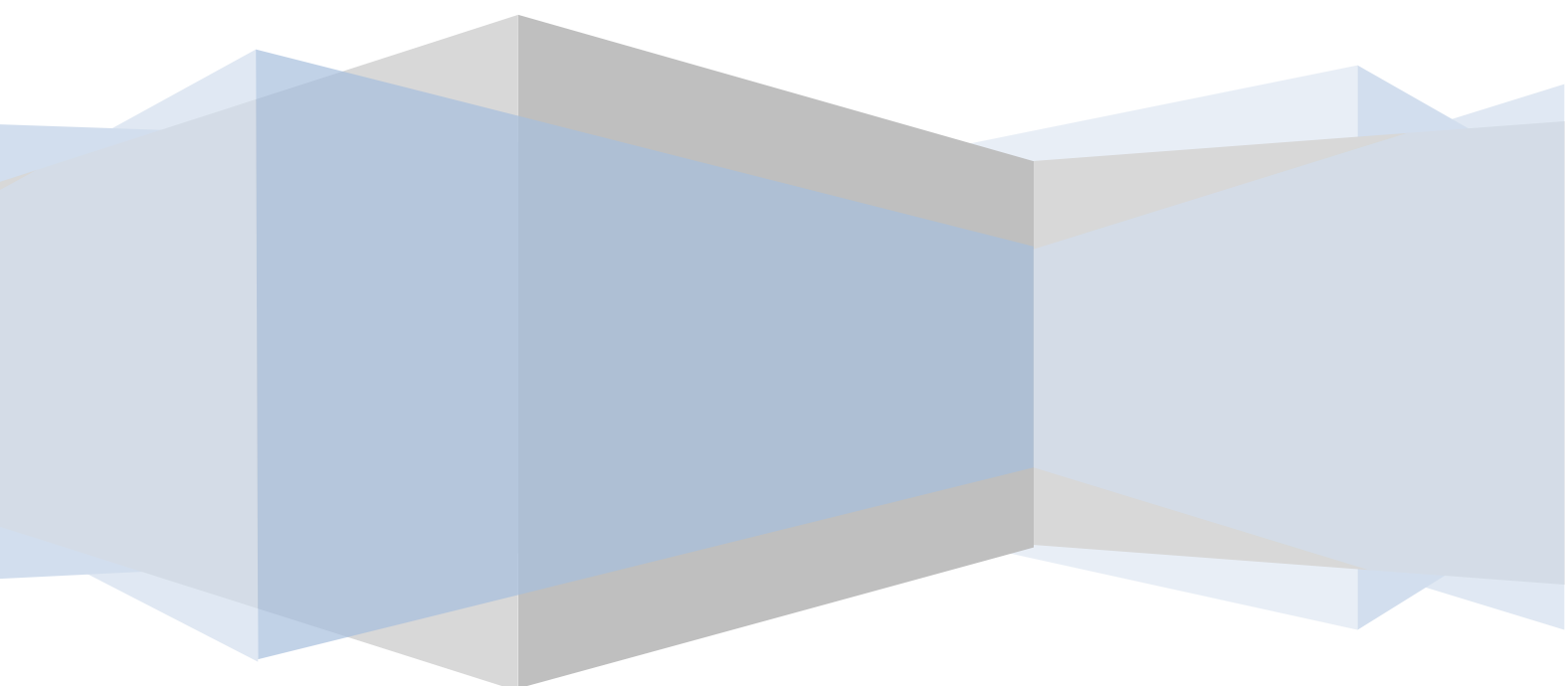


NHS Fife Equality Outcomes 2021-2025





If you require this information in a community language or alternative format e.g. Braille, audio, large print, BSL, Easy Read please contact the Equality and Human Rights Team at: email: fife.EqualityandHumanRights@nhs.scot or phone 01592 729130.

If you have a hearing or speech impairment please contact NHS Fife via SMS text service number 07805800005

If you would like assistance to access this plan or with help please also contact our partner agencies at:

Deaf Communication Service

Townhouse

2 Wemyssfield

Kirkcaldy, KY1 1XW

Phone: 03451 551503

Email: swinfo.deafcommunications@fife.gov.uk

Internet : [Deaf Communication Service | Fife Council](#)

The Fife Centre for Equalities

New Volunteer House

16 East Fergus Place

Kirkcaldy, KY1 1XT

Phone: 01592 645310

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Internet: [Fife Centre for Equalities](#)

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NHS Fife is committed to making health and care accessible by eliminating discrimination, promoting inclusion and ensuring human rights based approaches underpin all our functions and services.

Aithris Chorporra NHS Fhìobha air Cò-ionannachd agus Còraichean Daonna
Is e rùn NHS Fhìobha cothroman cùram-slàinte fhosgladh le bhith a' cur às do leth-
bhreith, a' brosnachadh in-ghabhail agus a' dèanamh cinnteach gu bheil còraichean
daonna mar bhun-stèidh nar n-uile gnìomh agus seirbheis.

Welcome

Welcome to NHS Fife Equality Outcomes and mainstreaming plan for the next period 2021-2025.

Equality Outcomes are specific areas of work aimed at addressing particular inequalities for different groups and across certain services. The Equality Outcomes listed in this document do not limit our actions which address inequality but provide a certain focus for the organisation as identified from patient feedback and national and local evidence, and of which supports the legislative duties as set out in the Equality Act 2010. NHS Fife mainstreaming approaches also continues to include further development of our Equality Impact Assessments including the joint integration of our Children's Rights Impact Assessment, policy and planning and governance. In particular, to ensure a fair and equitable NHS Fife, we have created a robust and measureable public engagement and participation process, accountable and governed by Person Centred Care leadership.

It is NHS Fife intention to continue to build on the progress already made and to focus on the areas as identified in this report. NHS Fife looks forward to working across all services and functions and with our wide and diverse communities over the next four years.



NHS Fife Board Membership; Board Diversity Statement

NHS Fife makes a clear and consistent commitment to Equality and Human Rights throughout the organisation by demonstrating diversity at a senior level and amongst Board members.

NHS Fife has appointed a Non-Executive Board member to support and champion Equality and Human Rights throughout the organisation. Vacancies on the Board are widely advertised across the organisation and with the support of a dedicated communications campaign aimed at key local stakeholders, to ensure a wide and diverse group of applications.

NHS Boards form a local health system, with single governing bodies responsible for improving the health of their local populations and delivering the healthcare required. The overall purpose of the Board is to ensure the efficient, effective and accountable governance of NHS Fife and to provide strategic leadership and direction for the system as a whole, focussing on agreed outcomes.

NHS Fife is managed by a Board of Executive and Non-Executive Directors who are accountable to the Scottish Government through the Cabinet Secretary for Health and Sport.

The role of the Board is specifically to:

- Improve and protect the health of local people
- Improve health services for local people
- Focus clearly on health outcomes and people's experience of their local health system
- Promote integrated health and community planning by working closely with other local organisations; and
- Provide a single focus of accountability for the performance of the local NHS system

The functions of the NHS Board comprise:

- Strategy development
- Resource allocations
- Implementation of an annual delivery plan; and

- Performance review and management

The Board comprises 18 members, as follows:

- a Chairperson (Female)
- nine Non-Executive members, including the designated whistleblowing champion (4 are Female and 4 are Male, with one vacancy at the time of writing)
- two stakeholder members nominated as representatives from the Area Clinical Forum and Area Partnership Forum (2 Female)
- a member of Fife Council (Male)
- the Chief Executive of NHS Fife (Female)
- four Executive Directors (3 Female and 1 Male)

In the reporting period (May 2020 to April 2021), the Board has achieved the Gender Representation Objective within the Gender Representation on Public Boards (Scotland) Act 2018. One vacancy has arisen within this timeframe (for the Non-Executive Whistleblowing Champion) and one competition round has been held under the Public Appointments process, of which 13 applications (46%) were from Females. At the time of writing, the appointment process to confirm the successful applicant has still to conclude.

NHS Fife Equality Outcomes 2021-2025

These are NHS Fife Equality Outcomes for the period 2021 - 2025.

These outcomes are focussed on areas which will advance equality and reduce unfair health inequalities for our communities and to achieve this our emphasis is on both organisational and community health improvement outcomes.

Through strong leadership in the area of Equality and Human rights we will ensure that the organisation works hard to fully meet its legal duties and ethical obligations. NHS Fife will continue to provide strong leadership and in doing so demonstrate a commitment to equality.

NHS Fife has set out the following outcomes for the next reporting period between 2021-2025:

Outcome 1 Person centred care

Outcome 2 Corporate Services

Outcome 3 Corporate Management

Outcome 4 Human Resources

Outcome 1 Person Centred Care; fostering good relations and eliminating discrimination.

The physical health and mental health of those over the age of 65 and involved in adult older people mental health services will be improved.

Mental Health Services Over 65 Services

Acute Services Discharge Planning

Corporate Services Volunteering

Improve discharge planning for adult patients leaving hospital care.

Integrate pathway for adults to improve access to health and social support services.

Evidence

‘Older persons should be able to live in dignity and security and be free of exploitation and physical or mental abuse. .. Older persons should be treated fairly regardless of age, gender, racial or ethnic background, disability or other status, and be valued independently of their economic contribution’. United Nations Principles for Older People, 1991.

‘A Fairer Scotland for Older People a framework for Action’. Scottish Government, 2019.

Fairness Matters, 2015

Fairer Scotland Duty, 2018

Life expectancy in Scotland for the period 2015–2017 was 77.0 years for men and 81.1 years for women,⁶ which lags behind the UK as a whole, and is also one of the lowest in Western Europe.

Age is a protected characteristic under the Equality Act 2010, however age discrimination still exists. The way we think about older people may be one which reduces and limits their contribution to society and one which believes older people use significant resources within health.

Volunteering can have significant benefits for older people including reducing loneliness, providing meaning and purpose in people’s lives and keeping people physically active.

NHS Fife will improve physical health for those involved in 65+ services within Mental Health, by providing a more sensitive and inclusive person centred care practice. We will provide opportunities for people to participate or volunteer with us to maintain and support health and wellbeing.

- All communication is provided in a format defined and agreed by the patient, carer or representative
- Patients with a cognitive impairment and who need support to communicate are given more time during appointments
- All patients are offered a physical health check as part of a specific programme of work aimed at addressing physical health needs alongside mental health needs
- Staff understand the patients mental and physical health needs including ensuring patients are provided with support to access income maximisation services
- Patients who need community language communication support whilst in long term in patient care receive this regularly via access to interpreting
- Patient engagement and participation will be increased, using a range of methods appropriate to the subject and these opportunities will be provided in supportive and accessible ways for all.
- Opportunities for older people to volunteer with NHS Fife will be increased.
- NHS Fife will ensure that all patients upon discharge will not leave our care without adequate support, shelter and food in place. In particular, we will learn from those with a cognitive impairment, and explore ways that they can give feedback about their care in order to improve discharge and other services.

Outcome 2 Corporate Services; advancing equality of opportunity, fostering good relations and eliminating discrimination.

The health of those who identify as being Black and from a Minority Ethnic Community will be improved.

Public Health and Health Promotion

Evidence

A Scottish Government Expert Reference Group on Ethnicity and COVID work are taking forward the following actions from the initial emerging findings. The expert reference group have made a commitment to;

- Undertaking an audit of past and current initiatives to tackle systemic racism
- Take actions to tackle the barriers faced by our minority communities in work, education, health, and housing

Specifically on data, they committed to:

- Making ethnicity a mandatory field for health databases
- Developing a linkage to the census
- Embedding the process of ethnicity data collection in the culture of the NHS in Scotland

We aim to support this work locally and improve the health of the BAME communities by;

- Improving data collection relevant to BAME communities taking a wide public health view and ensuring this is part of service development..
- Embedding an equality focus for BAME communities into our health promotion and prevention plans.
- Improving the range of health related and self help materials; communities will identify the health subjects, and following review of current publications, we will aim to make them more accessible in a way identified by the community.
- Continuing to expand, develop and ensure patients receive communication support from interpreting and translation, and achieve the best quality and value for our patients and NHS Fife.

Outcome 3 Corporate Management: advancing equality of opportunity, fostering good relations and eliminating discrimination.

Senior Management will be equality focussed.

NHS Fife Board members

We will improve and embed knowledge and skills at senior management level by learning, development, mentoring and leadership.

- NHS Fife board will host two equality focussed development sessions at board level each year.
- NHS Fife will be presented with service level breakdown of health issues affecting disadvantaged or minority communities.
- Senior Management will embed equality data and reporting into all governance.
- Further e learning modules suitable for senior managers will be sourced and hosted by NHS Fife.

Outcome 4 Workforce advancing equality of opportunity, fostering good relations and eliminating discrimination.

Human Resources

The health and welfare of Black and Minority Ethnic staff groups will be improved.

- We will improve engagement including supporting to establish networks and forums or other means, with particular staff groups, ensuring their voice is heard across the NHS, nationally and including at NHS Fife Board level.
- We will act on the listened to recommendations and issues faced by institutionalised behaviours that affect certain protected characteristics staff groups.

Participation, Engagement and Consultation

NHS Fife Participation and Engagement strategy has supported the process for the consultation and engagement aspect of setting the new equality outcomes.

Consultation and feedback was requested from the 'Directory' of public members which contains details of many different groups, patients, relatives or individuals interested in health in Fife.

To find out more you are welcome to contact us at:

fife.participationandengagements@nhs.scot

NHS Fife Equality and Human Rights team is located within patient relations, which is managed by the Head of Patient Centred Care. This strategic position has enabled the team to keep listening to patient views, comments and complaints. These patient experiences, have allowed us to also identify themes from the feedback and these have then also supported the determining of our equality outcomes.

A range of services and departments were invited to establish their own equality outcomes, for example Outcome one, 'Improving the mental health of those over 65 and involved with mental health services'. Mental health services devised this outcome with the involvement of mental health patients and public participation, and will take the lead for this outcome over the next four years. Mental health services will set in place a monitoring and evaluation framework.

The Equality and Human Rights strategic group gathered together to discuss the outcomes proposed, and to further consult with their staff groups.

An Equality Impact Assessment was completed as a table top exercise but drawing from the range of comments and feedback processes as described.

Measurements

Measurements will be determined by senior leadership, senior management and service / department/ or teams and as also part of a Board development session. Support from Clinical Governance will help lead the teams through the learning and development sessions, whilst identifying key measures and indicators. Identification of the baseline and measures to demonstrate progress will then be taken forward in an action plan, which will be monitored by the Equality and Human Rights Strategy group, reportable to Person Centred Care Strategy group.

**NHS Fife is committed to making Fife a healthier place.
NHS Fife strives to improve our equality and human rights practice
in all that we do for patients, public and staff.**

Contact Details

Equality and Human Rights Team, NHS Fife

Patient Relations

1st Floor, Hayfield House

Hayfield Road, Kirkcaldy

Fife, KY2 5AH

Telephone: 01592 729130 or extension 29130

SMS Text: 07805800005 (text service for patients with a sensory impairment)

Email: fife.EqualityandHumanRights@nhs.scot

Accessible Communication Statement

If you require this information in a community language or alternative format e.g. Braille, easy read, audio please contact the Equality and Human Rights Team by email at: fife.EqualityandHumanRights@nhs.scot or phone 01592 729130

對於本手冊中的資訊，如果您需要其他語言版本或其他格式，比如盲文版、易讀版或音頻版等

，
請聯繫平等與多元部（ Equality and Human Rights Department ），電子郵件位址：
fife.EqualityandHumanRights@nhs.scot，或致電：。01592 729130 (Cantonese)

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Po uzyskanie niniejszej informacji w swoim języku lub w innej postaci np. w piśmie dla niewidomych, druku łatwiejszym do czytania czy też w formie dźwiękowej, proszę zgłosić się do Działu Równouprawnienia i Zróżnicowania Kulturowego pod adres: fife.EqualityandHumanRights@nhs.scot lub zadzwonić pod nr: 01592 729130 (Polish)

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اگر آپ اس پرچے میں دی گئی معلومات کمیونٹی زبان یا متبادل فارمیٹ میں چاہتے ہیں، جیسا کہ بریل، آسان برائے مطالعہ یا آڈیو، تو fife.EqualityandHumanRights@nhs.scot پر ای میل بھیجیں یا 01592 729130 پر فون کریں۔