

# INCLUSION NEWS

The Newsletter of the Equalities and Diversity Department of  
Central and North West London Mental Health NHS Trust.  
*Bringing you examples of good practice, information  
and updates on developments within Equalities and Diversity.*

Issue No. 1, May 2006

## Welcome!

This is the first issue of Inclusion News. It is intended to provide a simple yet informative newsletter to carry Equalities and Diversity information to all staff in the Trust. This will not be a lengthy publication, more detailed information is constantly being added and updated on the Equalities and Diversity pages of Trustnet. However, we realise that not everyone has access to these pages and therefore we felt that it might be helpful to have an easily reproduced newsletter that could be distributed throughout the Trust.

This Newsletter is going to be about headlines. We will be highlighting examples of 'good practice' and encouraging greater awareness of the range and scope of the Equalities and Diversity agenda which, increasingly as a result of new legislation, is everyone's responsibility.

It is a busy time in the world of Equalities and Diversity. Yet this world is more than one small department. A workplace that genuinely encourages equality of opportunity and respects diversity requires everyone to take responsibility, and this is the message of the legislation we are now seeing coming into force. The Equalities and Diversity agenda can only really work for staff and service users alike if we all play our part. The world of Equalities and Diversity is our world, one world, for we are all part of a multi-cultural and diverse organisation that provides a service, in turn, to a multi-cultural and diverse population.

## Equalities and Diversity and the Law

The following is a list of some of the recent and more significant Acts and Regulations that govern the Equalities and Diversity Agenda:

*The Race Relations (Amendment) Act 2000*  
*The Disability Discrimination Act 2006*  
*The Equality Act 2006*  
*The Employment Equality (Sexual orientation) Regulations 2003*  
*The Employment Equality (Religion and Belief) Regulations 2003.*  
*The Employment Equality (Age) Discrimination Regulations 2006*

In this first issue we want to highlight very briefly the legal requirements that these Acts and Regulations provide, and in future issues we will provide more detail of how the Trust is proactively responding to the developing and expanding Equalities and Diversity agenda.

### **The Race Relations (Amendment) Act 2000**

Places a general duty on statutory bodies to proactively:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

It also requires public bodies to publish a Race Equality Scheme, produce Ethnic Monitoring Reports and regularly assess and re-assess the

organisations functions and policies through a process of Equality Impact Assessment for possible adverse impact.

The Race Relations (Amendment) Act 2000 has application to both employment and service provision.

### **The Disability Discrimination Act 2005**

Places a general duty on statutory bodies to:

- eliminate unlawful discrimination
- eliminate disability-related harassment
- promote equality of opportunity
- take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other persons
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

It requires public bodies to produce a Disability Equality Scheme, which includes monitoring disability, consulting with disabled staff and service users, and assessing the organisations functions and policies through a process of Equality Impact Assessment for possible adverse impact. The Disability Discrimination Act 2005 has application to both employment and service provision.

## The Equality Act 2006

The Equality Act 2006 has three main purposes:

- To establish the Commission of Equality and Human Rights
- To make discrimination unlawful on the grounds of religion or belief in the provision of goods, facilities and services, the disposal and management of premises, education, and the exercise of public functions
- To create a duty on public authorities to promote equality of opportunity between men and women, and to prohibit sex discrimination in the exercise of public functions

Legislative updates, Equalities and Diversity information including CNWL E&D related publications can all be found on the Equalities and Diversity Trustnet pages.

Public bodies will be required to produce a Gender Equality Scheme (by March 2007) and monitor their gender equality performance.

## The Employment Regulations

The Employment Equality (Sexual orientation) Regulations and The Employment Equality (Religion and Belief) Regulations came into force in 2003. The Employment Equality (Age) Discrimination Regulations will come into force in December 2006. These regulations only cover employment and do not include service provision.

## New Posters

The Trust has produced two new posters to promote the responsibilities under the Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 2005. These will be distributed throughout Trust sites. If you wish for extra copies for your noticeboard, contact your Equalities and Diversity Lead.

**Disability Discrimination Act 2005**

In compliance with the *Disability Discrimination Act 2005*, CNWL and ALL of its employees have a general duty and a responsibility to:

- eliminate unlawful discrimination
- eliminate disability-related harassment
- promote equal opportunity
- take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other persons
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

Central and North West London **NHS**  
Mental Health NHS Trust

**Race Relations (Amendment) Act 2000**

In compliance with the *Race Relations (Amendment) Act 2000*, CNWL and ALL of its employees have a general duty and a responsibility to pro-actively:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups

Central and North West London **NHS**  
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## Equality Impact Assessment

Equality Impact Assessment is a process whereby the Trust's functions and policies (which includes anything written that directs actions within or on behalf of the Trust) are regularly reviewed to ensure that no 'adverse impact' is likely upon any particular group. The Trust has adopted a generic approach, using a single Equality Impact Assessment process that

includes race/ethnicity, disability, gender, age, religion/faith and sexual orientation. All new policies require an Equality Impact Assessment prior to implementation, and existing policies need to be assessed in priority order in terms of their likely risk of adverse impact. The Trust is establishing a central database so that data is readily available to meet reporting requirements.

## 'GOOD Practice'

In each newsletter we plan to include an example of good practice from an Equalities and Diversity perspective from within CNWL. We welcome suggestions for initiatives that we can include in future issues. It could be an example of a new initiative in relation to service provision, recruitment, staff relations. It could be an example of the effective use of ethnic or other monitoring to effectively target services to under-represented groups. Please remember that when we talk of Equalities and Diversity we are including race/ethnicity, disability, gender, age, religion/faith and sexual orientation.

To receive a copy, provide feedback, or to suggest topics for future issues of **INCLUSION NEWS** contact:

**Richard Bryant-Jefferies, Equalities and Diversity Manager**

Tel 020 7612 1655 Email: [richard.bryant-jefferies@nhs.net](mailto:richard.bryant-jefferies@nhs.net)

A large print version of this Newsletter is available