

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. 2, August 2006

Three months on!

Feedback from Issue No 1

We received positive response from the first issue, verbally and by email from Trust staff. We gave copies to new staff at induction (via a feedback questionnaire) who also indicated that it was much appreciated.

In this issue

In this issue of *Inclusion News* we say more about the Trust's Disability Equality Scheme and the Disability Discrimination Act 2005. We highlight developments on the Equalities and Diversity Trustnet pages and draw attention to the current Equalities and Diversity Training Needs Analysis process. We also introduce the Faith and Spirituality Implementation Group, and highlight an example of Equalities and Diversity 'Good practice'.

Disability Equality Scheme

As reported in the last issue of *Inclusion News*, the Trust is required to publish its first Disability Equality Scheme by December 2006 for the period 2006/9. This will set out how the Trust is meeting the requirements of Disability legislation and will include sections on:

- Access to Premises and Workplace Environments
- Consulting Disabled People
- Disability Equality Impact Assessment
- Information Gathering and Analysis
- Disability Equality Scheme Action Plan

- Disability Scheme Communications Strategy
- Disabled Access to Information
- Staff Training
- Disability Monitoring

In order to inform the Scheme, a group for staff with disabilities is being formed. One of its first tasks is to comment on draft questionnaires that are to be sent out to local disability organisations, to disabled service users and to disabled staff. It is vital that people with disabilities participate in this process and we welcome input from staff and service users.

Disability Discrimination Act 2005

The Disability Discrimination Act 2005 extends coverage of the Disability Discrimination Act 1995 (DDA 1995) in the following ways:

- It removes the previous requirement that a mental illness must be 'clinically well recognised' before it can count as an impairment for the purposes of the DDA 1995. People with a mental illness will still need to show that their impairment has a long term and substantial adverse effect on their ability to carry out normal day-to-day activities. By removing the 'clinically well-

recognised' requirement, the Government has also brought DDA 1995 coverage for people with mental illnesses into line with coverage for all other mental and physical impairments.

- People with HIV, cancer and multiple sclerosis (MS) will be deemed to be covered by the DDA 1995 effectively from the point of diagnosis, rather than from the point when the condition has some adverse effect on their ability to carry out normal day-to-day activities.

Equalities and Diversity Factsheets

Two Equalities and Diversity Factsheets (A4 singled sided so they can be used as posters) have been produced, Factsheet 1 The Race Relations (Amendment) Act 2000 and Factsheet 2 The Disability Discrimination Act 2005. Both

have been designed to accompany the existing posters and will be available in similar colours. They are also available on Trustnet at <http://trustnet/CNWL/trustwide/6250.htm>

'GOOD Practice' - Children with Disability initiative

Given the wide recognition that children with disabilities (CWD) require a more co-ordinated package health care particularly mental health, CAMHS has been tasked with increasing multi-agency, mental health provision for children with disabilities. Although initiatives vary across the boroughs depending on resources and partnership working, their objective is to improve access regardless, which they are on target for.

One example is that CNWL CAMHS in Kensington and Chelsea have linked up with the local authority to establish the 'K&C Behaviour and Family Support Service', a multi-agency provision to respond to the 'children with disabilities' agenda, with a parent of a disabled child (who is a service user) on the service planning group contributing to the shaping and further development of the service.

Faith and Spirituality

For many service users, faith and spiritual belief and practice are central in their lives, and therefore an important element in their care and treatment. Many in-patient sites within the Trust offer faith provision. A *Faith and Spirituality Implementation Group* has been established within the Trust, with a remit to review faith provision, in particular prayer rooms and faith visiting/chaplaincy, and to establish minimum levels of provision, reporting to the Trust's

Equalities and Diversity Committee. The Trust has become accepted as a *National Institute of Mental Health for England Faith and Spirituality Pilot Site* and the Group will feedback information from the national agenda into Trust developments in this area. At present a mapping exercise is underway to clarify what is currently available across Trust in-patient sites. This will provide an extremely helpful basis from which to move forward in this important aspect of care.

Equalities and Diversity Training Needs Analysis

In order to comply with Equalities and Diversity legislation, and to ensure that all staff are meeting competencies in Equality and Diversity (also a core dimension within the Knowledge Skills Framework) the Trust has initiated its first 'Trust-wide' Equalities and Diversity Training Needs Analysis. One questionnaire has been sent to all staff, another specifically for

managers. The aim is to ascertain which areas of Equalities and Diversity staff feel they need training in, what training they have received, and how they rate that training. The results will be analysed in parallel with Personal Development Plans so that an Equalities and Diversity Training Strategy can be formulated and implemented.

Trustnet Update

The Equalities and Diversity Trustnet pages continue to be updated and developed. There are new reports 'Unheard Voices' and 'Minding the Gaps' added at <http://trustnet/CNWL/trustwide/4084.htm> and a new Substance Misuse and Race and Ethnicity page at <http://trustnet/CNWL/trustwide/6260.htm>. Multicultural Matters issues are also available at: <http://trustnet/CNWL/trustwide/4031.htm> with the following recent issues having particular focus on the following communities: July 2006 (Pakistani), June 2006 (Filipino), May 2006 (Ugandan). A Department of Health summary of Entitlement to Treatment for Asylum Seekers, and a factsheet on Asylum Seekers and Refugees from Brent Council, can be accessed at: <http://trustnet/CNWL/trustwide/6375.htm>. Links to sites addressing Lesbian, Gay, Bisexual

and Transgender, including the LGBT Mental Health e-mail network are available at <http://trustnet/CNWL/trustwide/4086.htm>. The Equalities and Diversity Induction presentation now includes more in relation to the Disability Discrimination Acts, and is available at: <http://trustnet/CNWL/trustwide/6301.htm>. Also, a new Disability page has been created at <http://trustnet/CNWL/trustwide/6445.htm> and we welcome material to add to this page. Aware that not all staff have access to Trustnet, we encourage managers to make available copies of new reports, newsletter etc of particular relevance to their staff. We also welcome your suggestions for Report or Web sites that we can link to from the Equalities and Diversity section of trustnet.

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

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A large print version of this Newsletter is available

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