

RACE EQUALITY SCHEME

2008 - 2011



Foreword

Delivering race equality is a key challenge for Lincolnshire Partnership NHS Foundation Trust and is part of the wider NHS agenda to build an equitable health service. Race equality runs through all our aims and is central to the way we deliver them. It is hoped that this Race Equality Scheme will inform the Trust, its staff and the community it serve of any ethnic inequalities in employment practices or services, set actions and address any gaps found.

The Race Relations (Amendment) Act 2000 places responsibility on every NHS employee for ensuring race equality in delivery of services and our Race Equality Scheme is important in demonstrating this. The Scheme is more than just away of satisfying our legal responsibilities under the 2000 Act, it is strategic framework of standards and principles that will be applied across the Trust to ensure that we deliver high quality public services in a manner which is fair for all sectors of the community, that our patients are treated with dignity and respect and that our workforce reflects the communities that we serve.

The Trust is required under the Race Relations Amendment Act 2000, to implement the General Duty to have due regard to:

- a) Eliminate unlawful discrimination
- b) Promote equality of opportunity
- c) Promote good relations between people of different racial groups.

We have a specific duty to establish a Race Equality Scheme. The scheme for the Trust aims to develop, support and sustain a diverse workforce, and to create a working environment within which our staffs are able to do their job to the best of their ability without facing racial prejudice or harassment. It aims to provide a healthcare service that recognises, respects and responds to the diversity of the communities that we serve.

This scheme has been developed to complement the Trust's Single Equality Scheme, which contains the equality and diversity work plan for with specific reference to Race. These schemes will be monitored by the Trust's Equality & Diversity Group.

This document is being made available for wide consultation. The consultation period will end at the end of April 2008.

The Trust Board has agreed the Race Equality Scheme and is to be reviewed at the end of April 2011.

Chris Slavin
Chief Executive

Eileen Ziemer
Chairman

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1. Introduction

The Race Relations (Amendment) Act 2000 placed new duties on all public authorities, including NHS Trusts, to promote race equality, and specifically to: Eliminate unlawful racial discrimination, Promote equality of opportunity, Promote good relations between people of different racial groups.

The Trust provides a range of mental health services to a diverse population of 678,000 across Lincolnshire. In 2001, 1.3% of the Lincolnshire population were classified as 'non-white' equating to 8,727 people. The largest minority ethnic group in Lincolnshire was Indian. Although the size of the minority population in Lincolnshire is small, it covers a wide spread of ethnic groups.

The Trust employs some 2000 staff, of whom 17.1% are from minority ethnic backgrounds.

The Stephen Lawrence inquiry, published in February 2000, has acted as a catalyst for change. The inquiry identified institutional racism and defined it as "a collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes, and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people".

This scheme has been developed to complement the Trust's Single Equality Scheme which contains the equality and diversity work plan for with specific reference to Race. These schemes will be monitored by the Trust's Equality & Diversity Group.

2. Strategic Context

2.1 Local and National Drivers

The equality agenda for the NHS for the next three years is significant. The growth of the independent and private sectors will introduce new providers of healthcare. Choice represents a significant challenge for the NHS and the implementation of supporting strategies such as payment by results will centre healthcare on the patient.

More specifically there are a number of national policies and directives that influence the Race Equality Scheme, including:

- National Standards, local action: health and social care standards and planning framework 2005–08
- The Vital Connection
- Tackling Racial Harassment in the NHS
- The National Service Frameworks (NSF's)
- Positively Diverse Strategy
- Delivering Race Equality in Mental Health
- Working Together: securing a quality workforce for the NHS
- Improving Working Life
- Local Government Act 2000: Overview and Scrutiny of the Health Service

There is also legislation relevant to equality issues, legislation includes:-

- The Race Relations Act 1976
- The Race Relations (Amendment) Act 2000
- The Equal Pay Act 1970 as amended in 1983
- The Sex Discrimination Acts 1975 & 1986
- The Protection from Harassment Act 1997
- The Human Rights Act 1998
- The Employment Protection (Consolidation) Acts 1980, 1982, 1988 and 1989.
- Equalities Act 2006
- Equalities Bill 2009

3. Legislative Duties

The Race Relations (Amendment) Act 2000 came into force and provides a wide protection against racial discrimination. The amendments outline the duties and boundaries in which the Trust must comply.

3.1 General Duty

The General Duty aims to make the promotion of racial equality central to the work of the Trust. In order for the Trust to meet the general duties, we must take account of racial equality in the day to day work of policy making, service delivery, employment practice and other functions.

The Trust must have due regard to:

- Eliminate unlawful racial discrimination
- Promote Equality of opportunity between persons of different racial groups
- Promote good relations between persons of different racial groups

3.2 Specific Duty

The general duty is supported by two specific duties which detail the process and method to be followed:

- monitor its workforce and take action to ensure that it represents the diversity of the population and that minority groups in the workforce are not disadvantaged in any way.
- prepare and publish a Race Equality Scheme setting out how it intends to meet the general duty

3.3 Employment Duties

Under the specific duties on employment the Trust are required to monitor, by racial group, the numbers of staff who:

- Are in post
- Apply for employment, training and promotion
- Receive training
- Benefit or suffer detriment as a result of performance assessment procedures
- Are involved in grievance procedures
- Are the subject of any disciplinary procedures

- Cease employment

Underlying these statutory duties is an expectation that an equality perspective will be incorporated in all policies at all levels and at all stages of the Trust.

4. Values and principles

The Trust will ensure that it provides high quality and cost effective health services without charge and when people need them. Patients will be treated with respect, dignity and equity. We will strive to achieve the highest possible professional standards in all that it does. Accessible and responsive and where possible integrated services are designed, often in partnership to meet the need of the local communities.

We shall positively address areas where adverse impact may result in non-equitable treatment for different racial groups and take steps to eliminate such negative impact in meeting the general duty. We intend to ensure that our values reflect the needs and aspirations of the black and minority ethnic populations and in pursuing the elimination of the institutional racism by engaging with minority ethnic groups and communities in a proactive and meaningful way.

5. Aims of this Race Scheme Equality

5.1 Service provision

- To challenge discrimination, promote equality and respect human rights in the delivery of services
- To ensure the Trust fully identifies and considers the rights and needs of minority people when planning and delivering services
- To enable all members of the population served to access services equally
- To provide a more balanced range of effective therapies that is culturally appropriate and effective
- To improve the quality of language and communication services for service users
- To ensure that minority ethnic service users are only compulsorily detained in inpatient settings when appropriate, and that the disproportionate rates of compulsory detention of minority ethnic service users are reduced
- To ensure there are fewer violent incidents arising from inappropriate treatments
- To achieve a year on year increase in the proportion of minority ethnic service users satisfied with the services provided

5.2 Employment provision

- To take positive action to remedy any under representation of minority ethnic employees in the workforce
- To ensure a workforce capable of delivering appropriate and responsive services to minority ethnic communities
- Staff receive the training necessary to ensure they can carry out their roles in a culturally competent manner

- To regularly monitor and analyse the recruitment process and workforce profiles to identify shortcomings, and take the appropriate action required
- To ensure that the racial and cultural diversity of the local population is reflected in the Trusts workforce at all levels
- To provide a work environment that is free from racial harassment and discrimination

5.3 Working with Ethnic Communities

- To recognise the important role minority ethnic communities play in preventing mental health problems
- To improve access to mental health services
- To ensure that minority ethnic communities are involved in the training and development of staff, and specifically in the delivery of training
- To involve minority ethnic communities, and specifically service users and carers, in identifying needs and in the design and delivery of more effective and responsive services
- To work with multi faith communities to inform discussion about mental health services
- To reduce fear of mental health care and services amongst minority ethnic communities and service users

6. Complaints

The Trust is committed to ensuring the very best care both in hospital and in the community, and when weaknesses is drawn to our attention, we make every effort to restore our high standard with immediate effect.

The Trust takes any complaint informal or formal very seriously and will ensure any issues relating to race, is fully investigated. Action will be taken following any complaint and key lessons will be learnt. All complaints will be monitored in relation to ethnicity.

7. Equality Impact Assessments

The Trust will ensure that their activities do not disadvantage minority ethnic groups in any way either intentionally or not, by undertaking Equality Impact Assessments for all it functions. The purpose of impact assessment is to ensure there is no discriminative practice when designing, developing or delivering services and employment practices. Staff undertaking assessments will be trained and supported.

A summary of results of the equality impact assessments will be published as part of the annual review of the Race Equality Scheme.

8. Consultation and Publication

The Trust will establish arrangements to ensure effective consultation and engagement with minority ethnic communities and staff. We will consult and involve key stakeholders and those who are likely to be affected by proposed policies or service change.

In determining appropriate consultation arrangements it will be important to ensure that the approach taken to consulting on the race equality implications is both

proportionate to the relevance of the function and appropriate to the groups affected by a particular policy.

Consultation and involvement around race equality issues may include working with: All staff, Unions, CSIP, Racial Equality Council, Anglo Polish Society, Local Implementation Team for Delivering Race Equality , Anglo Portuguese Association, Chinese Association, Lincolnshire County Council, Minorities Development Worker, Community Development Workers, Community Cohesion Co coordinator – South Lincolnshire Community and Voluntary Services.

Various methods will be used to consult: leaflet drops, adverts, emails, meetings, mailing, telephone conversations, and drop in session with staff, service users and carers. The Trusts web site will also be used as a tool for consultation, with particular attention being paid to how it can best be used to gather comments on the race equality implications of policies or service change.

This scheme is at an organic stage of development and it is expected to be further developed after the consultation process.

9. Action Plan

As previously stated, this scheme has been developed to complement the Trusts Single Equality Scheme. The Race Equality Scheme Action Plan is detailed within the Trust's Single Equality Scheme.

10. Procurement

The trust's procurement practices take account of its duties in relation to the Race Relations (Amendment) Act 2000. The trust's procurement team has a responsibility to ensure that all external contractors comply with their responsibilities under the Race Relations (Amendment) Act 2000.

The Trust must be able to evidence that any third party has been asked to demonstrate their compliance with the Race Relations Act and arrangements for monitoring and review arrangement are in place.

11. Review

The Trust will review its own Race Equality Scheme every three years in accordance with the obligations under the Act. This document will be subject to continual development and improvement to ensure a more flexible and rapid response to eliminating adverse impact on race equality.