

# Diversity and Equality Steering Group

## Minute of Meeting

Held at Western Isles Hospital on 18 August 2010 at 14.00pm.

### Present

|                  |                                 |
|------------------|---------------------------------|
| Helen Froud      | Improvement Forum (Chairperson) |
| Calum Russell    | NHS Western Isles               |
| Lena Morrison    | Comhairle nan Eilean Siar       |
| Donnie White     | Lewis Access Panel/MS Society   |
| Karen France     | NHS Western Isles               |
| Mandy Macleod    | Crossreach                      |
| Kathryn Maciver  | NHS Western Isles               |
| Isobel Mackenzie | Comhairle nan Eilean Siar       |
| Denise Symington | NHS Western Isles               |
| Gayle Finday     | Comhairle nan Eilean Siar       |

### Apologies

|                  |                           |
|------------------|---------------------------|
| Lucy Macdonald   | Harris Access Panel       |
| Alan Ross        | Harris Access Panel       |
| TK Shadakshari   | NHS Western Isles         |
| Carmen Morrison  | Scottish Health Council   |
| Norma Morrison   | Comhairle nan Eilean Siar |
| Roddy MacKay     | Northern Constabulary     |
| Isobel Mackenzie | Comhairle nan Eilean Siar |
| Iain Mackenzie   | Third Sector Hebrides     |
| Jenny Williams   | NHS Western Isles         |

The chair opened the meeting and welcomed those in attendance. It was agreed that David Green of Lews Castle College should be added to the distribution list to replace Dave Matheson.

### Minutes

The minute of the meeting of 23 June 2010 were checked for factual accuracy and approved as an accurate record of the meeting. The minutes will be published on the DESG pages of the Comhairle website.

### Matters Arising

**NHS Western Isles Car Parking** – The new carparks at the NHSWI Hospital have all been tarred and are ready for use. There are designated parking bays throughout the car park although they have not been marked out as yet. Once the disabled bays have been marked appropriately misuse of the bays will be liable to incur a fine. This is in accordance with the same traffic order which covers Stornoway and is the fine will be £60.00. This fine can be applied to the misuse of any disabled bay in Stornoway and will be enforced by the Police. This action is clearly endorsed by DESG.

It was further clarified that once the car park markings are complete a section of the car park will be for patients only and that there will be sufficient disabled car parking bays available for NHSWI employees.

It further noted that changes to the car parking at the Comhairle offices was also taking place as a result of the work on the new school site. At present it was simply the layout of the car park which had changed and no changes has taken place with regard to the overall number of bays, location of disabled bays or parent and toddler bays. Further changes are scheduled to take place when the new car park is ready and the public (including DESG and the Access Panels will be kept informed of these changes).

**NHS Western Isles Annual Review** – As noted at a previous meeting it was agreed for the Chair of DESG to represent the group at the NHSWI Annual Review. DESG members had no specific questions that they wished the Chair to take forward. Following submission of the question to be asked of the Minister which related to the funding of Equality and Diversity matters it was noted that the meeting with the Minister would be more focused on patient and carer matters. Concern was shared that at the last meeting with Minister that a number of questions were raised which individuals still haven't received answers to. It was agreed that it was important to have DESG representation present at the meeting and there would be an opportunity to further questions at the public meeting which was scheduled to take place at An Lanntair. It was further noted that it was now Shona Robison MSP (Minister for Health and Sport) who was attending the review rather than Nicola Sturgeon MSP (Cabinet Secretary for Health and Wellbeing).

### **Learning Disabilities Collaborative Worker Project**

Kathryn Maciver (Learning Disabilities Collaborative Manager) attended the meeting to update the group on the work of the project following FAA recommendations. The project will include Health and Equality aspects of Health Promotion and will cover the broader spectrum of Single Shared Assessments. Managers will have to take ownership and responsibility for their own areas and meetings have already taken place with GP's and CHaSCP.

Kathryn provided the group with examples of the area's of work the project is focusing on and difficulties that clients with learning disabilities face and how they can be overcome.

The plan is still being developed and there will be links with UHI to provide training days for individuals who work with people with learning disabilities. Partnership discussions have not taken place yet. A large part of the programme will be focused on raising awareness and developing effective communication which continues to be a problem. There will be no restrictions on who can attend the training, (it will be available for NHS & CnES employee's as well as volunteers, Advocacy, CAB, etc). Invitations will be open to all but it is acknowledged there will be difficulties in delivering the programme geographically across all the islands.

Kathryn agreed to provide the group with a further update on the progress of the project as it develops.

### **Establishment of a Wheelchair & Carer User Group**

Calum Russell clarified that he had spoken to Pat Walsh and that the establishment of a group was not possible due to lack of interest (1 member in Lewis, 1 member in Harris and 1 member in Barra). It was agreed that it is likely that groups already exist where areas of concern could be filtered through and existing groups who deal with access issues appears to be an obvious choice. It was suggested that that Access issues should be filtered through the Access Panels who are represented on both

DEWG and DESG. It was agreed that it was not necessary to have a standing item on meeting agenda's but issues would be addressed as they are highlighted. It was further noted that wheelchair users on the islands are well catered for through the existing links with NHS Highland and there was a desire not to further dilute small user groups which are already in existence.

### **CnES Local Housing Strategy**

Isabel Mackenzie (CnES) attended the meeting to remind the group of the Local Housing Strategy which is currently out for consultation. (Consultation papers and a link to papers have previously been circulated to the group in earlier meetings and have appeared in the DESG newsletter). Isabel explained that she is really keen the strategy capture and meets the equality and diversity needs of the residents of the Islands. There will be huge difficulties in terms of funding the future so there is a need to get things right at an early stage rather than try to do things on a reactive basis when there isn't going to be a budget in place to react to changes. It was noted that the Socio-Economic aspects on the new Equality Act 2010 were going to be difficult to assess at present and the guidance hasn't been tested and there is no case law in existence at present. IM encouraged those present to take part in the consultation process which will run until the end of September and she is happy to meet with any individual/group as required.

### **DESG's relationship with the OHCPP**

Gayle Findlay (Community Partnership's Co-ordinator, CnES) attended the meeting following the recent management changes that have taken place within the OHCPP following the planned retirement of Derek Mckim. GF advised that she is keen to see the relationship between DESG and the OHCPP be re-established and was in attendance to get the views of those present in terms of the role DESG plays in relation to OHCPP matters. Her section is currently conducting research to ascertain how CPP operate in other authorities and how Equality & Diversity matters are addressed and met.

CR advised that he was involved in setting up the initial DESG group as part of the OHCPP and whilst DESG were involved in meetings the decisions which were made following the meeting were not carried out. Before the 'Single Outcome Agreement' there was a community plan but nothing happened and the group felt 'powerless'.

GF acknowledged that things had moved on since then and improvements have been made following the introduction of the SOA and the establishment of 'outcome groups'.

GF shared a brief paper with the group which provided ideas and options on how to progress. It was agreed that for things to stay the same and do nothing was not an option given this new opportunity. There should be a two way flow of communication with OHCPP papers coming to DESG for commenting where appropriate. It was noted that all the OHCPP agenda, reports and minutes were accessible on the new OHCPP website ([www.ohcpp.org.uk](http://www.ohcpp.org.uk)) It was agreed that GF would attend DESG meetings as a OHCPP member (it was noted that David Green is also a OHCPP member).

GF advised that it was likely that there would be a revised SOA next year following the elections and that would provide an opportunity to start talking about equality and diversity matters again.

It was agreed that the OHCPP meeting agenda's will be sent to the DESG distribution list and individuals can then access the reports they are interested in from the website. The next OHCPP meeting is scheduled for 21 October 2010.

It was further acknowledged that there needs to be a mechanism in place to monitor how DESG are participating and responding. The new structure provides new opportunities to participate and the membership are keen to be seen as a resource with knowledge and experience that the OHCPP can tap into accordingly.

Action – Gayle Findlay to be added to the DESG distribution list.

### **Publication of Equality Act 2010 guidance published**

It was brought to the groups attention that guidance on the new Equality Act 2010 has been published on the Equality and Human Rights website. The Equality Impact Assessment results will be published in due course. It was suggested that all DESG members familiarise themselves with the new guidance but note that none of it has been tested to date. Abbreviated guidance is available from the Government on request.

CR brought a change of legislation to the groups attention which may not be obvious. Under the new Act it is not only the Chief Executive and Corporate lead who could be prosecuted following a breach of the Act but also any persons who caused the breach of the Act. This was introduced to bring the new legislation in line with Health & Safety legislation.

### **September Newsletter**

Lena Morrison reminded the group that the next edition of the DESG newsletter was scheduled to be published in September and requested submissions/contributions to the newsletter by the middle of the month. LM advised that she had asked Mandy Macleod, Crossreach to provide an short update on the work of the charity, both locally and nationally.

### **Access Panel Update**

Only Donnie White was present at the meeting to represent the Access Panels. He advised that the Lewis Access Panel were still working on the Access Guide. Monies have been applied for to assist with the publication and distribution of the guide. Flyers are available regarding the work of the Access Panel and improve recruitment to the panel.

### **DEWG/REWG**

No meetings of the DEWG have taken place since the last reported meeting therefore there are no updates to share. No meetings of the REWG have taken place (largely because the groups have been on a break over the summer months) however LM had been in touch with Graeme Miller from the Learning Shop to provide an update and to establish if there were any issues that the DESG needed to be aware of. GM advised that the uptake of the new community based workshops had been good to date. In terms of issues/problems the clients were encountering GM

advised that some users had experienced difficulties with changes in procedures for Citizenship Applications. Previously the learning shop provided an assessment which was accepted by the UK Border Agency but since April 2010 this can only be completed by a College. Some clients experienced difficulties in dealing with Solicitors, LM clarified with GM that this was identified as clients were referred to solicitors to assist with form filling and paper work and then charged large sums of money for providing this service when it could have been completed at no or little charge with another body (eg Advocacy, CAB, Learning Shop, etc). Finally GM advised that there appears to be a general lack of knowledge within the user groups of services available to them locally and nationally. GM is to try and clarify this further and identify specifics but this appears to a good opportunity to update the information that was produced by the OHCPP along with the CAB approximately 5 years ago. LM will send the original document to DESG members to amend and update accordingly. DESG can then consult with the Learning Shop to identify where further gaps in knowledge are and identify ways to meet these.

Action – LM to send info prepared for EU workers/residents to DESG members to amend and update as appropriate.

### **Action Plan**

It was agreed that the existing Action Plan needed to be updated and should reflect how we do our business. Some of the objectives on the Action Plan are aspirational and not actually actionable. It was agreed that the new plan should be more operational. It was acknowledged that it was important that items of importance did not disappear or recognition to be lost for achievements met. The Chair and LM will come back to the group with a revised action plan for discussion and approval.

### **AOCB**

CR requested that updates from organisations and updates from members to be added as standard items on the Agenda

CR requested permission from the Chair to raise an additional item. The NHSWI Gaelic Language Plan is currently out for consultation and comments are being sought. The plans are aspirational and NHSWI are expected to produce the stongest plan given the location and culture of the board's area. CR encouraged those present to participate in the plan.

### **Date of Next Meeting**

20 October 2010 at Western Isles Hospital at 2pm