

# INCLUSION NEWS

*The Newsletter of the Equalities and Diversity Team  
of Central and North West London NHS Foundation Trust, incorporating  
FIS News, the Newsletter for CNWL's Focused Implementation Site Project.  
Bringing you examples of good practice, information and updates on  
developments within Equalities and Diversity.*

*Issue No. 12, February 2009*

## In this issue

Once again *Inclusion News* brings you a range of different Equalities and Diversity issues, with a focus on both what is happening nationally and locally within the Trust.

We include information from a recent Government Equalities Bill factsheet, information about the Trust's new Equality, Diversity and Human Rights Policy (Employment), an ethnicity report from the 2008 Healthcare Commission Patient Survey, details of the Trust's new Understanding Disability e-learning package and the Skillboosters set of Training DVDs available from the Equalities Team for local training initiatives, as well as the usual Trustnet and Training updates, and E&D 'Good Practice' section.

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December 2008 saw the formal ending of the Trust's Focussed Implementation Site Project and a report is included summarising what has been achieved from the FIS work over the past 3 years.

## The Equality Bill - update

The Government Equalities Office has produced an Equality Bill factsheet, giving more specific detail of what the forthcoming Bill will contain and address. The following bullet points are taken from the factsheet:

### *Strengthen the law by:*

- Banning age discrimination in the provision of goods, facilities or services.
- Increasing transparency
- Ensuring public bodies report on equality issues such as gender pay and ethnic minority and disability employment in their organisations.
- Extending the scope for positive action

- Extending the period during which women-only shortlists are allowed (related to Parliament and elected bodies).
- Strengthening enforcement - allowing tribunals to make wider recommendations in discrimination cases.

### *Streamline the law by:*

- Distilling nine pieces of legislation into a single Act.
- Creating a single new Equality Duty on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations. The new duty will cover race, disability and

gender, as now, but also include age, sexual orientation, gender reassignment and religion or belief, replacing the three existing, separate duties with a single, more effective framework. (The public sector Equality Duty will not be an absolute duty to take action but will require public authorities to consider and address equality issues in all their functions, insofar as is relevant and proportionate)

- Simplifying the definition of disability discrimination; so people are clear whether they are protected.

*Support wider work to promote equality which includes:*

- Ensuring the public sector has due regard to equality when buying goods and services
- Providing additional funding to support the work being done by trade union equality Representatives.
- Advice and guidance from ACAS, and information on the Business Link website

- The work of the Equality and Human Rights Commission
- Equality and Human Rights Commission inquiries into the financial sector and construction industry
- Helping to increase the number of ethnic minority women councilors
- Considering how Parliament could be more representative of society as a whole.
- Taking steps to understand other forms of inequality, and the role they play in determining people's chances in life: family background, educational attainment, where you live, and the sort of job you have can influence your chances in life, as well as factors such as gender, ethnic background, and whether or not you have a disability.

The full Equality Bill factsheet can be accessed on Trustnet at:

<http://trustnet/CNWL/trustwide/8287.htm>

## Equality, Diversity and Human Rights Policy (Employment)

**'Central and North West London NHS Foundation Trust supports the rights of all people to seek, obtain and to hold employment without unlawful discrimination, with equality of opportunity and with respect towards their diversity and human rights.'**

Recent years have seen a number of legislative developments with regard to Equalities and Employment, with unlawful discrimination now extended in the workplace to include not only race, disability and gender, but also sexual orientation, religion or belief and age. As a result of these many changes and developments it has been necessary to review and update the Trust's previous Equal Opportunities Policy.

The new Equality, Diversity and Human Rights Policy (Employment) means that the Trust has the appropriate and necessary policy direction to ensure that all staff are aware of both the Trust's responsibilities as an employer and their responsibilities as employees.

The new Policy contains the following:

- CNWL Statement on equalities and Diversity
- Introduction
- Definitions
- Principles
- Types of Discrimination
- Human Rights

- Equality and Diversity:
  - Race
  - Disability
  - Gender (including gender re-assignment)
  - Religion or Belief
  - Sexual Orientation
  - Age
- Training
- Reporting Breaches of the Policy
- Monitoring
- Appendix A – Roles of Key Personnel
- Appendix B – Equality Impact Assessment

In the section on discrimination, the various types of discrimination are defined:

*Direct discrimination* means treating a person or group less favourably than another in their employment on the basis of their race, colour, religion or belief, nationality, age, social background, ethnic or national origin, gender (including gender-reassignment), HIV status, marital status, sexual orientation, disability, or trade union membership or non-membership.

*Indirect discrimination* occurs when a requirement or condition, although equally

applied to all people, disproportionately disadvantages a certain group. Those individuals would be disadvantaged without any justifiable reason.

*Positive discrimination* (which means employing someone because they come from a particular group in preference to others equally or better qualified) is illegal.

*Positive action* to address imbalances in the workforce is allowed, in particular circumstances. Examples would include setting equality targets (but not quotas which are unlawful); encouraging people from particular groups to apply where they are under-represented; training for promotion or skill training for employees from under-represented groups who show potential.

### **Human Rights**

The inclusion of Human Rights within this Policy reflects the Trust's recognition and commitment to its direct responsibilities under

the Human Rights Act. These include a commitment to respecting the human rights of staff, with policies and practice taking account of the need to protect and develop human rights. Trust policies and practice will be considered in the light of human rights guidance, to identify whether practice could breach, or changes could strengthen and foster, human rights.

The Trust encourages staff to approach managers where they have concerns about possible or potential Human Rights breaches.

More detail is contained within the Policy which is available on Trustnet on the Policies listing and at

<http://trustnet/CNWL/trustwide/3913.htm>

Further information about Human Rights can be found on Trustnet at:

<http://trustnet/CNWL/trustwide/10162.htm>

## **Trustnet Update**

### **Equality Impact Assessment**

A reminder that a selection of completed Equality Impact Assessments are now being published on Trustnet to provide a resource that will help staff who are beginning to complete their own. It can be accessed at: <http://trustnet/CNWL/trustwide/10297.htm>

### **Disability**

Minutes of the Trust's Staff Disability Equality Group are available on Trustnet together with dates for meetings in 2009: <http://trustnet/CNWL/trustwide/7524.htm>

### **Sexual orientation**

The monthly LGBT History Month newsletters can be accessed directly at <http://www.lgbthistorymonth.org.uk/news/bulletin.htm> or from <http://trustnet/CNWL/trustwide/4086.htm>

### **Faith and Spirituality**

Religion or Belief: a practical guide for the NHS.

This guidance document from the Department of Health has recently been published and is available on Trustnet at: <http://trustnet/CNWL/trustwide/4087.htm>

### **Faith Festival Posters and Wall Charts**

Faith festival posters produced by Brent Mental Health Services are available at <http://trustnet/CNWL/trustwide/7866.htm> Please use these as Faith festivals arise.

### **Faith and Cultural Festivals**

A monthly listing of Festivals (religious and national) with commentary on each continues to be posted on Trustnet at: <http://trustnet/CNWL/trustwide/9598.htm>

### **BBC Multifaith calendar 2009**

The Multifaith calendar for 2009 produced by the BBC has also been added to Trustnet./ From this calendar there are links to information pages about each of the Festivals and specific religious beliefs. It can be accessed on Trustnet at: <http://trustnet/CNWL/trustwide/11457.htm>

### **Human Rights**

The Department of Health has produced a range of publications linked to its Human Rights in [Human Rights in Healthcare](#) Project. Information can be accessed at: <http://www.dh.gov.uk/en/Managingyourorganisation/Equalityandhumanrights/Humanrights/index.htm>

More Human Rights information can be accessed on Trustnet at: <http://trustnet/CNWL/trustwide/10162.htm>

### **CNWL Single Equality Scheme 2008/11**

The Scheme provides the core of the Trust's Equalities agenda and all staff are encouraged to look at this document on Trustnet at:

<http://trustnet/CNWL/trustwide/9026.htm>. It sets out the Trust's commitment and planned actions to address the Equalities agenda,

inclusive of race/ethnicity, disability, gender, age, sexual orientation and religion or belief. A Powerpoint presentation providing an overview of the Single Equality Scheme is also available on Trustnet at:

<http://trustnet/CNWL/trustwide/9026.htm>

### **Trustnet Index**

Don't forget the hyperlinked Equalities and Diversity index of contents on Trustnet at:

<http://trustnet/CNWL/trustwide/55.htm>

## **Faith and Spirituality Implementation Group**

The Trust's central Faith and Spirituality Implementation Group continues to meet bi-monthly, taking forward the faith and spirituality agenda. More representatives are needed to attend the group so that we have representation across all directorates.

Representative are expected to establish local Groups to address faith needs and provision locally. Information can be found on Trustnet at:

<http://trustnet/CNWL/trustwide/6513.htm>

## **Language is Everything – Interpreting Contract**

After 3 years of providing the interpreting service to the Trust, we are pleased to announce that Language is Everything will continue to provide the service for another year, renewable for a further year in March 2010. There has been on-going dialogue to ensure the smooth delivery of interpreting services. It has been a good working relationship.

The good news for CNWL is that tariffs for interpreting remain fixed at those originally negotiated back in 2006, however, the BSL interpreting costs have of necessity been rescheduled, specifically because of the now higher costs in provision due to demand on BSL interpreters exceeding supply. The Trust will, however, continue to closely monitor this.

## **Understanding Disability – e-learning**

The Trust's *Understanding Disability* e-learning package is now available for staff to complete. *Understanding Disability* is an interactive Powerpoint-based e-learning package, produced by the Equalities and Diversity Team. The package aims to provide all staff with:

- An understanding of disability discrimination legislation (law)
- An understanding of what the Trust is required to do, as an organisation, under the law

- An understanding of what CNWL expects you to do as a Trust employee or deliverer of Trust services.
- An understanding of 'reasonable adjustments' in making Trust services and employment more accessible to people with disabilities
- An understanding of making information more accessible to people with disabilities
- An explanation of the medical and social models of disability
- Guidance regarding disability etiquette and terminology
- Signposting to helpful websites and organizations

The package is broken down into a series of modules:

- Introduction and how to use this package
- Disability legislation
- The Medical and Social Models of Disability
- Making Reasonable Adjustments for staff
- Making information more accessible
- Disability etiquette and terminology
- Further information and assistance

Each module can be accessed from a hyperlinked index that appears on each page throughout the package. Case scenarios are used throughout the package to demonstrate the application of disability legislation and ways in which the disability needs of people

can be responded to both sensitively and appropriately. The package includes some interactive elements so that you can measure your own understanding and knowledge as you proceed with the training.

*Understanding Disability* can be accessed from Trustnet at:

<http://trustnet/CNWL/trustwide/10560.htm>

You will also find on this page guidance on accessing and using the package and an evaluation sheet as we are keen to get feedback on this new development. We hope that we will in future be able to develop similar packages addressing other areas of Equality and Diversity.

## Skillboosters – Equalities and Diversity Training DVDs

In order to widen the range of training and learning available for staff within the Trust in addressing Equalities and Diversity, a series of Training DVDs are now available for teams/services to borrow from the Equalities and Diversity team and to use for local training purposes. They address a wide range of themes:

The Diversity Challenge – maximising the potential of our diverse workforce  
Race – creating an inclusive workplace  
Disability Confident – working with disabled customers and colleagues  
Gender Matters – creating an inclusive workplace for both men and women  
Religion and Belief – respecting and accommodating faith and belief in the workplace  
Sexual Orientation – respecting lesbian, gay and bisexual people in the workplace

Age – realising the benefits of an age diverse workforce

Challenging Behaviour – Dealing with bullying and harassment in the workplace

The DVDs include a range of scenarios demonstrating both good and bad practice with commentary to enable you to more fully understand what is expected of you.

Each DVD is a complete package in itself and there is an accompanying training handbook that can be used with it, or you can simply run the DVD and stop it at different points to facilitate discussion amongst the training group.

Information on the contents of each training DVD can be found on Trustnet at:

<http://trustnet/CNWL/trustwide/11374.htm>

## Training update

### CNWL 2009/10 Training Directory

The 2009/10 Training Directory will again include a section on Equalities and Diversity training opportunities being developed within the Trust to address Equalities and Diversity issues.

Included are:

- Cultural Competency for Managers
- Cultural Competency for Doctors
- Diversity in the Workplace – e-learning

- Understanding Disability – e-learning (under development)
- Reasonable Adjustment for Managers
- Equality Impact Assessment Training

### Equality Impact Assessment Training

Equality Impact Assessment training is continuing to be run at Greater London House, and at other CNWL sites on request. Undertaking Equality Impact Assessment on

services, policies, protocols and procedures is a legal requirement. All staff with responsibility for managing services, developing services, policies, protocols need to attend this training. Training dates in 2009: Wed 13 May, Wed 16 Sep, Wed 9<sup>th</sup> Dec. For more information contact Richard on 020 3214 5769, [richard.bryant-jefferies@nhs.net](mailto:richard.bryant-jefferies@nhs.net)

### **Cultural Competency Training for Managers**

Future dates in 2009: Thur 9<sup>th</sup> July, Thur 17<sup>th</sup> Sep, Tues 1 Dec. For more information contact (details above).

### **Cultural Competency for Doctors**

Future dates in 2009: Thur 11<sup>th</sup> June, Thurs 10<sup>th</sup> Sept, Tues 15<sup>th</sup> Dec. For more information see the new Training Directory 2009/10 or contact Richard (details above).

### **Reasonable Adjustment Training for Managers**

Training to enable managers to understand their responsibilities when managing staff who have a disability. Dates in 2009: Wed 13<sup>th</sup> May, Thu 3<sup>rd</sup> Sep. For further information please contact Richard (details above) or George Taylor on 020 3214 5705 or email to [george.taylor@nhs.net](mailto:george.taylor@nhs.net)

### **Diversity in the Workplace – e-learning**

Diversity in the Workplace has now been rolled out across the Trust, however, uptake has been extremely poor in recent months.

**We encourage managers to ensure that all**

**staff undertake this package.** We need to ensure that all staff have an understanding of current Equalities legislation and the duties that are expected of them as employees within an NHS Trust. It is available for all staff to access and is available for all staff to access. Information including guidance on accessing the package can be found on Trustnet at:

<http://trustnet/CNWL/trustwide/7888.htm>

### **Human Rights in Healthcare – e-learning**

The Department of Health have produced a *Human Rights in Healthcare* e-learning package. This includes a section on why Human Rights are important, the background to human Rights, an impact tool and case studies which include sectioning and a scenario in a residential mental health unit.

<http://www.humanrightsinhealthcare.co.uk>

### **Skillboosters Equalities and Diversity Training DVDs**

As highlighted above, Skillboosters Training DVDs can now be borrowed for local training purposes from the Equalities and Diversity team. Further information on Trustnet at:

<http://trustnet/CNWL/trustwide/11374.htm>

### **Understanding Disability – e-learning**

As highlighted above, the Trust's new Understanding Disability e-learning package is now available via Trustnet at:

<http://trustnet/CNWL/trustwide/10560.htm>

## **BME Service User and Carer Experience**

The Trust identified variations in satisfaction recorded from different ethnicity groups within the 2008 Healthcare Commission Patient Survey. The report was analysed within CNWL and a further survey of community services was undertaken in August of 2008.

Differences in responses were analysed between three ethnic groups(1):

- Asian/ Asian British
- Black/ Black British
- White

The analysis of the 2008 Healthcare Commission survey found that Black or Black British respondents tended to rate our services higher than either of the other two groups. The Asian or Asian British

respondents rated our services the lowest. However this is not consistent with the findings of CNWL's community survey in August 2008. Each ethnic group rated the services higher in certain areas with no real pattern except that overall Asian or Asian British respondents tended to rate the services more highly across a broader spectrum. The notable exception is that Asian / Asian British views about their trust and confidence in CPN's and the amount of respect and dignity they feel they are given by CPN's, are rated significantly less well than for other ethnic groups.

The Trust's also conducts in-patient service user satisfaction surveys which include questions asking service users whether they

have concerns in relation to discrimination linked to race/ethnicity, disability, religion or belief, sexual orientation, gender and age. These surveys have been analysed in two periods (April-August 2008 and September to December 2008). Comparison between these indicated in the more recent period a

consistent drop in the levels of concern across all six Equalities strands.

<sup>1</sup> Due to the low numbers of respondents, separate performance data was not available for either Chinese or Mixed ethnic groups.

## Better Services for Women Conference

The Trust's 5<sup>th</sup> Annual Better Services for Women Conference will be held on Monday 2<sup>nd</sup> March 2009. Its theme will be: Strategies to prevent Abuse and Violence Against Women: Working Together for Women's Health. For more information email Sharon Pinner at [Sharon.pinner@nhs.net](mailto:Sharon.pinner@nhs.net). You can

book your place by sending her a completed internal training application form.

The following is a plea to male staff. This is NOT a Conference for only women to attend. ALL clinical staff need to understand the particular needs of women who are accessing our services.

## FIS Project and Clinical Trailblazers – Final Report

The CNWL FIS Project finished on 30<sup>th</sup> December 2008 after a hectic 3 years working across the Trust to support the delivery of a more appropriate and responsive service to people from Black and Minority Ethnic communities. Thanks to the many staff, carers, service users and members of community groups who gave their time to the various FIS projects over the past three years.

The characteristics that the CNWL FIS Project focused on were:

- i. A reduction in the disproportionate rate of admission of people from BME communities to psychiatric inpatient units &
- ii. A reduction in the disproportionate rates of compulsory detention of BME users in inpatient units
- iii. A reduction in the proportion of prisoners from BME communities
- iv. A more active role for BME communities and BME service users in the training of professionals, in the development of mental health policy, and in the planning and provision of services
- v. A workforce and organisation capable of delivering appropriate and responsive mental health services to BME communities

### FIS and the 'Count Me In Census'

The FIS Project initially obtained some reliable year-by-year baseline data from 2005 to 2007 and established there were some persisting reductions in Section 3 detentions in adult wards serving the local populations in Brent, Harrow and Westminster.

### FIS and Court Diversion

The FIS Project monitored ethnicity and outcomes for a full year from April 2006 to March 2007 in the CNWL court diversion schemes in Harrow and Brent and compared this with ethnicity data for the total population appearing at these courts. The FIS Project also produced an outline business proposal to develop the existing CNWL Court Diversion schemes into a single scheme covering Brent, Harrow and Hillingdon.

### FIS Clinical Trailblazers

The Project then successfully secured £10,000 for a DRE Clinical Trailblazer looking at what contributes to in-patient detention rates at each stage of the care pathway and how any existing reductions can be sustained and improved. We are also looking at ways of improving the quality of in-patient experience and reducing length of stay for Black patients by developing a pilot for service improvements on Pond Ward in Brent to explore this

Here's a summary of *some* of the highlights.

A further successful bid was made for £10,000 of additional funding for a Court Diversion Clinical Trailblazer in 2008 to look at improving the support services available to BME defendants who are diverted and mental health service provision for BME prisoners and ex-offenders.

### **FIS and raising mental health awareness in BME communities**

- 'Not Hiding Away' Community Film seminars in Brent and Harrow - July 2007
- Mental Health Awareness Day for BME community groups - Westminster and Kensington & Chelsea 2006
- Mental Health Awareness Day for Faith groups - Westminster and Kensington & Chelsea 2007
- Mental Health Awareness Training for Community Groups in Hillingdon, Brent, Westminster and Kensington & Chelsea - 2008
- Celebrating Diversity for World Mental Health day – FIS and Chris Bumstead - 2008
- Understanding the new Mental Health Act for service users, carers and community groups - Hillingdon, Brent, Harrow, Westminster and Kensington & Chelsea - FIS and the Mental Health Act Team 2008
- Combating Stigma and discrimination – Harrow Somali and South Asian Communities – FIS and Open Up Media - 2008

### **FIS and BME Community Involvement**

'Listening to the South-Asian Community' one-off event in Harrow 2006 led to the creation of the Harrow Asian Mental Health Reference Group, which recently became the Black and Minority Ethnic Reference group. The Harrow Asian Reference group also gave birth to the Harrow conference on mental health and the South Asian community in 2007 and 'EKTA' monthly social networking group for South Asian service users in 2008.

'Listening to faith communities' a one-off event in Brent in 2007 organised with Brent Multi-faith forum led to the inclusion in Brent's 2008 Business plan of specific commitments to:

1. Work with users of mental health day service (Community Networks) to develop support from faith communities.
2. Monitor the assessment of faith needs with an expectation that in the next 12

months at least 60% of Care Programme Approach assessments record faith needs and at least 50% of users feel that their faith and cultural needs are taken into account.

3. Identify & develop 5 faith groups to work in partnership with the mental health services.
4. Provide Mental Health Awareness Training for these 5 faith groups.
5. Provide more information on the availability of faith-based support.
6. Train at least 80 mental health staff on Faith Competency in the next 12 months

### **FIS and BME mental health needs research**

The FIS Project sat on steering groups for research projects on:

- Mental health needs of older Chinese people in Westminster, Brent and Kensington & Chelsea
- Mental health needs of older Gujarati-speaking South Asian people in Harrow
- Mental health needs of Bangladeshi people in Camden
- Mental health advocacy for Somali community in Brent and Harrow
- Improving access to GP services for BME patients in Westminster and Kensington & Chelsea

Access to court diversion for people from BME communities (London and South East England)

Mental health advocacy for refugees and asylum seekers (national project)

Assessment of cultural care needs for Court Diversion (national project)

### **FIS and Cultural Competence Training**

The FIS Project was involved in the assessment of an e-learning approach to basic diversity competence in the workplace across the Trust. This has been commissioned and to date over **500** staff have completed the module.

The FIS Project Manager and the CNWL Equality and Diversity Manager have designed and developed a Cultural Competency Training Programme for Managers and a supporting handbook. To date **82** Trust managers have attended this training.

**And now the FIS Project is handing the baton on to you!**

Recommendations for the future are currently being finalized in the full evaluation report on the FIS Project. The emphasis will be on mainstreaming what has been learned from the various FIS initiatives into changes in policy and practice across the Trust and developing an infrastructure within the

Equality and Diversity Team to ensure that these recommended practice changes are implemented across the board.

*David Truswell*  
*Focused Implementation Project Manager*  
*2005 – 2008*

## **Equalities and Diversity ‘Good Practice’**

### **Harrow Black and Minority Ethnic Community Reference Group**

The Harrow Black and Minority Ethnic (BME) Community Reference Group has recently been established. It has become the successor to the South Asian Reference Group which developed some good working models of community engagement with the local South Asian population which we believe can be adopted in the outreach work with other local BME Groups.

The group comprises members from CNWL, Mind in Harrow, Harrow Carers, Harrow PCT and has invited membership from local community leaders. It will report to the Harrow Mental Health Service Senior Management Team and will advise the Senior Management Team on service developments.

The Reference Group will undertake a number of roles:

- advise Harrow Mental Health Services on the needs of the BME Communities to ensure that services are developed that are responsive to their needs and to act as a 'sounding board' for new initiatives.

- advise Harrow Mental Health Services on how to combat the stigma and discrimination faced by BME service users in the Harrow community and identify barriers to accessing services.
- work with Harrow Mental Health services in finding positive ways to support and value the contribution that BME carers and the local BME communities can make to support BME service users with their recovery from mental ill health.
- assist Harrow Mental Health Services in identifying initiatives that will improve the ability of BME service users and carers to have confidence that the mental health service staff have a competent understanding of the local BME communities.
- explore opportunities to build capacity for members of BME Community Groups to provide support and services to Harrow Mental Health Services' BME service users and carers.
- sponsor workstreams to develop particular projects which address the identified needs of community groups.
- seek to ensure representation of BME groups on strategic partnership forums.

## **Migrant Health Network (Mighealthnet)**

The Migrant Health network (Mighealthnet) is an Information network on good practice in health care for migrants and minorities. The Mighealthnet project aims to give professionals, policy makers, researchers, educators and representatives of migrant and minority groups easy access to a dynamically evolving body of knowledge and a virtual network of expertise. 17 other countries (Belgium, Bulgaria, Czech Republic, Denmark, Germany, Greece, Hungary, Lithuania, Netherlands, Norway, Poland,

Portugal, Romania, Sweden, Switzerland, Turkey and the UK) are also taking part in this project.

You can contribute articles, references (if possible with abstracts), bibliographies, links, names of organisations and journals, as well as any other information you feel is useful. There is also a page for discussions and a contact list for people and organisations interested in this subject.

The following listing provides hyperlinks to the various categories for those who are reading an electronic copy of this article. All of the following can be accessed directly from the Mighealthnet website at:

<http://www.mighealth.net/uk>

#### **Pages for specific topics**

1. Background information on migrant and minority populations, immigration and integration policies, etc.
2. State of health of migrants and minorities
3. The health care system and the entitlement of migrants and minorities to health care
4. Accessibility of health care
5. Quality of care: 'good practices' developed to improve the matching of service provisions to the needs of migrants and minorities.
6. Achieving Change: Centres of Expertise, Reports and Documents, Journals, Training Programmes and Email Groups

#### **Pages for specific groups**

- African Migrants in the UK

- Asian Migrants in the UK-including the Chinese, Indians and Pakistanis
- Central American and African-Caribbean Migrants in the UK
- European Migrants in the UK
- Middle Eastern Migrants in the UK
- North American Migrants in the UK (USA, Canada and Mexico)
- South American Migrants in the UK
- Pacific Countries Migrants in the UK-including Australians, New Zealanders and Samoans

#### **Pages for other groups**

- Refugees and asylum seekers
- Undocumented migrants
- Children and youth
- Elderly migrants
- Traveller communities
- Muslims

A page has also been created on Trustnet at:

<http://trustnet/CNWL/trustwide/11540.htm>

giving details about Mighealthnet.

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Please remember to let us know if you know of books addressing health-care related issues in the context of Equalities and Diversity we could mention in *Inclusion News*.

**Aware that not all staff have access to Trustnet, we encourage managers to make available paper copies of *Inclusion News*, new reports and other Equalities and Diversity information on Trustnet to staff.**

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 3214 5769 Email: [richard.bryant-jefferies@nhs.net](mailto:richard.bryant-jefferies@nhs.net)

**A large print version of this Newsletter is available**

An electronic version and back copies are available at <http://trustnet/CNWL/trustwide/5449.htm>