

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. 3, November 2006

It has been a busy time for Equalities and Diversity with a number of initiatives and actions underway. The major piece of work has been producing the Trust's Disability Equality Scheme. This is nearing completion and will be available on Trustnet in December. The Trust's 2005-6 Ethnic Monitoring Report is also nearing completion and will soon be available on Trustnet as well. There is also the Faith Support Mapping process taking place and the Training Needs Analysis highlighted in the last issue of *Inclusion News* which is about to take place.

In this issue

In this issue of *Inclusion News* we give a brief overview of some of the main action points within the Trust's Disability Equality Scheme, and a report on a Focus Group that was held for staff having disabilities to comment and contribute to the Scheme. We also describe the Gender Duties and draw attention to the Gender Equality Scheme, which the Trust will publish early in April 2007. We also include examples of Equalities and Diversity 'Good Practice' from Westminster and Brent along with details of some of the new information that has been added to the Equalities and Diversity Trustnet pages.

Disability Equality Scheme

The following are some of the actions identified in the Trust's Disability Equality Scheme Action Plan which will be worked towards during the course of the 3 years of the Scheme:

- Ensuring systems and policies address disability related harassment and bullying
- Disability Categories for Workforce and Service Users recorded in line with Disability Rights Commission recommendations
- Workforce profile analysed annually by disability
- Ensuring staff with a disability are supported in accessing training
- Mentoring of disabled staff
- Development of staff support networks for people with disability
- Staff training in disability awareness, including training needs analysis to inform commissioning/development of training
- Ensuring disability-sensitive information leaflets are available for people
- Interpreter (BSL) needs of people with disability are addressed
- Involvement of representatives of disabled groups
- Programme of building updates for access in line with Disability Discrimination legislation
- Service user surveys to be analysed by disability
- Disability Equality Impact Assessments to be carried out on all Trust Policies and Functions, with a report published annually
- Involvement of volunteers from disabled groups
- Patients disabled needs recorded in notes

Focus Group for Staff with Disabilities

A Focus Group has been held, attended by a number of CNWL staff who had indicated in the 2005 Staff Disability Survey that they had a disability. The Focus Group provided an opportunity to present and discuss the Disability Equality Scheme and provide opportunity for staff to raise both difficulties and positive experiences to inform the

Scheme. It is planned that this Group will become an on-going Focus/Support Group for staff who have disabilities, providing an opportunity for constructive feedback to the Trust. For more information about this group, please contact George Taylor, Human Resources Manager, at CNWL Trust HQ.

Gender Equality

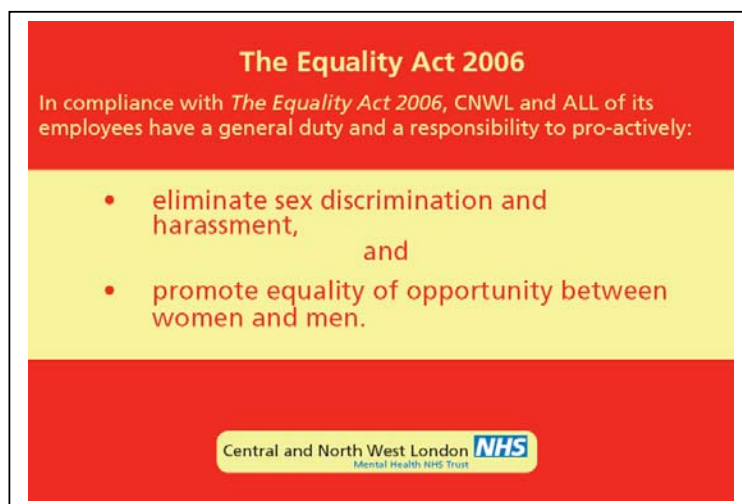
Gender Equality is an element of The Equality Act 2006. This legislation requires all Public Authorities (which includes NHS Trusts)

- To promote equality of opportunity between women and men, and
- To prohibit sex discrimination in the exercise of public functions

These have become known as the Gender duties. CNWL will be producing a Gender Equality Scheme to be published in April 2007, in which it will set out how it will meet the requirements of the Act by way of promoting these Gender Duties.

A poster has been produced by the Trust (see below) to inform all staff of their duties under the legislation, and this is about to be distributed to all sites.

In producing our Gender Equality Scheme the Trust wishes to take note of the experiences of staff and service users. Questionnaires will be distributed shortly and you will be invited to respond to these. Alternatively, you can send your views now to the Equalities and Diversity section at the address at the foot of this newsletter. We are interested in gender perspectives on both service provision and staff experience as employees of the Trust.



Equalities and Diversity Factsheets

Equalities and Diversity Factsheets have now been printed: Factsheet 1 The Race Relations (Amendment) Act 2000, Factsheet 2 The Disability Discrimination Act 2005, Factsheet 3 The Equality Act 2006. They

are available from the Equalities and Diversity section, and also available on Trustnet at

<http://trustnet/CNWL/trustwide/6250.htm>

Equality Employment Regulations 2006

New *Employment Equality Age Regulations* came into force in October 2006. There has been a great deal of speculation and debate in the media as to the impact of this legislation.

The law makes it unlawful to take decisions on employment and vocational training which are based on a person's chronological age rather than their competence. This covers, for example, recruitment, selection, pay and benefits, promotion, dismissal, redundancy, retirement and training. The definition of employment includes contract workers, the self-employed and most office workers.

The law covers **direct** age barriers (for example, recruitment limited to a particular age group, and **indirect** barriers, i.e. action which indirectly has an impact on some age groups (for example, recruitment limited to those with a qualification which has only existed for five years, thus ruling out those over a particular age). The law also outlaws harassment (bullying) and victimisation of staff on account of their age.

More information can be found at:
<http://www.dti.gov.uk/employment/discrimination/age-discrimination/>

Equalities and Diversity 'GOOD Practice'

Making Links with the Chinese Community in Soho

The West End CMHT is based in the heart of Soho. This part of the West End of London hosts a significant Chinese community, that according to our statistics are not seen to any degree in our mental health services

Anne Diamond CPN, based in the West End CMHT, has taken on the additional role of link worker to the Chinese National Healthy Living Centre and preliminary meetings have taken place. This organisation has employed a Chinese Mental Health Advocacy Worker since September who will work and liaise with the CMHT on mental health awareness for the Chinese community in Soho, staff cultural and diversity awareness and some joint working.

Navratri and Diwali at Park Royal

Brent Mental Health services organised their first Navratri event (for Hindu service users) on 25 September 2006. Literally meaning nine nights, the annual Hindu festival of Navratri is dedicated to the Mother Goddess 'Ambica' and all Her forms. Niru Parmar from Kingsbury Manor and Mr Rabinderara Nath Pathak, plus Mohan Gupta, came to provide the Durga Arati prayers in the Faith Room. 6 service users and 2 other staff attended. This was the first Hindu event held at Park Royal.

A Light Party (for Diwali) then took place at Park Royal CMH on Monday 16 October. A full report with pictures and further information about the meaning of these events can be accessed at <http://trustnet/CNWL/trustwide/6513.htm>

Equalities and Diversity Induction

The Equalities and Diversity Induction presentation has been updated further. Although it is designed for new staff, it does provide a concise update on the more recent legal requirements within Equalities and Diversity as well as an overview of some of the initiatives being taken forward within the Trust. If you have been a staff

member of CNWL for some time, or just simply wish to refresh your knowledge of Equalities and Diversity, take a look at the Induction presentation at: <http://trustnet/CNWL/trustwide/6301.htm> If you do not have access to Trustnet, a printed copy can be obtained from the Equalities and Diversity section.

From Multiculturalism to Interculturalism?

There has been much discussion of late in the media and elsewhere on the nature, and experience of multi-culturalism - what it means, what are its particular strengths and challenges. It brings to mind the contrast in meaning between 'multi-faith' and 'inter-faith'. We might think of multi-faith describing different religions or faiths existing in parallel, whilst inter-faith might be more indicative of dialogue and joint acts of worship and celebration (although in practice there is some overlap in the use of these terms).

Would it help to foster a similar language

though with regard to race and culture? Could it be helpful to talk, think and relate more in terms of 'inter-culturalism', with greater emphasis on dialogue and inter-action? Would this risk losing sight of diversity or would it enhance appreciation of difference?

Looking at the Trust and the continued dialogue and inter-action between staff from so many rich and varied cultures, perhaps we should acknowledge and celebrate CNWL's spirit of 'inter-culturalism'?

What do you think?

Trustnet Update

An Equalities and Diversity 'Good Practice' page has now been developed and can be viewed at:

<http://trustnet/CNWL/trustwide/6719.htm>

Links to The Mental Health Foundation and *Sign*, the National Society for Mental Health and Deafness have been added to Trustnet. *Sign* have produced an Executive Briefing on Mental Health and Deafness, a Deaf Mental Health Charter and a factsheet on specialist mental health services for deaf people. These can all be accessed at:

<http://trustnet/CNWL/trustwide/4085.htm>

Multicultural Matters issues are added each month and are available at:

<http://trustnet/CNWL/trustwide/4031.htm>

Recent issues have had a particular focus on the following communities: November 2006 (Turkish/Turkish Cypriot) October 2006 (Kenyan), September 2006 (Singaporean), August 2006 (Jain).

A number of documents relating to Ramadan have been placed on Trustnet, including a Ramadan questionnaire and guidance. These documents (produced in Brent) can be adapted for use in other areas of the Trust.

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

The Mental Health Foundations report 'The Impact of spirituality on mental health – A literature review'. (2006) can be accessed at: <http://trustnet/CNWL/trustwide/4087.htm>

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 Reports or Web sites that we can link to from the Equalities and Diversity section of Trustnet.

Please note that the next issue of Inclusion News will incorporate FIS News, the newsletter of CNWLs Focussed Implementation Site Project.

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>