

INCLUSION NEWS

*The Newsletter of the Equalities and Diversity Department
of Central and North West London Mental Health NHS Trust, Including
FIS News, the Newsletter for CNWL's Focussed Implementation Site Project.*
Bringing you examples of good practice, information and updates on
developments within Equalities and Diversity.

Issue No. 4, February 2007

The past three months has seen the Trust's first *Disability Equality Scheme* published. As well as printed copies being available, it has also been uploaded on the Trust's public website and is on Trustnet at <http://trustnet/CNWL/trustwide/6445.htm>. The Trust's 2005/6 Ethnic Monitoring Report is in process of being finalised, and will be available shortly on Trustnet (and publicised to all staff) and work will soon begin on planning the 2006/7 Ethnic Monitoring Report which may be restructured in Borough/Directorate sections to make it more 'user friendly'. We are also seeing the start of the roll out of the Trust's Equalities and Diversity Training Needs Analysis (the first electronic survey of all staff the Trust has conducted) and discussions as to how best to take forward the Equalities and Diversity Training agenda within CNWL. Work has also been initiated on the Trust's first Gender Equality Scheme, and more about that later.

In this issue

In this issue of *Inclusion News* we give a brief overview of some of the main action points within the current draft of the Trust's Gender Equality Scheme. A copy of the latest draft was uploaded on Trustnet and a Trustwide Equalities and Diversity News Items was posted on to Trustnet for feedback and comment. There is a new 'Focus On...' section in which we hope to include mention of particular disability issues. We start with a 'Focus On... Dyslexia'. We also include details of some of the new information that has been added to the Equalities and Diversity Trustnet pages and an announcement that EITI, the interpreting service that is used widely across the Trust, have changed their name to 'Language is Everything'.

Inclusion News now also includes *FIS NEWS*, the newsletter of the Trust's Focussed Implementation Site Project bringing an update on information about the Delivering Race Equality initiatives that are being established by David Truswell, FIS Project Manager.

Gender Equality Scheme

As reported on in the last issue of *Inclusion News*, the Trust is required to produce a Gender Equality Scheme by the end of April 2006. This will set out how the Trust will meet its responsibilities in line with the Gender Duty contained within the Equality Act 2006.

The Scheme has a lengthy section that provides an overview of gender differences linked to mental health, substance misuse, eating disorders, prisons and employment. It also contains a number of Trust actions points, including:

- *Systems and policies to be in place to monitor incidents of gender-related bullying or harassment and violence*
- *The profile of the workforce is analysed by gender annually*
- *Women in Management programme continues to enable female staff to shadow senior staff to encourage their professional development.*
- *The Trust produces, publicises and implements a Domestic Violence/Abuse policy*
- *Patients' gender needs are recorded in patients' notes*

- *Communities and groups representing gender-specific issues are involved in service design and development and policy development.*
- *A programme of gender awareness / gender equality training is developed / commissioned.*
- *Centrally led and local service user satisfaction surveys are analysed by gender*
- *All local equality action plans make reference to specific gender-related actions.*
- *All assessment paperwork and proformas include prompts for the collection of information on the Service Users' gender and gender needs*
- *Gender Equality Impact Assessments are carried out on all new and proposed policies and services to determine the risk of adverse impacts on specific genders*
- *Trust-wide guidelines are developed as to how to handle patients' requests for same gender clinical staff.*
- *Gender specific wards or areas are developed where practical.*
- *Reduction in reported incidents of sexual harassment at in-patient facilities*
- *Better Services for Women Action Plan formulated, updated and implemented with relevant local management issues addressed*

A Trust-wide mapping of services to ascertain the range of gender-specific and gender-related services is currently in process. This has highlighted not only the breadth of initiatives and services already in place, but has also highlighted ideas for future developments. This will be made available as a separate report once all the information has been returned and compiled. It is intended

that this will provide a useful resource for local service development discussions across the Trust.

An early draft of the Trust's Gender Equality Scheme can be accessed at <http://trustnet/CNWL/trustwide/7485.htm> and your comments and suggestions would be greatly appreciated.

Focussed Implementation Site Project Update

The CNWL FIS PROJECT is

1. developing more appropriate and responsive services
2. increasing community engagement
3. collecting better quality information and using it more intelligently

What have we done for you lately?

1. **FIS Court Diversion Project** has been taken over by the new Mental Health Criminal Justice Working Group, a new Strategic Planning Group in the Trust chaired by Robyn Doran to look at the Trust's business strategy and developments in relation to mental health services to prisoners and mentally ill offenders. The FIS Project will support the BME perspective of this work and one of the first objectives of the new strategy group is to progress the Court Diversion Business Plan for Harrow, Hillingdon and Brent developed by the FIS Project. The new Working Group will also be working with Patrick O'Dwyer of the Government

Office for London in taking forward the National SLA Pilot Project.

2. David Truswell, the CNWL FIS Project Manager was part of the London Peer Review Team for the National FIS Peer Reviews of FIS sites during November/December 2006. The London FIS Peer Review Team reviewed three FIS sites in the South East of England. CNWL hosted a Stakeholder Forum at Brent's Stonebridge Park Leisure Centre on 6th December 2006 for the visiting Midlands FIS Peer Review Team that came to review all London's' 4 FIS sites on the 5th and 6th December 2006.
3. The FIS Project assisted 8 BME community groups across Harrow, Brent, Ealing, Hounslow and Westminster in making applications for a potential £20,000 per applicant of research funding on the needs of BME communities from the University of Lancaster's Community Engagement Programme in January 2007. In the past six months the FIS Project has

made links with 17 BME community groups that had previously had no direct contact with CNWL.

4. A well received training day on mental Health awareness for BME community groups developed by the FIS Project and Fatumo Abdi, a Community Development Worker in Westminster was held at the Stowe Centre on 5th January 2007.
5. The FIS Project is working with Brent Mental Health Services and the Brent Multi-Faith Forum to host an event on 'Listening to Faith Communities in Brent on the 28th March 2007.
6. The FIS Project is working with the National Equalities Council and the London Development Centre to set up a London-wide network of organisations working to improve transfer of BME prisoners with mental health problems into mental health support services in the community and generally promote better social inclusion for people from BME communities with

mental health problems in the Criminal Justice System.

Although its still in working draft form, Nick Midgley and Cécile Petit's *Child and Adolescent Psychotherapy and Ethnicity – an Audit Report*, a survey of ethnicity and psychotherapy take-up in CNWL's CAMHS services of is an excellent example of how to use ethnic monitoring in a positive way to evaluate serviced delivery, so much so that the FIS Project sent it to the Chair of the Trust and the new Chief Executive! To get more from Nick about this report, contact him at nick.midgley@nhs.net

Faum's Abdi's Training Day in mental health awareness and mental health advocacy for BME community groups on 5th January was an excellent example of co-operation between statutory groups and the voluntary sector that was well received by the attendees from community groups, particularly interesting and challenging was the discussion on faith-based interpretations and interventions in mental health. Learn more from Fatumo at fatumo.abdi@nhs.net

Focus On ... Dyslexia

We are going to draw attention to particular disabilities in this and future issues. Dyslexia is a condition that we have probably all heard about, but do we actually know what it means in terms of how it affects people? 10% of the population is dyslexic, 4% being severely dyslexic.

The following is taken from the British Dyslexia Association (BDA) website: 'The word 'dyslexia' comes from the Greek and means "difficulty with words". Dyslexia is a combination of abilities and difficulties that affect the learning process in one or more of reading, spelling and writing. It is a persistent condition.' The BDA highlight the following difficulties:

- 'speed of processing;
 - short term memory;
 - organisation;
 - sequencing; and
 - spoken language and motor skills'
- which may lead to:
- 'reading hesitantly,

- misreading, making understanding difficult.
- Difficulty with sequences, e.g. getting dates in order.
- Poor organisation or time management.
- Difficulty organising thoughts clearly.
- Erratic spelling.'

There may also be difficulties with auditory and/or visual perception.

The BDA also highlights the following possible strengths:

- 'Innovative thinkers.
- Excellent trouble shooters.
- Intuitive problem solving.
- Creative in many different ways.
- Lateral thinkers.'

'Dyslexia can occur despite normal intellectual ability and teaching. It is constitutional in origin, part of one's make-up and independent of socio-economic or language background.'

'Language is Everything'

EITI, who provide interpreters for CNWL services, have undergone a change of name. They are now '*Language is Everything*'. Why have they changed their name? Dawn Bowes, their senior account manager, tells us that 'we never really liked our old name, and neither did our customers. We wanted to underline that language *is* everything. It's everything to use because it is what we do

and we love doing it. And it's everything to all of our customers, because language underpins the services they provide. For example, CNWL's core values of respecting and getting to know service users, of engaging and listening and making decisions jointly, are dependent upon language and communication.'

'Good Practice

Women only Psychiatric Intensive Care Unit opens

Women-only services can provide treatment environments that not only respond to gender needs but also the cultural/religious needs of women. Shannon Ward is a women only Psychiatric Intensive Care Unit that opened on 2nd February 2007 at St Charles Hospital. This

is the first such women only facility within the sector and will provide a service across the whole of the area served by CNWL mental health services.. It has 10 single bedded en-suite rooms. An on-site therapy team will work with patients and a range of groups will be facilitated. Further information about this service will be publicised on Trustnet.

Trustnet Update

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: December 2006 (Romanian), January 2007 (Bulgarian), February 2007 (Barbardian Community).

New links have been added from the Trustnet pages. Added to the Disability page at <http://trustnet/CNWL/trustwide/4085.htm> are links to the [British Dyslexia Association's](#) website and the [Dyslexia Association of London](#).

A new Equalities and Diversity Training page is being developed at <http://trustnet/CNWL/trustwide/7297.htm> If you know of organisations offering training or Equalities and Diversity issues, please

send information to the Equalities and Diversity Department.

We also welcome your suggestions for Reports or Web sites that we can link to from the Equalities and Diversity section of Trustnet.

A page is currently being developed in order to draw staff attention to the Disability Staff Group. This page will provide information about the group, its role and purpose, and copies of minutes from meetings. The page is at:

<http://trustnet/CNWL/trustwide/7524.htm>

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:

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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>