p> <p>Establish regular LGBTi+ events and groups promotion for staff - improving workplace inclusion.</p>				
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**Staff represents Fife's communities and share equal opportunities to come together and excel in the workplace.**

### **Equality Outcome 5**

**The workforce reflects the diversity of the local population.**

### **Evidence**

With revised systems and processes implemented providing greater detail on the protected characteristic demographic of the workforce, NHS Fife will seek to improve its use of employee monitoring information to better perform the Equality Duty during the 2017-21 Equality Plan.

Although the employee monitoring processes embedded during the 2013-17 Equality Plan demonstrates that the workforce is, in the main, representative of the population of Fife as detailed in Scotland's Census 2011, we will aim to:

1. Improve access into work for those members of the local population who are distant from the labour market as a consequence of factors including age or health status;
2. Make visible to the public the diverse communities and cultures represented within the NHS workforce;
3. Improve the employment experience of minority groups represented in the workforce (e.g. Race, Sexual Orientation)
4. Foster a culture which improves the understanding and relations between people who share a protected characteristic(s) and those who do not.

## Leads

Human Resources Department  
Area Partnership Forum

What we aim to achieve	How will we do this	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Improve access into work for those members of the local population who are distant from the labour market</p>	<p>Ensure literature promotes the range of career choices available throughout the NHS workforce</p> <p>Increase participation in the Modern Apprenticeship scheme (targeted at those aged 16 – 24).</p> <p>In conjunction with partner agencies,</p>	<p>Strength of activity promoting NHS Fife as an exemplar employer, monitoring recruitment activity to establish whether actions are impacting on recruitment trends.</p> <p>Monitor uptake of MA's within NHS Fife, and the destination of MA's who complete the program</p> <p>Monitor participation in schemes supporting candidates who are unemployed or suffer from</p>	<p><b>Internal</b></p> <p>Nurse Workforce Group</p> <p><b>External</b></p> <p>NHS Education for Scotland</p> <p>Fife Council, Skills Development Scotland, Opportunities Fife,</p> <p>Fife Schools and Colleges,</p>	<p>Age</p> <p>Disability</p> <p>Gender</p> <p>Reassignment</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex</p> <p>Sexual Orientation</p> <p>Marriage &amp; Civil Partnership</p> <p>Pregnancy &amp; Maternity</p>	<p>Advance Equality of Opportunity</p> <p>Eliminate Discrimination</p> <p>Foster Good Relations</p>	<p><i>Scottish Government - Skills for Scotland (Youth Employment Strategy);</i></p> <p><i>Scottish Government - Wealthier &amp; Fairer Strategic Objective;</i></p> <p><i>Scottish Government - Supported Employment Framework for Scotland;</i></p>

	<p>provide supported employment opportunities and work experience.</p> <p>Participate in the Investors in Young People (IYYP) initiative.</p>	<p>long term illnesses and / or disabilities to gain access to the workplace, reporting on uptake of those undertaking supported placements, and their outcomes.</p> <p>Successful accreditation of IYYP</p>	<p>Job Centre Plus,</p> <p>Princes Trust Scotland,</p> <p>Investors in People</p>			
<b>What we aim to achieve</b>	<b>How will we do this</b>	<b>How will we measure progress?</b>	<b>Partnership</b>	<b>Protected Characteristic</b>		<b>Strategy</b>
<p>Make visible to the public the diverse communities and cultures represented within NHS Fife</p>	<p>Promote diversity through the use of images, staff stories and other appropriate techniques.</p> <p>Utilise national materials promoting the diversity of the NHS Scotland Workforce.</p>	<p>Reviewing current NHS Fife promotional material to ensure it promotes the diversity of our workforce.</p> <p>Adoption of appropriate national campaigns promoting Equality Duty.</p>	<p><b>Internal</b></p> <p>Communications Department,</p> <p><b>Internal</b></p> <p>Equality &amp; Human Rights Strategy Group</p> <p><b>Internal</b></p> <p>Area Partnership Forum,</p> <p>Communications Department</p>			<p><i>NHS Fife - Equality, Diversity and Human Rights Policy</i></p>

<p>Strengthen the employment experience of minority groups represented in the workplace</p>	<p>Establish appropriate mechanisms to promote engagement with employees from all minority groups. Identify and promote role models from employees from minority groups.  Ensure staff Mentoring Scheme(s), Leadership Workshops and Professional Development Programs actively promotes inclusion of employees from minority groups</p>	<p>Analyse and monitor employee protected characteristic information when considering recruitment, retention and turnover levels in addition to the results from the Staff Survey/iMatters</p>	<p>Equality &amp; Human Rights Strategy Group  <b>External</b> Fife Centre for Equalities,  Stonewall Scotland</p>			
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What we aim to achieve	How will we do this	How will we measure progress?	Partnership	Protected Characteristic		Strategy
<p>Foster a culture which improves the understanding and relations between people who share a protected characteristic(s) and those who do not</p>	<p>Ensure all Leadership Workshops and People Management programs cover Equality and Diversity agenda.</p> <p>Ensure managers participate in management training to allow them to promote Equality Duty.</p> <p>Establish Diversity Champions (e.g. Friends &amp; Allies program) to foster a culture which mainstreams</p>	<p>Monitor and scrutinise Violence and Aggression incidents plus Dignity at Work complaints relating to protected characteristics.</p> <p>Ensure processes are followed and lessons are learned to minimise the possibility of such incidents recurring.</p> <p>Scrutinise results of annual Staff Survey and iMatter reports to ensure incidents of bullying and harassment are identified and corrective measures are embedded into the local staff governance action plan(s).</p> <p>Review attendance and participation on training courses, analysing information</p>	<p><b>Internal</b></p> <p>Violence and Aggression Management Forum</p> <p>Equality and Human Rights Strategy Group</p> <p>Area Partnership Forum</p>			

	<p>Equality Duty.</p>	<p>against line management roles.</p> <p>Expand training and support offered to (<i>Dignity at Work</i>) Confidential Contacts, ensuring their training covers Equality and Diversity agenda. Monitor uptake of Diversity Champions, assessing contribution this is making in advancing Equality and Diversity Duty.</p>				
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## **Contact Details**

You can find the NHS Fife Equality Outcomes Mainstreaming Plan 2017-2021 at [NHS Fife Equality and Human Rights](#)

or contact the Equality and Human Rights Team at:

Equality and Human Rights, NHS Fife

1<sup>st</sup> Floor, Hayfield House

Hayfield Road, Kirkcaldy

Fife, KY2 5AH

Telephone: 01592 729130 or extension 29130

SMS Text: 07805800005 (text service for patients with a sensory impairment)

Email: [fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net)

## **Accessible Communication Statement**

If you require this information in a community language or alternative format e.g. Braille, easy read, audio please contact the Equality and Human Rights Team by email at: [fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net) or phone 01592 729130

對於本手冊中的資訊，如果您需要其他語言版本或其他格式，比如盲文版、易讀版或音頻版等，請聯繫平等與多元部（Equality and Human Rights Department），電子郵件位址：[fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net)，或致電：01592 729130 (Cantonese)

对于本手册中的信息，如果您需要其他语言版本或其他格式，比如盲文版、易读版或音频版等，请联系平等与多元部（Equality and Human Rights Department），电子邮件地址：[fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net)，或致电：01592 729130。(Mandarin)

Po uzyskanie niniejszej informacji w swoim języku lub w innej postaci np. w piśmie dla niewidomych, druku łatwiejszym do czytania czy też w formie dźwiękowej, proszę zgłosić się do Działu Równouprawnienia i Zróżnicowania Kulturowego pod adres: [fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net) lub zadzwonić pod nr: 01592 729130 (Polish)

Если вам необходима информация из этой листовки на каком-либо другом языке или в другом формате, например на брайлевских листах, в легком для чтения формате или в виде аудиозаписи, обратитесь в Департамент равноправия и культурного многообразия (Equality and Human Rights Department) по адресу [fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net) или по телефону 01592 729130 (Russian)

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