Equalities in the budgeting process

- **How were equalities issues taken into consideration in allocating budgets in 2012-13? (Please describe the process undertaken)**

  All services within NHS Grampian include specific provision for equalities groups. NHS Grampian has a two pronged approach to equality and diversity and ensuring that in terms of allocation of resources that equality issues are taken into consideration.

  Firstly, we “mainstream” equality and diversity work, making it an integral part of the work of all staff and departments/services. In terms of determining service requirements and associated budgets equality considerations would be integral to our decision making process in terms of new investment or allocation of overall resources.

  Secondly, we have three Groups and one Committee who are responsible for driving forward specific initiatives in each of the 9 areas of equality and diversity. These groups and their resource requirements for specific initiatives will be also feed into the budget setting process.

  (i) The NHS Grampian Racial Equality Working Group
  (ii) The NHS Grampian Disability Discrimination Act Review Group
  (iii) The NHS Grampian Diversity Working Group
  (iv) The NHS Grampian Spiritual Care Committee

  Thirdly, since 2006, every major NHS Grampian Project Team and Steering Group has had at least one disabled person on it.

- **Was the approach taken for the 2012-13 budget any different from that taken in 2011-12? (If YES, please describe what changed in your approach)**

  Whilst there have been no changes to our approach for 2012/13 we are in the process of finalising an NHS Grampian decision making framework. One of the key elements of the framework will be to ensure that issues of equity, equality and diversity continue to be evaluated and evidenced as part of decisions on service change. This framework builds on our existing service evaluation approach which has equality as a core requirement.

- **Can you provide any examples of how equalities considerations influenced agreed budgets? (Please provide up to THREE examples)**

  Areas where funding has been secured to support equality initiatives are:

  - Provision of 12 months of funding (September 2011 to August 2012) to enable Grampian Racial Equality Council to continue the employment of the Bi-lingual Health Link Worker for the Peterhead, Fraserburgh and Elgin areas.
  - Secured funding to enable two fixed term 20 hours per week Bi/Tri-Lingual Health Link Worker posts to be created for the Aberdeen area. One will focus on the recent Eastern European migrant workers communities and one will focus on the Bengali
• Investment in wayfinding within the Aberdeen Royal Infirmary linked to the opening of the Emergency Care Centre in December 2012. These changes will improve signage and wayfinding for all patients.

• NHS Grampian spends over £250,000 each year on physical improvements to help disabled people and we remain committed to continuing to invest in improvements to our physical infrastructure.

• The Racial Equality Working Group have also commissioned and funded the Grampian Racial Equality Council to facilitate and manage six further large scale involvement and consultation events with local ethnic communities in September and October 2012.

Equalities in mainstream services

• For your three most significant mainstream services (in terms of cost), please provide details of—

  a) The total budget for this service in 2011-12 and 2012-13

  • Acute Division (1 to 3) £ 278m
  • Aberdeen City CHP £ 46m
  • Aberdeenshire CHP £ 58m

  b) The impact (positive or negative) that this service has on equality groups

  The above sectors provide a significant proportion of our frontline services. Integral to the delivery of these services and the reshaping of future services is ensuring that equality is a mainstream consideration. The arrangements described in the other responses to this survey set out how we ensure that there is this focus and how as a senior management team and Board we review and monitor the effectiveness of our commitment to meeting the diverse needs of our patients, staff and visitors.

  The impact (if any) that any budget changes have had on equality groups

  Budget changes should not have had any adverse impact on equality groups. The investments noted above provide examples of where we have used the annual budget setting process to allocate resources to fund specific projects or improvements which have been identified by budget holders and through consultation with the equality forums we have across NHS Grampian.
Service provision for equalities groups

- For up to THREE services with a specific focus or provision for equalities groups, please provide details of—
  
  a) The total budget for this service in 2011-12 and 2012-13
  b) The impact that this service has on equality groups
  c) The impact (if any) that any budget changes have had on equality groups

Racial Equality Working Group

The REWG produces and implements the Annual NHS Grampian Racial Equality Action Plans. Work has already begun on the 2012/13 Racial Equality Action Plan. The REWG are also responsible for arranging the six annual involvement and consultation events with our local ethnic communities. Every year since 2008, at least six involvement and consultation events have been held in different parts of Grampian. The REWG have already commissioned and funded the Grampian Racial Equality Council to facilitate and manage six further large scale involvement and consultation events with local ethnic communities in September and October 2012.

Further examples of the work of the REWG are:
- Increased the number of “Language Line” access Points from 650 to 700.
- Increased the number of trained “face to face” interpreters from 130 to 140.
- Increased the volume of written material available in translation
- Met all requests for the translation of personal health care information.
- Provided equality and diversity training for over 600 NHS Grampian staff.

Disability Discrimination Act Review Group

The NHS Grampian Disability Discrimination Act Review Group (DDARG) has a wide membership of 27 people, with a majority being disabled people or Chairs of local disability organisations or carers. This ensures that the needs of disabled people and carers are taken on board at an early stage. Recent examples include the new Emergency Care Centre and the Wayfinding Exercise on the Foresterhill Site.

Regular use is made of the six Disability Access Panels in Grampian to carry out Disability Access Audits and Wayfinding Exercises.

Diversity Working Group (DWG)

The DWG is responsible for taking forward work within NHS Grampian on gender and sexual orientation. Three local gender interest groups are represented on the DWG, including the Terrence Higgins Trust and NEST. The DWG carries out regular involvement and consultation events and have recently played a major part in the development of Gender Dysphoria services within NHS Grampian and the creation and implementation of the NHS Grampian Gender Equality Scheme 2010-2013.
Mainstreaming equalities

- What specialist services or programmes have been, or are being altered, in the interests of mainstreaming?

All services within NHS Grampian include specific provision for equalities groups – in terms of service change every major NHS Grampian Project Team and Steering Group has had at least one disabled person on it.

- What monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?

Monitoring arrangements

Outcomes of equality and diversity activities are monitored as follows:

(i) The NHS Grampian Senior Management Team and Board

Each year, an NHS Grampian Racial Equality Workforce Monitoring Report is produced. The report is discussed and agreed by the Health Board, before it is widely distributed. All of the Groups/Committee noted above also have monitoring as a core function. The progress made by NHS Grampian in the field of equality and diversity is also monitored as part of the Annual Performance Review by the Health and Social Care Minister.

(ii) The Scottish Health Council

The Scottish Health Council has a formal monitoring role for racial equality and request detailed information on a regular basis.

(iii) Healthcare Improvement Scotland (HIS)

Equality and diversity forms a key part of every HIS inspection.

In addition to the above the NHS Grampian Spiritual Care Committee is responsible for taking forward all issues of religion and faith within NHS Grampian. The Spiritual Care Committee has also produced a publication entitled: “Religions and Cultures in Grampian”. This gives a thumbnail sketch of each of the 80 main religions and cultures.

Richard Carey
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NHS Grampian
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