**Equality and Human Rights Annual performance report 2023-2024**



# Equality & Human Rights Strategy

In April 2023 the NHS Lothian Board agreed an ambitious five-year strategy, **Healthy and Better Lives for Everyone**, to put equality and human rights at the centre of everything we do.

The strategy is published on [NHS Lothian’s website](https://org.nhslothian.scot/equality-human-rights/). It commits NHS Lothian to achieving six priorities – each one helping us understand and act on the experiences and needs of the people who work for us and use our services.

* Priority 1: Equality and Human rights are a central part of our planning, decision-making, delivery and reporting.
* Priority 2: We are an anti-racist organisation, and our work helps to eliminate racism and remove racialised health inequalities and racial prejudice.
* Priority 3: We anticipate and meet the needs of disabled people so they can access services, employment opportunities and have better outcomes.
* Priority 4: We are gender inclusive, we do not discriminate on grounds of sex or gender identity and our work helps to tackle persistent gender inequalities.
* Priority 5: We support people who use our mental health services and people with dementia to know about and claim their rights, and to make decisions about their care and treatment.
* Priority 6: We reap the benefits of equality and human rights education and training.

# How we are delivering the strategy.

It is the responsibility of everyone working in NHS Lothian to take action to deliver the strategy.

The Equality and Human Rights team has overall responsibility for delivering and reporting on the strategy. The team is hosted by the Public Health and Health Policy Directorate and works across all of NHS Lothian.

There are three core members of the team, who work with people across NHS Lothian and our local communities to encourage and support everyone to help deliver our priorities.

The progress that has been made in the first year of the strategy would not have been possible without the commitment, skill, compassion, and drive shown by thousands of dedicated NHS Lothian staff.

There is an overarching annual equality and human rights action plan. Individual services and directorates are also expected to have actions in their work plans to deliver our priorities.

Examples include:

* Human Resources Directorate’s annual Advancing Equalities Action Plan
* Nursing and Midwifery Strategic Plan
* Public Health Directorate Strategic Objectives
* Estates and Facilities Strategic Plan
* Royal Edinburgh and Associated Services (REAS) Senior Management Team EDI Action Plan.

# How we know if we are making a difference.

In February 2024, we recruited a Project Support Manager, who is a graduate trainee with the Glasgow Centre for Inclusive Living Equality Academy.

In the second year of the strategy (2024 – 2025) they will help us identify performance indicators and collect evidence to measure if our work is making a difference to the lives of people who work for us and use our services.

# Priority 1: embedding equality & human rights.

In year one of the strategy, we have:

* **Promoted the equality and human rights strategy** with 15 management teams and published [new NHS Lothian equality and human rights website](https://org.nhslothian.scot/equality-human-rights/) and intranet pages.
* **Reviewed and published an** [**updated set of Equality Outcomes for 2023 – 2025**](https://org.nhslothian.scot/equality-human-rights/wp-content/uploads/sites/36/2023/06/EqualityOutcomesActionPlan.pdf)that align with our equality and human rights strategic priorities and will help to achieve the vision set out in the Lothian Strategic Development Framework (LSDF) for everyone.
* **Published our annual** [**Employment Equality and Diversity Monitoring Report**](https://org.nhslothian.scot/equality-human-rights/wp-content/uploads/sites/36/2023/06/Equality-and-Diversity-Monitoring-Report-2022-23.pdf)as part of our public sector equality duties. Several services have started to use employment equality monitoring data to identify actions to advance equality for different protected groups. For example, the Public Health and Health Policy Workforce Profile Report identified the need to encourage staff to complete their equality monitoring information and understand people’s experiences of inclusion. It also identifies the need to improve diversity of people from the BME population in senior positions, men, disabled people, and young people by reviewing and updating recruitment practices.
* **Rolled out the Equality and Diversity workforce dashboard** that provides managers with information about the diversity of their teams.
* **Continued to encourage staff to update their equality monitoring information on eESS**, through targeted and generic internal communications.
* **Published our annual** [**Gender Pay Gap Report**](https://org.nhslothian.scot/equality-human-rights/wp-content/uploads/sites/36/2023/05/Gender-Pay-Gap-Report-April-2023.pdf) as part of our public sector equality duties**.** The findings have been reviewed with the Women’s Equality Staff Network. The gender pay gap is continuing to narrow and it was agreed there are no actions NHS Lothian can take independently to further accelerate narrowing the gap.
* **Included equality and human rights performance reporting in the Office of the Deputy Chief Executive’s Performance Review process.** The Royal Edinburgh and Associated Services (REAS), Public Health and Health Policy (PHHP) and Estates and Facilities reported in 2023- 2024.
* **Improved compliance with our equality and children’s rights duties** by reviewing and publishing [impact assessment guidance and templates](https://org.nhslothian.scot/equality-human-rights/impact-assessments/), including guidance for making fair financial decisions. The communications team has promoted these resources and the importance of impact assessments in the Weekly Brief. In 2023-24, we published 12 impact assessment reports, compared to 4 in 2022-23 and 1 in 2021-2022.
* **Reviewed the Corporate Management Team approach** to considering equality and impact assessments **and the Strategic Planning and Performance Committee had a development session** about the Board’s equality duties.
* **Developed and started to deliver a new in-person impact assessment workshop** for NHS Lothian staff and continued to work in partnership with councils and health and social care partnerships in Lothian to deliver online impact assessment training six times a year.
* **Held an in-person Equality and Diversity Conference** with over 150 people at the Chancellor’s Building on the Royal Infirmary of Edinburgh site. The conference discussed our work to be an anti-racist organisation and our historical connections and legacies of transatlantic slavery, eliminating sexual harassment and abuse in healthcare, the importance of LGBT+ allyship, what we are doing to meet the needs of care experienced people and how we can better support staff who are neurodivergent.
* **Promoted the equality staff networks** to staff in non-acute sites in Midlothian and East Lothian.
* **Published new guidance for managers about supporting staff to participate in global citizenship activities**, including the global citizen staff network.

# Priority 2: we are an anti-racist organisation.

In year one of the strategy, we have:

* **Accepted all the** [**Independent Advisory Group’s recommendations**](https://org.nhslothian.scot/aboutus/atlantic-slavery-and-the-royal-infirmary-of-edinburgh/#:~:text=In%202023%2C%20the%20NHS%20Lothian,has%20historical%20links%20to%20slavery.)made to the NHS Lothian Board about how transatlantic slavery shaped NHS Lothian’s early history.
* **Made a** [**public apology and published an official report**](https://org.nhslothian.scot/aboutus/atlantic-slavery-and-the-royal-infirmary-of-edinburgh/) **of the work carried out to understand and learn from the links the Royal Infirmary of Edinburgh has with transatlantic slavery.** We have started the process of appointing an independent implementation group to oversee the delivery of the recommendations.
* **Launched our NHS Lothian anti-racism campaign**, ‘We are NHS Lothian,’ to promote a greater awareness and understanding of people’s experiences of racism, and to encourage everyone across the whole organisation to be compassionate and take action to drive forward change.
* **Listened to and acknowledged the lived experiences of BME staff in Royal Edinburgh and Associated Services (REAS).** We have said that we are sorry some staff have experienced racism while working for NHS Lothian and committed to establishing a REAS Equality, Diversity and Inclusion (EDI) Group to identify and oversee action to eliminate racism and ensure equal opportunities for BME staff.
* **Developed a co-designed positive action programme of work t**hat aims to improve career progression and development for BME nurses and midwives.
* **Developed a programme of support to ensure newly recruited international nurses** feel welcome and included in NHS Lothian.
* **Promoted Race Equality Week** on [Trickle](https://www.med.scot.nhs.uk/wellbeing/trickle#:~:text=Trickle%20is%20an%20online%20forum,other%20and%20members%20of%20MED.) and a [wide range of anti-racism resources](https://www.med.scot.nhs.uk/wellbeing/anti-racism-resources) with our doctors in training.
* **Secured four years’ funding from NHS Lothian Charity to allow the** [**Minority Ethnic Health Inclusion Service**](https://services.nhslothian.scot/mehis/) **(MEHIS) to work with local BME communities and specific services** (Primary Care, Mental Health, Outpatients Redesign Programme, Type 1 Diabetes, Immunisations and Health Screening) to understand and remove barriers to accessing services and reduce racialised health inequalities.
* **Worked in partnership with** [**MECOPP**](https://www.mecopp.org.uk/) **Gypsy/Traveller Community Health Worker Project and MEHIS to continue to build trust with the Gypsy Traveller Community and BME communities** in Lothian and make sure they have the information they need to make informed decisions about winter vaccinations.
* **Started to work with** [**KWISA**](https://kwisa.org.uk/) **and** [**Lothian Maternity Voices Partnership**](https://services.nhslothian.scot/maternity/maternity-voices-partnership-2/#:~:text=What%20is%20the%20Lothian%20Maternity,support%20families%20are%20also%20represented.)to understand the maternity experiences of women of African descent and improve their maternity outcomes**.**
* **Continued to participate in the Scottish Government National Ethnic Minority Forum and Racialised Health Inequalities Steering Group.**

# Priority 3: we meet the needs of disabled people.

In year one of the strategy, we have:

* **Developed and launched our Disability Passport** in association with our Disabled Employee Network. The passport will help to reduce any barriers faced by disabled staff at work. It was promoted in the Weekly Brief and through in-person roadshows across our sites.
* **Upskilled the Employee Relations Team and managers and staff in different services to improve understanding of neurodiversity** and meet the needs of staff who are neurodivergent. Examples include managers in Public Health and Health Policy and the staff in the Musculoskeletal Physiotherapy Team.
* **Launched an** [**accessible health screening website**](https://services.nhslothian.scot/healthscreening/)with information in easy read, sign language and videos.
* **Held engagement events with people whose first language is British Sign Language (BSL) to listen to their experiences of using NHS Lothian services** and ideas about the action we need to take to make sure we are meeting their needs. These actions will be included in our updated BSL Action Plan that will be published in May 2024.
* **Secured four years’ funding from NHS Lothian Charity to improve public engagement with disabled people** and to use this information to better involve disabled people in designing and delivering accessible and inclusive services.
* **Started the implementation of our project to accurately record and meet the needs of disabled people** when they are referred from primary care to outpatient services. We have started to map the journey and collect information to understand the experiences and needs of both disabled people and staff providing these services. This information will be used to help identify the technical solutions and any changes to current policy and practice.

# Priority 4: we are gender inclusive.

In year one of the strategy, we have:

* **Drafted the NHS Lothian Women’s Health Plan and started public engagement** work to help us finalise the Plan.
* **Supported the launch of a new Menopause and Menstruation policy** to help minimise the negative impact menstrual ill health and menopause can have.
* **Asked all larger sites to make free menstrual products available** in a central easily accessible location for staff round the clock in places such as Site and Capacity or Hospital at Night offices.
* **Published resources to help highlight and address concerns about sexual misconduct** in the workplace on the [NHS Lothian Medical Education Directorate website.](https://www.med.scot.nhs.uk/wellbeing/sexual-misconduct-resour)
* **Published and promoted guidance for managers to support trans staff and create gender inclusive workplaces** for everyone.
* **Started a gender inclusive radiology pilot project** in the Western General Hospital.
* **Secured four years’ funding from NHS Lothian Charity to support the NHS Lothian Transgender Stakeholder Group and improve public engagement with trans and non-binary people** across NHS Lothian services to help reduce the health inequalities experienced by trans and non-binary people.

# Priority 5: people are involved in decisions about their care and treatment.

In year one of the strategy, we have:

* **Provided an in-person CPD session on equality and human rights for CAHMS staff** working in the Melville Unit.
* **Established a Melville Unit Person-Centred Care Working Group**, which will develop an action plan to increase understanding of what rights-based care looks like in practice. In the longer term the group aims to co-design a rights-based care project between staff and young people receiving care and treatment in the Unit.
* **Continued to promote the Mental Welfare Commission ‘Rights in Mind’ guidance** to support patients using our mental health services and our staff who provide these services.
* **Continued to take a person-centred approach to make sure people are involved in the development of their own care plan** at each stage of their pathway.
* **Continued to support and promote advocacy involvement in our inpatient areas** as well as the Royal Edinburgh Hospital Patients’ Council team, who provide independent advice, guidance, and support.
* **Worked with Health Improvement Scotland Mental Health Transformation and Improvement Team and the Scottish Human Rights Commission** to identify actions to support practical delivery of rights-based care in mental health settings.

# Priority 6: investing in education and training.

In year one of the strategy, we have:

* **Developed and delivered in-person participatory EDI workshops** **to over 200 staff** - including 66 managerial staff in Acute Allied Health Professionals, 20 in Estates and Facilities, 63 in Women and Children’s Services, 20 in Strategic Planning and 70 in the Royal Edinburgh and Associated Services (REAS).
* **Delivered seven tailored Equality and Human Rights CPD sessions for over 200 staff.**
* **Delivered EDI sessions at conferences, development days and network meetings to over 200 staff.**
* **Provided EDI content in induction sessions** for Modern Apprentices and International Nurses and for Child Protection training.
* **Developed and rolled out a feedback and evaluation process** to help services develop their EDI action plans and to improve Equality and Human rights education.
* **Supported the development of the NHS NES Introduction to Equality and Human Rights** TURAS module.
* **Started publishing self-directed learning** equality and human rights content on the [staff pages of NHS Lothian website](https://staff.nhslothian.scot/ehre/)
* **Started planning to mainstream equality and human rights education** into NHS Lothian education and development programmes.