

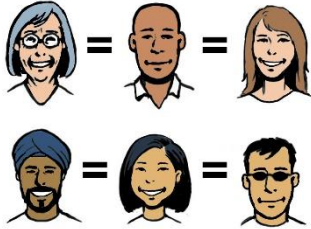
NHS Lothian

Equality Report – April 2023



Easy Read Version

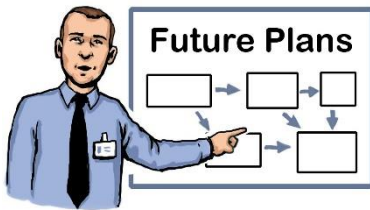
Introduction



NHS Lothian give health services to all the people in Edinburgh, Midlothian, East Lothian and West Lothian.

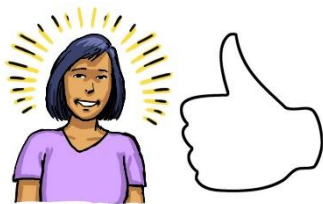
This report explains the progress we have made to reach our goals for equality between April 2021-2023.

The Lothian Strategic Development Framework



In June 2022, we published a plan called the Lothian Strategic Development Framework. We listened to local people when we were making this plan.

This plan will help us have a health and care system that:



- Gives care and treatment that helps everyone live longer, healthier lives.



- Connects health and social care services properly to meet people's needs in their home.



- Gives better experiences to the people.

We have agreed our plans for equality and human rights



Equality and human rights are very important to NHS Lothian.



Between August 2022 and February 2023, we developed our Equality and Human Rights Strategy (the Strategy), which will help us to continue to put equality and human rights at the centre of everything we do.



We have six strategic priorities that we want to achieve over the next five years:



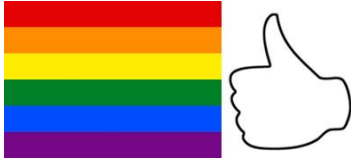
1. We want equality and human rights to be a central part of our planning, decision making, daily work, and reporting on how we do.



2. We want to be an anti-racist organisation, and our work to help to do away with racism, remove racial inequalities and reduce prejudice.



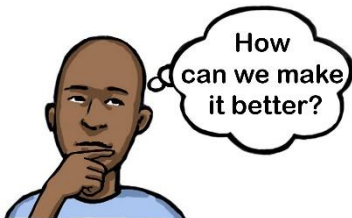
3. We want to meet the needs of disabled people so they can access services, employment opportunities and have better outcomes.



4. We want to be gender inclusive and we do not discriminate because of sex or gender identity. Our work helps to tackle gender inequalities.

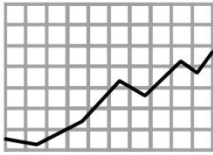


5. We want to support people who use our mental health services and people with dementia to know about and claim their rights. We want to support them to make decisions about their care and treatment.



6. We want people to benefit from really good equality and human rights education and training.

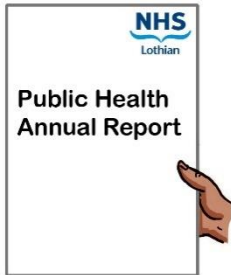
What we know about equality issues



We collect, look at and use equality evidence. Here are some ways that we have got better at collecting and using equality evidence:



- We collected data on the health and wellbeing of LGBT people in Lothian.



- We published our Public Health Annual Report about the challenges we have now and will have in the future for people's health and wellbeing in Lothian.



- We launched our health survey to understand more about the health and wellbeing of everyone in Lothian.



- We set up a working group to improve how we collect, look at and use patient equality data.



- We carry on collecting and publishing equality information about our workforce every year. We use this to check for discrimination and find out what action to take.

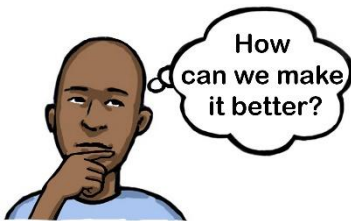
The equality impact of policies and practices



When we make plans we have to look at the good and bad things that could happen because of them. This is called an impact assessment. We do equality impact assessments of our new plans and publish them on our website.



We offer training for all staff on impact assessments and delivered training sessions to 32 members of staff.



Between August 2022 and February 2023, we looked at how we do impact assessments and set up a working group to support us to publish information that will help staff do impact assessments better.

Goals for the Corporate Management Team (CMT)



The people who are in charge of NHS Lothian are called the corporate management team (CMT). They set themselves equality goals. Work that they have done or are carrying on with include:



- Creating a more inclusive and diverse workforce and taking action to do away with racism and other forms of discrimination in our organisation.



- Come up with our new equality and human rights strategy.

Equality in employment



We employ around 27,000 staff. We have special groups for staff to be part of if they want and they are called Equality Staff Networks. People from these groups attend the Equality, Diversity and Inclusion Steering Group.



This Group works to come up with Advancing Equality Action Plans every year and check how the plans are working.



They do this by using yearly information about the different people who work for us and the experience of Equality Staff Network members. This means staff with protected characteristics are properly involved in making changes.



Protected characteristics are things that a person might be treated unfairly for. They include age, disability, gender, pregnancy, race, religion or belief, sex, and sexual orientation.

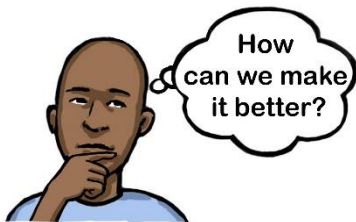
Examples of equality in the services we provide



Our Vaccination Team saw a gap in their understanding about the experiences of disabled people. They spoke to People First (Scotland) to better understand people's experiences of getting vaccinations.



This helped them make better vaccination invitation letters, use digital communication to support people who are deaf, hard of hearing or have speech difficulties and come up with guidance for staff about inclusive and accessible vaccination services.



Royal Edinburgh and Associated Services (REAS) took action based on the 2021 Mental Welfare Commission report about racial equality.



They set up a working group to look at the report and see how better information and support could be given to people from black and minority ethnic backgrounds.



The Healthy Respect Team worked with LGBT Youth Scotland, Lothian Association of Youth Clubs (LAYC) and the Wester Hailes Youth Agency to create a resource called Top Tips for Trans Inclusion in Youth Work Spaces and an 'All identities welcome' poster.



The Screening and Early Detection Team made an accessible website to give information about cancer screening programmes to people with learning disabilities and people who would benefit from Easy Read information.



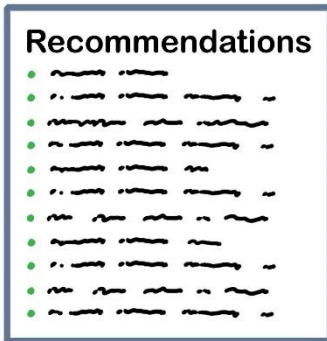
This included people in BME communities and older adults. The website was developed by working with people with lived experience of having a learning disability.



Two of the teams at St John's Hospital have given guidance to staff about supporting trans and gender fluid patients when they go into hospital for surgery.



The NHS Lothian Charity funded an independent report on Slavery and the Royal Infirmary of Edinburgh. This looked at how much money earned from slavery was given to the old Royal Infirmary of Edinburgh.



An independent group was set up to listen to Black people living and working in Lothian. The group are going to explain to the NHS Lothian Board what we have learned and what changes NHS Lothian could make today.



The NHS Lothian Charity Tonic Arts Team made a series of short documentary films with NHS Lothian staff telling their stories of what life was like for them during the early stages of COVID-19. Nine short films were made by a diverse group of 25 NHS Lothian staff. This was followed by videos of a diverse staff group called My Story is Your Story and Letters to a Future NHS.



The Interpreting Service covers up to 5,000 appointments per month, helping patients whose main language is not English. One of the main languages covered by the team is British Sign Language (BSL).

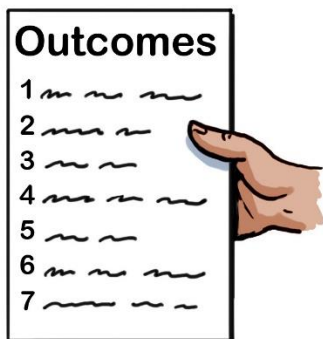


They introduced a bookings email to allow BSL users who can write English to check they have interpreters booked for upcoming appointments. This has been well received by members of the BSL community.



The **NHS Lothian Charity Greenspace and Health Team** and the Cyrenians set up the Royal Edinburgh Hospital Green Health Pathway for people who are experiencing severe mental health problems. They turned a concrete area in the Edinburgh Access Practice into a garden space and made sure anyone experiencing homelessness and who has additional needs can enjoy the garden

Equality outcomes 2021 – 2025 progress report



A number of equality goals were set in 2021. These are called Equality Outcomes. When we looked at these again we realised some of the outcomes are no longer relevant. They do not tackle the biggest inequalities listed in our Equality and Human Rights Strategy. We are going to change some of them.

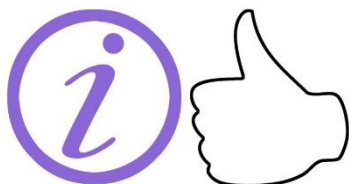
Below is a list of the outcomes and our progress on them:



Outcome 1:

People get easier access to Type 2 Diabetes services, through better digital and other ways to access to services.

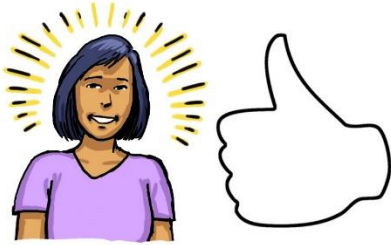
Progress: We have done a lot of work helping people with Type 2 Diabetes, but we have not done as much work with people with protected characteristics as we wanted to.



Outcome 2:

People experience easier access to information from NHS Lothian and partners.

Progress: We are on track with this.



Outcome 3:

People feel safe in their communities because hate crime, domestic abuse and gender-based violence are stopped, and there are more safe spaces.

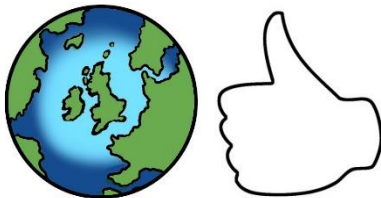
Progress: This is no longer the work of NHS Lothian.



Outcome 4:

We are a more welcoming place for everyone to work

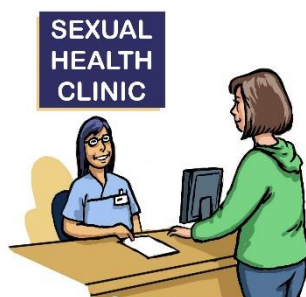
Progress: We are on track with this.



Outcome 5:

When we do things to help the environment, these things don't make it difficult for people with protected characteristics to use our services.

Progress: We have not done as much work with people with protected characteristics as we wanted to.



Outcome 6:

Our sexual health services do more things to help women and men with complicated lives and needs.

Progress: We are on track with this.



Outcome 7:

NHS Lothian staff who share protected characteristics say they have better mental health and wellbeing.

Progress: We are on track with this.



Outcome 8:

People at risk of homelessness are given support to find suitable accommodation on leaving hospitals or prisons.

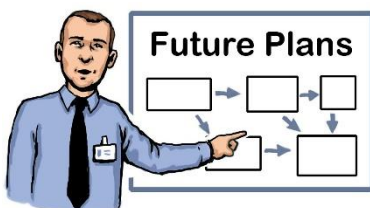
Progress: We have not done as much work on this as we wanted to.



Outcome 9:

Inclusive education.

Progress: This is no longer the work of NHS Lothian.



By June 2023, we will publish a new set of equality outcomes that will be in line with the Strategy for 2023 – 2028.