

TACKLING INEQUALITY POLICY FRAMEWORK 2014-15 UPDATE

Relevant changes to the national and local context

- The Equality and Human Rights Commission will continue to monitor progress on public sector organisations implementation of the public sector duties and equality outcomes.
- The Scottish National Action Plan Human Rights will be published in December 2013. Gaps identified in the plan for health include- Integrating a human rights based approach in health, law and policy making; quality in health care; health promotion; non-discrimination in health care; and mental health care and treatment as the four areas where good practice and gaps were identified.
- The Board process to increase the significance of tackling inequality as a NHS GGC priority will have concluded in 2013-14. Findings from the SMT sessions and event in November will be highlighted in the Planning Guidance for 2014-15.

Areas which require additional or particular focus for year 2

- The Corporate Inequalities Team developed three year milestones to support local areas to plan their activity towards meeting the equality outcomes. In year one you were required to identify gaps and plan activity. In 2014-15 you should carry out the following year two actions:
 - accessible Information Leads identify gaps in patient information in accessible formats and record new information produced;
 - provide evidence of how you are ensuring staff comply with the interpreting protocol;
 - annual patient satisfaction survey carried out and improvement made where required;
 - new services are as fully accessible as possible;
 - target people with learning disability and sensory impairment to increase their uptake of the national screening programme and continue to target people in SIMD 1 and men;
 - implement improvement actions for actions to reduce discrimination faced by lesbian, gay and bi-sexual (LGB) people, transgender people, sensory impaired people and people with learning disabilities;
 - implement actions from the Transgender review;
 - implement actions from the Health needs assessment of Gypsy Travellers;
 - review age base for new services/service redesign;
 - review service use by age;
 - implement the Health and Homelessness Action Plan;
 - services implement practice which is sensitive to the inequalities needs of refugees and asylum seekers which affect their health;
 - review experience of prisoners by protected characteristics and improvements made;
 - introduce 3rd party reporting to new sites;
 - new groups of staff trained on GBV;
 - embed pathways and processes for supporting patients with GBV;

- embed pathways & processes for supporting patients with health conditions to engage with the employability pathway;
- continue to mainstream Healthier Wealthier Children;
- identify disabled people affected by welfare reform changes and build sustainable referral pathways to financial inclusion advice;
- develop staff engagement on disability and faith.