

EEP

The bulletin of the Equalities and Planning Directorate of NHS Health Scotland



inside

Welcome

I am thrilled to be able to introduce you to the team so far appointed to the Directorate of Equalities and Planning. Many of you will have worked with members of the team in their previous roles; it is a great privilege for us to be able to draw on so much expertise and knowledge, and to have a team so fully committed to the task of delivering an NHS in Scotland that is truly person-centred and places equality at its core.

- It is hard to believe that we are almost ready to launch. It seems like no time since we had our first discussion with you on 19 April last year about the establishment of the Directorate.
- Much new work lies ahead of us. I do not underestimate the challenges, but I am also aware that we are building on a strong legacy of work and achievement by Fair for All teams and by staff within Health Scotland, the Scottish Government, NHS Boards and many other organisations who have contributed so much to this agenda.
- I take this opportunity to acknowledge and thank you for that commitment. I hope you share our enthusiasm and sense of optimism as we embark on this next stage, and I very much look forward to continuing to work with you.
- **Cath Denholm**
Director of Equalities and Planning

Contact Details

From 1 April

Cath Denholm, Director of
Equalities and Planning
Cath.denholm@health.scot.nhs.uk

Paul Barton, Head of
Development and Planning
Paul.barton@health.scot.nhs.uk

Eleanor McKnight, Head of
Equalities Support
Eleanor.mcknight@health.scot.nhs.uk

Edinburgh office: Woodburn House
tel 0131 536 5500

Glasgow office: Elphinstone House
tel 0141 354 2900

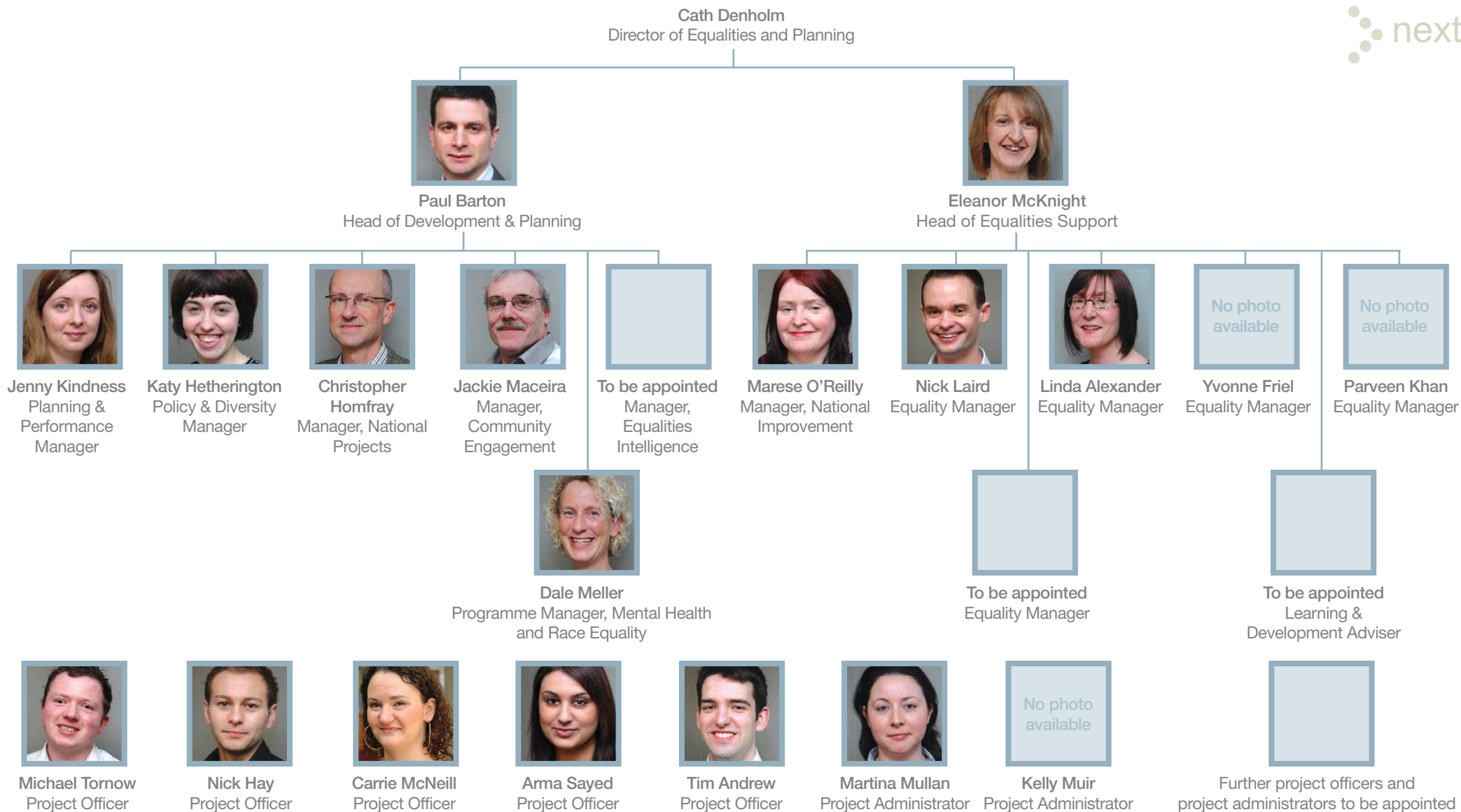
- Organisation and structure
- Roles and responsibilities
- Health Boards consultation event
- What next?

The way we work: organisation and structure

Here's how we are organised to deliver



contents



The way we work: roles and responsibilities

Here's a quick summary of who does what in the E&P Directorate



Director

Responsible for leadership, strategy, policy development and delivery of the E&P directorate's mission; for the development and delivery of Health Scotland's business plan; and for leading PFPI for NHS Health Scotland.

Head of Development and Planning

Leads the development of a national programme of work to support the equalities agenda, from both internal and external perspectives.

Head of Equalities Support

Leads the delivery of an equalities support service to NHS Scotland which helps partner organisations achieve their own and national policy objectives in relation to equality and diversity; raises awareness of good practice and potential problem areas; and builds and maintain effective client relationships.

Policy and Diversity Manager

Manages Health Scotland's corporate policy development; assesses consistency across policy areas; ensures the delivery of equality objectives internally; and works jointly with other Boards to support national delivery of equalities policy work.

Planning and Performance Manager

Manages Health Scotland's corporate business planning and performance monitoring processes, and influences the mainstreaming of equalities work through planning.

Manager, National Projects

Manages the delivery of a programme of national equality projects which add value to the NHS (e.g. equality of access to information).

Manager, Equalities Intelligence

Located within the Public Health Observatory in Health Scotland, this role is about developing and maintaining an information and intelligence base on equality data and evidence.

continued on next page



The way we work: roles and responsibilities

Here's a quick summary of who does what in the E&P Directorate

continued from previous page



Manager, Community Engagement

Establishes and maintains links with stakeholder groups across Scotland in order to establish common and effective approaches to involvement and inclusion, and ensures that stakeholder views are listened to.

Equality Manager

Acts as the main day-to-day equalities contact with Health Boards; facilitates change by advising, supporting and building capacity; and provides expert advice and guidance on specific equalities issues.

Manager, National Improvement

Works with Health Boards on a specific programme of work to support change, using equality impact assessment and performance management tools to achieve measured improvement.

Learning and Development Adviser

Identifies and implements a range of strategies and interventions in education, professional development, multi-disciplinary training and lifelong learning, so enabling partners to contribute more effectively to the national health equalities and health inequalities agenda.

Programme Manager – Mental Health and Race Equality

Manages the delivery of a three-year race equality programme designed to improve mental health outcomes for minority ethnic individuals and groups. Will establish and support mental health and race equality programmes in three local areas, and design and manage a series of mental health improvement projects with national partners.

Support posts

The above specialist posts are supported by a number of project officers and administrators:

- Project Officers contribute to the planning, development and implementation of health equality projects and support the general business of the directorate.
- Project Administrators provide a full range of administrative and secretarial support services.



Health Board consultation event, 23 April 2008



Please join us

At a round table event in Glasgow on 23 April 2008 to discuss ways in which the Directorate will involve and communicate with NHS Boards. The event will focus on developing a model of networking to support you in delivering progress in equality, building on existing networks that FFA teams have developed with you.

This event will also provide a starting point for discussions with you about developing productive relationships with our Equality Managers in the Directorate.

Questions to be investigated

The NHS Board Consultation event will consider:

- how do NHS Boards want to interact with equalities support managers?
- What kinds of support are Boards expecting, and how do they see this driving improvement in the future?
- How do Boards want to come together to share best practice? How should the networks be developed and revised?

What are the priorities for national, joined-up support that is useful to all Boards but which can be done locally?

Please note this date in your diary: we will be in touch shortly with further details about the event.

Who will attend?

We are limiting numbers at this event to one representative per Board, and would be grateful if you could discuss within your Board who will be attending.

Please note that we are happy to provide travel and accommodation expenses to delegates travelling from the islands and rural areas.



What next?

Parliamentary launch

The Equalities and Planning Directorate will be formally launched on 16 April at the Scottish Parliament. Christine Graham MSP will host the event.

Work plan

Now we have staff in post we can start formalising a work plan for the Directorate. This will be based on our discussions with Boards and with FFA teams and networks, and will also take account of outputs from our team building days. We will continue to involve you in this work and keep you informed about it.

Team building

Our first team session with staff following our recruitment process took place on 15 February. This was the first chance for staff to come together as a Directorate and to get to know each other. We had a further meeting on 13 March to kick off discussions about our work plan and to discuss our vision and mission statement. We will continue to keep you informed and involved as we develop our work plan.

Wider connections

We are continuing to meet with a range of stakeholders such as Scottish Government colleagues, Equality and Human Rights Commission and other national Health Boards.

We hope and believe that the launch of the Equalities and Planning Directorate will have significant positive impact for everyone engaged in the equality and diversity agenda in NHS Scotland.

We are determined to do our part in helping NHS Boards to make the NHS fairer and more accessible to everyone who uses it and works in it. We look forward to working together with you to achieve this goal.

Please send any comments on the contents of this newsletter to the contacts named on page 1.

⏪ [back to contents](#)