



NHS FORTH VALLEY

**EQUALITY AND DIVERSITY SCHEMES
ANNUAL REPORT 2007**

December 2007

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EQUALITY AND DIVERSITY

ANNUAL REPORT

Introduction

NHS Forth Valley is delighted to welcome you to our first Equality and Diversity Annual Report. As an organisation this is an opportunity for us to look back on our achievements during 2007 and to look forward to our plans for the future.

The NHS Board and each of the Executive Directors of the Board are committed to achieving Equality and Diversity in all that they do. The Board itself holds a governance role and the Executive Directors each have individual objectives relating to Equality and Diversity.

As Human Resources (HR) Director I hold the Executive Lead role on behalf of the Chief Executive across the whole organisation and I chair both the Fair for All Development and Operational Groups tasked with leading on the Equality and Diversity agenda for NHS Forth Valley.

This report summarises the achievements of NHS Forth Valley and highlights the wide range of work carried out across the organisation to embed equality and diversity into core functions, policies and activities.

As a service provider we are committed to delivering the very highest standards of access and care to people from a diverse range of cultures, age groups, genders, and with a wide range of disabilities and needs, as well as enabling every individual working within the organisation to maximise their potential and contribution to the services we deliver

As a public body we are required by the Disability Equality Duty 2006 to publish an annual report containing a summary of the steps taken to meet our commitments as identified within our Disability Equality Scheme action plan. The report should, also reflect on the results of our information gathering and the use to which we have put the information.

We decided to use this opportunity to not only reflect on the work we have been undertaking on disability but also to reflect on what we as an organisation have achieved during 2007 in meeting our obligations as identified within our:

- Disability Equality Scheme 2006-09
- Gender Equality Scheme 2007-10 and
- Race Equality Scheme 2005-08.

Our work throughout the year has been guided by the NHS Forth Valley Fair for All Operational and Development Groups, the Patient Focus Public Involvement Group and recently by the NHS Forth Valley Disability Review Group. These groups involve staff, service users, partner agencies and

voluntary bodies. We would like to thank everyone involved for their work, ongoing support and commitment.

As you will see from this report , although we have achieved a great deal of progress, all of our actions are part of an ongoing programme of activities which ensures our patients, staff, and partners are treated with dignity and respect and our workforce reflects the community we serve

To demonstrate our activities in relation to all our Equality Schemes this report has been divided into 5 sections.

Section 1: will demonstrate some of the activities undertaken within the organisation which have overarching themes.

Section 2: will demonstrate our commitment to meeting the needs of disabled people as identified within our Disability Equality Scheme 2006-09.

Section 3: will identify the activities taken to date in meeting the actions identified within our Gender Equality Scheme 2007-10.

Section 4: will identify activities taken during 2007 in meeting the actions identified within our Race Equality Scheme 2005-08.

Section 5: highlights the work we have completed during 2007 on equality impact assessment.

Sections 6 and 7 provide further information and appendices referenced within the report

In conclusion, each of the Equality Schemes are living documents. The views of interested groups and the involvement of individuals will influence their further development over time.

By enabling our communities, partners and staff to participate and engage fully in our work, we are confident that we will continue to deliver positive and effective change.

Helen Kelly
Director of Human Resources

Section 1

OVERARCHING EQUALITY AND DIVERSITY ACTIVITIES

Section 1

Overarching Equality and Diversity Activities

NHS Forth Valley has progressed work on a range of cross-cutting themes relevant across all of the Equality and Diversity strands. These include the following:

1. The Fair for All Development Group

This Group continues to lead in taking forward a strategic approach to equality. It is jointly chaired by Helen Kelly, Director of Human Resources and Dr Ishaq Abu Arafah, President, Central Scotland Arab Community. It meets on a quarterly basis.

This group oversees the implementation of NHS Forth Valley's equality and diversity action plans and schemes and is a mechanism for performance management. As well as involving members of staff from within NHS Forth Valley, this group includes volunteer advisers from local communities. These advisers have knowledge of the issues and concerns of people from diverse backgrounds and a keen sense of equality and social justice. In addition, there are representatives from our partner organisations: Stirling, Clackmannan and Falkirk Councils, Central Scotland Racial Equality Council, Central Scotland Police and the Scottish Ambulance Service.

A member of the Fair for All Development Group, Pek Yeong Berry, Volunteer Adviser, was interviewed in October 2007 for a Volunteer Development Scotland DVD on volunteering in the NHS, particularly with regard to the contribution that volunteers make in Patient Focus, Public Involvement and in promoting equality and diversity.

2. Fair for All Operational Group

The Fair for All Operational group is made up of key members of staff who take a lead on equality and diversity issues for the organisation. In addition, members include a number of key stakeholders eg. Information Services and Planning.

The aim of the group is to make a positive contribution to the equality and diversity agenda on an operational basis by:

- Ensuring that the organization systems and policies support compliance with current and emerging equality and diversity legislation and monitoring the organisation's compliance.
- Promoting knowledge and information on aspects of diversity and ensuring that this is within its practice and behaviour.

This group has met on a monthly basis during 2007, this will change to bi-monthly in 2008.

3. Diversity Champions

Diversity Champions Project Plan

During 2007 NHS Forth Valley began to roll out the national Diversity Champions Initiative ensuring that our workforce is further supported in terms of equality.

Introduction

- The Scottish Executive 'Diversity Champions' initiative was launched in late 2005. The principle of the project is to train Diversity Champions throughout the NHS in Scotland enabling a source of information and advice for staff relating to Equality and Diversity issues. The role of the Champions will include promoting Equality and Diversity and help drive behavioural and cultural change within the NHS in Scotland as part of the wider Fair for All framework. An important aspect of this work is to create a work environment where staff can be confident that they will be supported should they have any concerns relating to Equality or Diversity issues.

Current Status

- The two main pilot Boards, Tayside and Lanarkshire have been moving forward with the project. Both have conducted their initial three days training with positive feedback. The intention in both pilot Boards is to conduct further training, approximately one course per month until January 2008.
- Discussions took place between, NHS Tayside, Lanarkshire and Forth Valley to discuss the roll out of the initiative with representatives from the Golden Jubilee National Hospital, Greater Glasgow and Fife NHS Boards. There was agreement to adopt, where appropriate the documentation already developed by the pilot Boards, as well as training spaces and Trainers.
- Forth Valley held road shows during the summer to raise initial interest. More formal information sessions were held in November to attract interested parties prior to commencing training. Training is scheduled to commence early in the New Year.
- Within NHS Forth Valley, Partnership discussions are ongoing regarding the proposal to merge the roles of Diversity Champions and Dignity at Work Advisers. This was presented at the August Dignity At Work Group meeting and all present agreed with the basis of the concept.

The Chair of that group will distribute the Diversity Champions role to the membership of the group for discussion at their next meeting.

The Diversity Champions' initiative will support any individual who is experiencing difficulty, however more importantly these champions will also be at the forefront of our Equality and Diversity strategic focus to eliminate discrimination and promote equality.

4. Leadership Development

Board Event

NHS Forth Valley is committed to delivering on the equality and diversity agenda, across all 6 strands. Equality and diversity features as one of 28 prioritised corporate objectives and as such has a high profile in terms of senior team objectives and also in relation to NHS Forth Valley's Performance Management framework where progress is robustly measured.

In February 2007 in common with other NHS Boards and in line with the national initiative driven by Kevin Woods, Chief Executive NHS Scotland. NHS Forth Valley held a Board Equality and Diversity Development Event for Board Members. The event was though provoking and resulted in development of a local action plan.

Executive Directors and General Managers' Event

In November 2007, Board Executive Directors and the seven NHS Forth Valley General Managers came together with Forth Valley Equality and Diversity Leads, Alastair Pringle of the Scottish Government Health & Wellbeing Department and Paul Barnton of Fair for All LGBT to consider current developments, both nationally and locally, along with a future focus on upcoming developments in relation to LGBT issues.

This event was well received and provided a model for further mainstreaming of Equality and Diversity within service Units and Operational departments across NHS Forth Valley.

5. Year of Equal Opportunities - Any Questions Event

European Year of Equal Opportunities for All, Question Time Event

A very successful event was hosted by NHS Forth Valley on 21 June 2007. More than seventy people attended from a wide range of community groups and from as far afield as the Shetland Islands and Glasgow. The event was reported in the Commission for Equality and Human Rights national newsletter.

The Panel was chaired by Pennie Taylor and comprised:

- Mukami McCrum, Chief Executive, Central Scotland Race Equality Council
- Calum Irving, Director, Stonewall Scotland
- Marese O'Reilly, Gender and Health Policy Manager, Fair for All – Gender, Equal Opportunities Commissions
- Amy Joss, Area Co-ordinator, Action for Sick Children (Scotland)
- Dominic Ind, Rector, St Saviours Church, Bridge of Allan and Chaplain, Stirling University
- June Andrews, Director, Dementia Services Development Centre, Stirling University
- James Glover, Head of Development and Equality, Scotland Directorate, Disability Rights Commission

The event provided a lively, thought provoking and stimulating opportunity to listen to a range of perspectives and experiences and aspirations relating to equality and diversity.

6. Mainstreaming Equality

The Fair for All Group continues to support the link made to a national campaign: *One Workplace Equal Rights*. This campaign was launched in Forth Valley in 2004 to help mainstream equality in the workplace and tackle racism. A revised leaflet: Fair for All the facts you need to know, setting out the rights and responsibilities of every member of staff in NHS Forth Valley, was published in October 2006 and since then 5,000 copies have been distributed. The leaflet sets out information on the rights and responsibilities of every employee relating to: religion, race, disability, age, sexual orientation and gender and gives information on local and national contacts for advice and support.

A copy of the leaflet can be obtained from

http://www.nhsforthvalley.com/web/files/Fair_for_All_files/Fair_For_All_Staff_Leaflet.pdf

7. The Patient Focus Public Involvement (PFPI) Steering Group

This Group continues to meet regularly as a sub committee of the NHS Forth Valley Board Clinical Governance Committee. NHS Forth Valley Chief Executive, Fiona Mackenzie, as Designated Director for PFPI in NHS Forth Valley chairs this group and membership includes Helen Kelly, Human Resources Director and Board Executive Lead for Equality and Diversity. The aim of the Group is to ensure that NHS Forth Valley provides a patient focused service, which involves the public and other stakeholders in the work it does now and in the future. The Steering Group covers all aspects of the wider diversity agenda, including Spiritual Care and Volunteering and focuses

on embedding the culture of Fair for All throughout NHS Forth Valley.

8. Staff Training

Diversity and Equality Awareness and Training activity is reported to the Fair for All Group. Volunteer Advisers from the Fair for All group have observed the training in February and November 2007 and provided positive evaluations.

The following have been delivered to help NHS Forth Valley staff understand the implications, for them and their work, of the need to eliminate discrimination and value equality and diversity:

- Induction, Statutory and SVQ Programmes include a one and a half hour introduction to Fair for All including race equality.
- A one day Fair for All-Introduction to Diversity and Equality Issues workshop.
- CREATE sessions for staff working in GP practices and health centres have been delivered on the importance of effective cross-cultural communications and how to access professional and appropriate interpreting and translations services.
- Training sessions for Patient Public Forum representatives and other volunteers

Additionally, an on-line e-learning package: *Fair for All - the facts you need to know* is available to all staff providing scenario, fact based training outlining the duties required to ensure compliance with race equality legislation and anti-racist practice. The package takes approximately thirty minutes to complete and there is a quiz as assessment of learning.

A range of topic-specific training in relation to Disability is provided and is discussed at section 2.4.

Work has begun during 2007 to look at how equality and diversity themes and issues can be better mainstreamed into all staff training which is currently being provided.

In addition the implementation of the national pay arrangements- Agenda for Change- Knowledge and Skills Framework (KSF) for the majority of NHS staff will provide a secure basis for ensuring that staff awareness and knowledge of equality and diversity issues increases and is built in to their ongoing development.

Section 2

DISABILITY EQUALITY SCHEME

Section 2

Disability Equality During 2007

We have considered the full range of our functions and each of the six elements of the general duty with our aim to integrate and give due regard to all six in the delivery of our actions.

We have involved staff: disabled people both internally and externally and key stakeholders in the preparation of our Annual report in relation to the Disability Equality Scheme. This report will demonstrate what we have done with the information gathered and what actions have been taken as a result of this.

Although we have highlighted specific actions under a general duty heading these may also be relevant to one or more of the other general duties. Whilst NHS Forth Valley recognises that Disability is a specific strand of the Diversity and Equality agenda, we take a generic approach in the delivery of all of our services.

We will also use the information gathered and its results to influence our service delivery and maintain our focus for the future.

Background

The Disability Discrimination Act (1995) amended in 2005 places a statutory general duty on all public authorities to promote disability equality. The duty provides a framework within which public authorities can carry out their functions more effectively and tackle discrimination and its causes proactively, by making disability equality part of all their decisions and activities.

General duty

Under the general duty, in carrying out their functions, public authorities must have “due regard” to the need to:

1. Promote equality of opportunity between disabled people and other people.
2. Eliminate discrimination which is unlawful under the Act.
3. Eliminate harassment of disabled people that is related to their disabilities.
4. Promote positive attitudes towards disabled people.
5. Encourage participation by disabled people in public life.
6. Take steps to meet disabled peoples needs, even if this requires more favourable treatment.

“Due regard” means that you should give due weight to the need to promote disability equality in proportion to its relevance to the organisation.

Specific duties

The general duty is supported by specific duties, introduced under section 49D of the DDA to make sure public authorities are in a position to meet the duty to promote disability equality. These regulations require public authorities to produce and maintain a Disability Equality Scheme (DES), demonstrating how they intend to fulfil the general and specific duties.

Current Position

The following section provides further clarification on how we are meeting our “General Duties” and the actions identified within our Disability Equality Scheme.

1. Promote equality of opportunity between disabled people and other people

At the heart of the Disability Duty was the need to involve disabled people in the development of our first Disability Equality Scheme published in December 2005. This included talks with specific disability groups, open forums, targeted focus groups and online involvement. These outcomes would assist us in identifying the priorities for our scheme.

Although some of the above work was seen by NHS Forth Valley as involvement this was an area that we were asked to review by the Disability Rights Commission in July 2007 and this resulted in the development of the NHSFV Disability Review Group and the production a revised DES and Action Plan in October 2007.

a) Establishment of our Disability Review Group

As part of the development of our revised DES and Action Plan a Disability Review Group was established in August 2007.

Our first step was to identify those who had an interest in the review and development of NHS Forth Valley’s revised scheme.

Our aim was to ensure a fully inclusive approach and involve as wide a range of disabled people and staff as possible. This utilised various involvement mechanisms including email, letters, and visits to specific disability groups to ask if they would like to be involved in the review of NHS Forth Valleys Disability Equality Scheme.

This delivered positive outcomes with several individuals who were interested in becoming involved as members of a Disability Review Group. This group includes individuals who have disclosed their disability as being visually

impaired, profoundly Deaf, wheelchair user, Carer of disabled child, guide dog user, and history of mental health illness or as having long term health condition. The Disability Review Group was formed in August '07 and established its work plan, aims and objectives.

Market Research Questionnaire

A questionnaire was developed with the involvement of the DRG members and was utilised during a market research day. This supported our initial feedback in relation to our first DES and highlighted some of our areas for development, identified below are some of the key themes.

1. Better access to services
2. Transport
3. Waiting times
4. Access/environment in new hospital
5. Staff awareness/training on disability and attitudes
6. Need for local service

These informed the development of our revised DES and action plan and supported the work underway in the recruitment of new members for the Forth Valley Joint Disability Group.

From receiving our first correspondence from the Disability Rights Commission in July 2007 and to publishing the revised DES and Action Plan in October 2007 the DRG met on five occasions this enabled real involvement and transparency of the process. The DES was then disseminated in line with NHSFV's communication strategy.

Future of the Disability Review Group

Discussions took place in November 2007 with the DRG members to ascertain their role in the future. It was agreed that a Forth Valley Joint Disability Group would be formed and the membership widened. To enable us to approach this in a fully inclusive way we will learn from the findings through the establishment of the DRG, which included consideration of the availability of fully accessible venues, provision of expenses, communication support requirements and transport links.

A newly established group will prioritise and reconcile the local and national agendas in relation to Disability which will include priority for action planning and or impact assessments across the various Forth Valley systems. The first meeting of this reformed group will take place in January 2008.

Further information on current impact assessments can be found in Section 5.

b) Improving patient care and experience framework (IPCE)

The development of the IPCE began as a means to ensure that the quality of care and the manner in which it is delivered is of the highest standard. To enable NHSFV to evaluate patient experiences, audits have been undertaken within Acute Inpatient areas, Maternity services and Outpatient services.

As part of the evaluation of the process used in the Acute Inpatient areas and Maternity services, it was highlighted that some further training was required in relation to the format of the questionnaire that was being used and also for the staff who were involved in supporting those people who were completing questionnaires.

Disability Awareness training was delivered in 2007 to support staff to understand the complexities surrounding disability, this included information in relation to hearing and visual impairments as well as the process for providing information in accessible formats.

The information gained from the Acute Inpatient experiences has led to a pilot project in protected meal times, which could include individual support requirements for patients. Reports are currently being compiled in relation to the evaluations of both Maternity and Outpatient services. This work continues and will enable NHSFV to monitor patient's experiences and assist us in the design of our services.

c) Staff survey

The last staff survey was conducted in early 2006 and included a section on disability. Of the 2151 responses received 58 respondents identified themselves as having a disability.

Future staff surveys will continue to monitor the disability status of respondents, along with other diversity information, and will allow further analysis of these responses.

- During 2008 NHS Forth Valley will carry out a further staff engagement exercise which is at early stages of development. Any information gathered will be utilized to inform future planning of services.

2. Eliminate discrimination which is unlawful under the Act

a) Monitoring

The DES and Action Plan have been monitored in relation to its effectiveness. The monitoring process has been and will continue to be co-ordinated by the Disability Review Group until December 2007. It will then merge to become the Forth Valley Joint Disability Group, this group will also liaise with other groups to ensure a wide sample of evidence is gathered. These groups will include:

- NHS Forth Valley Fair For All Development Group
- NHS Forth Valley Fair For All Operational Management Group
- Patient Involvement Network (PIN)
- Patient Focus Public Involvement (PFPI)
- Public Partnership Forum (PPF)

This will entail engaging and involving disabled people both internally and externally to provide feedback on the Disability Equality Scheme and Action Plan. It will also demonstrate what we have done with the information gathered and what actions have been taken as a result of this. A few examples of the effectiveness of the Disability Equality Scheme are highlighted below:

b) Maternity Services Training

- Interpretation requirements now captured at first book in appointment (gives opportunity to book interpreter)
- Deaf Awareness Training delivered by a profoundly deaf member of the Disability Review Group in partnership with Disability Service
- The above training also delivered to student midwives at Stirling University
- Pilot project underway to produce a Maternity Services virtual tour DVD which will include (BSL) clip and subtitles.

c) Equality and Diversity Webpage

- All A to Z of services on NHS Forth Valley.com has an alternative to telephone. I.e. email, text phone or fax
- Both the main page and the Disability Services page has BSL clip with subtitles in place
- Pilot project underway to create an Equality and Diversity webpage within NHS Forth Valley.com

3. Eliminate harassment of disabled people that is related to their disabilities

a) Interpretation policy

A consortium was developed as part of a one year pilot project in relation to the requirement of Human Aids to Communication services across NHS Forth Valley. The consortium includes NHS Forth Valley, Falkirk Council (Lead Council), Stirling Council, and Clackmannanshire Council has been established to provide a Forth Valley wide Sign Language Interpreting Service. It endorses a proactive approach to ensuring that language is not a barrier and supports people who require HACS. It is committed to the development of a high quality, consistent and co-ordinated approach to interpretation and its provision.

The consortium has an agreed vision to ensure that all people requiring Human Aids to Communication (HACS) have full equality of access to goods, services and facilities.

- Provide HACS and subject to availability these are provided 24 hours per day, seven days a week adopting a flexible approach to enable optimum provision
- Facilitate (HACS) information to service users and staff on the importance of human aids to communication to ensure equitable access to service.
- Involve service users and staff to ensure the service is delivered in a consistent and reliable manner
- Be regularly monitored and fully evaluated prior to completion
- Identify any areas for development in the removal of communication barriers and encourage positive action

An audit has been completed and the findings from both staff and service users will be used to influence the Interpretation Contract for the year 2008-2010.

b) Language plan

We are currently developing a language plan to ensure access to interpretation and translation and other communication tools are available in a variety of formats and are easily accessible. The new Interpretation Policy will be incorporated into this as well as the policy currently being developed to provide translation for people with limited English Proficiency.

Identified within our DES, communication and accessible formats is an area for further development. To support the provision of accessible materials NHSFV have purchased recording equipment which will be installed within the purpose built recording booth based within the Forth Valley Sensory Centre. In 2008 we will commence a pilot project which will support the provision of information in a variety of alternative formats. To further support this project we will utilise our staff trained in Braille, our Diversity Champions, volunteers and partner agencies.

c) Loop Calibration & Database

During work with NHSFV estates department it was highlighted that we required a more formal process for carrying out and recording loop calibration. As part of an ongoing process training was provided to estates staff in the calibration and certification of loop systems. A database has been developed to support the above process and allows NHSFV to quickly identify those areas that have loop systems in place and those due for annual calibration.

d) NHS Forth Valley Policies

The Dignity at Work policy is consistently used across the organisation and represents best practice in line with PIN policy issues as per Staff Governance.

4. Promote positive attitudes towards disabled people

a) Diversity Champions

Please see Section 1 for further information.

b) Diversity and Equality Training

A variety of topic specific training, in relation to Disability including the Disability Equality Scheme and Action Plan is available and customised for staff to enable it to meet the needs of their service. An example of some of the training provided is listed below:

- Communication and Sensory Loss
- Deafblind Awareness
- Disability Awareness incorporating hidden disabilities
- Disability Equality
- Hearing Impairment
- Induction Loop
- Learning Disability
- Visual Impairment

In aiming to meet the general duty, NHSFV has endeavoured to ensure that ongoing training opportunities exist for all staff and that commitment to equality and diversity is fundamental to the way the NHSFV delivers its service.

At present Equality and Diversity is an integral part of training being delivered and is a core component of our induction and statutory training programme. A further key component is The Knowledge and Skills Framework supporting the Agenda for Change Pay Modernisation Strategy and will play a role in embedding Equality and Diversity across all of the equality strands.

Staff competence in this area is fundamental to pay and career progression and this is further reinforced through the development of Personal Development Plans which highlight skills in Equality and Diversity.

c) Council for the Advancement of Communication with Deaf People (CACDP)

NHS Forth Valley was part of a pilot training scheme in association with the Scottish Council on Deafness (SCOD) and NHS Education for Scotland (NES) supporting the need for training of healthcare workers to address the

communication needs of Deaf and Deafblind people accessing healthcare. This enables staff to obtain a CACDP level one certificate in communication tactics with Deaf and Deafblind People.

NHS Forth Valley embraced the opportunity to work in partnership with staff and service users and deliver a joint approach to training in communication tactics for healthcare workers. Currently there are four tutors trained in the delivery of this programme, two who are staff members and two service users from both the Deaf and Deafblind communities.

d) British Sign Language (BSL) Training

Through our involvement work with the Deaf community a need was highlighted for staff to have a basic understanding/awareness of BSL and the complexities surrounding Deaf Culture. A suitably qualified Deaf tutor was identified and a rolling program of BSL level 1 training with a module in Deaf culture commenced in April 2006. The initial target audience was front line staff and those areas were Deaf service users accessed more frequently. We presently have 100 staff members who have successfully completed this training.

e) Braille Training

In response to requests for accessible information including Braille, two members of staff undertook Tiger Braille training. This enables Braille documents to be produced locally and reduce the waiting times.

5. Encourage participation by disabled people in public life

a) Involvement opportunities

NHS Forth Valley recognises there is no defined way of involving people and disabled people have told us that there are a variety of methods when involving and consulting with them.

NHS Forth Valleys Communications Team will work with the public to promote a unified culture that allows us to clarify and strengthen messages relating to our diverse communities and we will do this using our Public Involvement Network (PIN). There are a variety of ways to do this, including email involvement, joining one of the three Public Partnership Forums or becoming a member of the patient panel.

In 2008 we will support the above process by producing a range of promotional materials and proactive media work will be undertaken. This will include the production of a strategy for the production of accessible information which will be incorporated into our language plan.

6. Take steps to meet disabled peoples needs, even if this requires more favourable treatment

a) Patients Concerns Service

There is national work underway to develop systems to monitor the diversity information of people using the concerns service. We will develop local systems until guidance is received nationally.

b) Summarised pocket guide

During the production of the Disability Equality Scheme and Action Plan it was agreed that a summarised pocket guide would be produced. This work will commence in January 2008 in conjunction with the development of the Forth Valley Joint Disability Group.

c) Demographic profiling

NHS Forth Valley will engage with our partner organisations to obtain more reliable information sources in relation to disability statistics for our local area and will continue to source information nationally.

d) “Positive about Disabled People” 2 ticks Scheme

NHS Forth Valley will continue the commitment to “positive about disabled people” 2 ticks employment scheme and demonstrate disability equality in existing practice and policies. This scheme is due for review in March '08. The Disability and Human Resources Departments will continue to ensure that needs of current and potential staff are met wherever possible.

Section 3

GENDER EQUALITY SCHEME

Section 3

Gender Equality Scheme

In April 2007, the biggest change in sex equality legislation since the Sex Discrimination Act of 1970 came into force. The new **Gender Equality Duty** means that all public authorities, including the NHS in Scotland, have to consider:

1. the need to eliminate sex discrimination and harassment
2. the need to promote equality of opportunity between women and men

The Gender Equality Duty (GED) means that NHS boards in Scotland need to make sure the design, development and delivery of services take into account the different needs of girls and boys, women and men, including transsexual people, to provide real outcomes and changes for service users and staff.

NHS National Gender Equality Guidance

NHS Forth Valley had membership of the National Gender Advisory Board during 2006-07 which produced the guidance for all NHS Boards on developing Gender Equality Schemes. This National Guidance was launched in February 2007.

NHNS Forth Valley's First Gender Equality Scheme

At the end of June 2007, NHS Forth Valley published its first Gender Equality Scheme and associated action plan. The Scheme identified a number of high level objectives and actions to ensure that gender equality is achieved in terms of access to services, within service delivery and in relation to employment opportunities. The objectives and actions are aimed at achieving real improvements for staff and services users. The scheme in line with national guidance, also focuses on the national priorities of cancer, mental health and coronary heart disease, as well as local priorities identified through consultation and on equal pay.

Equal Pay

At the end of September, NHS Forth Valley published an Equal Pay Statement, also required within the legislative framework. This statement is in line with the national guidance on equal pay, which is an area of work which is being driven nationally.

During the last 6 months, in addition to the consultation, development and publication of the scheme and statement, NHSFV has been involved in

ongoing work in relation to the volume of equal pay claims which it has received.

Gender Reference Group

The creation of a Gender Reference Group has been identified as a requirement to support the implementation of the action plan and the mainstreaming of gender equality across services. This Reference Group will take a lead role in supporting these processes. In terms of governance, the Fair for All framework and the PFPI committee will continue to receive regular reports on the progress of this scheme as it develops and in June 2008. NHS Forth Valley will also publish a report detailing progress in year one of the scheme.

Workforce Monitoring

NHS Forth Valley reports quarterly on a range of employment indicators and these include the gender profile of its workforce and the profile of part time to full time staff.

Human Resources Policy Framework

In terms of work to support staff, NHSFV continues to develop its framework of "Work/Life Balance" policies and employment practices for all staff which are key to the promotion of gender equality. Issues such as equal pay, caring responsibilities, flexible working, equal access to training and promotion and rights for part time workers are identified within the scheme and are being delivered within HR Policy framework.

The duty covers staff who identify as transsexual also.

Patient Information

Further work is identified within the scheme on the use of information on service users. We will use this data to prioritise where action is needed.

Summary

In summary, the work on Gender Equality has just begun and we look forward to the significant contribution which this work will make to both our workforce and our local population as we implement the Gender Equality Action Plan 2007-2010.

Section 4

RACE EQUALITY SCHEME

Section 4

Race Equality Scheme

Background

NHS Forth Valley's second Race Equality Scheme and its associated Action Plan was published in November 2004 to cover the period 2005-08. It made clear NHS Forth Valley's determination to plan for action to deliver change ensuring that we are fair and are seen to be fair in our dealings with patients, as an employer and in communicating with the people we serve.

We need to be aware of people's needs in terms of the cross cutting issues of: poverty, mental health, homelessness, involvement in the Criminal Justice System, marital status and language or social origins and how they impact on health. NHS Scotland also has to act in accordance with the European Convention on Human Rights.

Building an inclusive and accessible health service is one of NHS Forth valley's top ten strategic objectives and we can report progress on the following areas relating to race equality:

a) Racial Attacks and Harassment Multi Agency Strategy (RAHMAS) Partnership

The RAHMAS partnership continues to work in a co-ordinated way in the reporting, recording, monitoring, investigation and response to racial attacks and harassment. NHS Forth Valley and all the RAHMAS partners, fully recognise the link between crime, the fear of crime and the effect it has on personal and public safety. In NHS Forth Valley there is a zero tolerance approach to any verbal or physical attack motivated by a person's race, religion, colour, nationality or ethnicity and an acknowledgement that any such incident can severely affect both the physical and mental well-being of the individual as well as having a negative impact on family and friends and the wider community. During the past year, NHS Forth Valley has led on a RAHMAS review of its communication and marketing strategy to ensure that RAHMAS remains effective in raising its profile amongst the partnership's employees and our local communities.

New RAHMAS Posters have been introduced in 2007 to raise awareness and have been featured in the NHS Forth Valley Staff News.

NHS Forth Valley's Incident Reporting System and Dignity at Work advisers record diversity information to identify the incidence of reports that are linked to any of the diversity strands.

RAHMAS is considering whether the partnership should broaden its remit to consider 'hate' incidents involving not only race but religion, age, disability, gender and sexual orientation.

“We will not tolerate racist talk or behaviour in our hospitals, clinics, GP surgeries or anywhere else for that matter. I would encourage all staff to report any incident of racial harassment or inappropriate language. There is no place for any form of discrimination in a civilized and caring society.”
Fiona Mackenzie, Chief Executive, NHS Forth Valley.

b) The National Resource Centre for Ethnic Minority Health (NRCEMH)

Forth Valley continues as active members of the NRCEMH’s Lead and Policy Networks. NRCEMH was set up in 2002 with the mission *“To help to ensure a quality service that addresses the concerns of marginalised minority ethnic communities and to facilitate the development of a sensitive and culturally competent service based on anti-discriminatory policies and practices.”*

In October 2007, the NRCEMH held a national showcase event entitled *Five Years On*, at which NHS Forth Valley gave a presentation on its work with Securing Care for Ethnic Elders in Scotland (SCEES) to ensure that palliative care services are appropriate for individuals and sensitive to particular cultural needs. The workshop was entitled *What colour is your leaflet? How seemingly small details make the difference and demonstrate sensitivity to the particular needs of South Asian and Chinese communities.* The workshop outlined how the Managed Clinical Network (MCN) in palliative care in NHS Forth Valley is working in partnership with SCEES to promote awareness of services through events for black and minority ethnic elders and to help develop strong links to shape future services. SCEES is the first dedicated minority ethnic older people project funded by the Scottish Government’s Multiple and Complex Needs Initiative

NHS Forth Valley is one of several organisations working with SCEES on this initiative as a pilot for Scotland as a whole. NHS Forth Valley is also represented on the SCEES Steering Group.

c) Demographic Profile

NHS Forth Valley is involved in taking forward work relating to the needs of recent migrants through the Joint Community Planning Processes. The Forth Valley Chief Executives’ Community Planning Conference in October 2007, focussed on the needs of migrant workers emphasising that a ‘joined-up’ approach should be taken across Forth Valley in the forthcoming years.

We have built valuable links with a range of community groups and their representatives in the Forth Valley area and this enables us to link into a broad range of black and minority ethnic groups, migrant workers and overseas students. An important part of taking forward Fair for All is the continued dialogue and involvement with these groups.

d) Diabetes, Heart Disease and Weight Management

The prevalence of diabetes and the associated complications are four to six times higher in some minority ethnic groups especially those of South Asian heritage. It is estimated that only half of the cases in these populations with diabetes are diagnosed. In NHS Forth Valley, four workshops have taken place during the past year to promote awareness of diabetes and to provide information in accessible formats and community languages.

A pilot weight management group is underway in response to these workshops. The programme supports people with evidence of a strong family history of diabetes and gives information on the importance of healthy eating and healthy lifestyle.

The Forth Valley Lipid Lowering Guideline 2006 included people of South Asian heritage in the high risk group who would benefit from treatment with statins. Also in 2006, two patient satisfaction surveys were carried out in the Diabetic and Cardiology Clinics and reported to the Fair for All group.

Managing patients during their festive season, such as fasting during Ramadan, can pose particular problems. The subgroup on vulnerable patients within the Diabetes Managed Clinical Network has recently carried out an audit of supports available to black and minority ethnic groups. These are interpretation either face-to-face or by telephone and information leaflets in a range of minority ethnic languages providing information on Diabetes Services available for patients and their families in hospital, health centres and GP surgeries.

e) Mental Health Services

As a result of NHS Forth Valley's Equality and Diversity Impact Assessment Programme in 2006, the National Resource Centre for Ethnic Minority Health (NRCEMH) supported a pilot project to record patient ethnicity for people accessing adult mental health services in Forth Valley. This work continues and will be reported via Fair for All structures.

f) Domestic Abuse

NHS Forth Valley has produced and circulated produced credit card size information resources in English, Urdu, Arabic and Chinese providing useful information for women on how to access help if they are affected by domestic abuse. These have been circulated widely through community groups.

g) Access to Interpreting and Translation Services in NHS Forth Valley

NHS Forth Valley continues to provide a comprehensive and flexible interpreting and translation services for people with limited English proficiency.

Face-to-face interpreting, telephone interpreting and translated materials are provided to match ever increasing demand.

We are working with our partner organisations to consider the feasibility of procuring an area wide interpreting and translation service for the G9 organisations. We provided comprehensive information on current service provision and quality specifications for such a service. Our arrangements with our interpreting and translation providers have been revised this year to ensure improved quality of provision and enhanced safeguards.

h) Workforce Monitoring

During 2007 NHS Forth Valley has worked to ensure compliance with CRE requirements regarding employment monitoring. A full report on current status is attached at Appendix 1.

Section 5

EQUALITY IMPACT ASSESSMENTS

Section 5

Report on Equality Impact Assessments (EQIA) for November '07

Background:

Equality Legislation places very specific duties upon organisations including NHS Forth Valley to ensure that we meet the needs of the diverse communities we serve.

These being:

- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 2005 (the duty takes account of the Disability Discrimination Act 1995)
- Equality Act 2006 (the Gender Duty takes account of Sex Discrimination Act 1975 and the Equal Pay Act 1970).

A central and important aspect of our Disability, Gender and Race Equality Schemes is the improvement of service delivery, and compliance with the General and Specific Duties.

An explicit obligation under various elements of equality legislation is the need for public bodies to conduct Equality Impact Assessments'.

2. NHS Forth Valley's Approach

As an organisation we believe in taking a holistic approach to equality and diversity, adhering to the specific duties of our Disability, Gender and Race Equality Schemes with equal commitment.

Although we are required by law to EQIA our policies and functions on disability, gender and race we have taken the wider view to ensure that our procedures also takes into account the needs of all equality target groups including; age, religion and belief and sexual orientation.

The aim of an EQIA is to identify whether our services are meeting the requirements of the specific duties under Equalities Legislation and if we are meeting the needs and concerns of people from different equality groups.

The areas identified as high priority for EQIA during 2007 were approved by the Disability Review Group in September 2007.

As an organisation:

- a) Where gaps and adverse impact are found, action plans will be developed and will be included in the annual service plans and work programmes for the service/department undertaking same.
- b) These requirements of compliance and measurable improvements in service outcomes will be achieved by:
 - Revising current EQIA tool and supporting materials.

- Identifying and providing training to those people undertaking EQIAs.
- Further developing the methods in which we engage, involve and consult our communities on the services we provide.
- General Managers having processes in place to ensure all functions and policies are assessed for potential adverse impact against each of the equality strands.
- General Managers to ensure action plans are developed for those functions where adverse impact have been identified.
- Assessing the quality and relevance of the impact assessments and the initial screening by consulting with a wide range of stakeholders.
- Ensuring where appropriate, any partnership work undertaken with other agencies is EQIA and agreement will be made of whose EQIA tool will be used.
- Setting up a monitoring and evaluation systems to track progress, and maintain a high level of focus on the implementation of the policies, functions and equality action plans.

3. Progress to date

In the development of our EQIA Tool we have developed a consistent approach to conducting EQIA across all equality strands (age, disability, gender, religion or belief, race/ethnicity and sexuality). As an organisation we had already started screening our policies and functions for race equality and are currently reviewing this process in relation to disability and gender.

Training has been provided during August and September for those managers and staff responsible for conducting the EQIA identified as a priority area for 2007. We are currently reviewing the possibility of an annual programme of training including using the proposed NHS Education for Scotland Train the Trainers programme as well as an on-line tool.

Work is ongoing by the Policy Steering Group to prepare a framework for the development, approval and management of policies. This process will also identify if an EQIA has been completed and when this is due for review

As an organisation we are developing systems whereby we will conduct impact assessments on:

- existing policies/functions
- draft/proposed policies/functions
- existing services/functions;
- new services/functions
- As part of a service review or re-design process

The following is a list of NHS Forth Valley policies/functions that have been subject to the EQIA process during 2007:

The following is a list of NHS Forth Valley policies/functions that have been subject to the EQIA process during 2007.

Key
P – Partial Screening
F – Full EQIA

Service	Subject	Lead	Date of screening	Does it require a further assessment (Partial or Full)	Status	Date of review
Cancer Services	Cancer drop in service	Liz McMillan	Nov '07	No	Completed	Nov '08
Community Health Services	Influenza document	Julie Whitecombe	Nov '07	-	Ongoing	tbc
	DRAFT Family Health Records (pilot study)	Frances Arnott	Nov '07	Await outcome of pilot	On-going	Tbc
	Quality Outcome Framework process currently evaluating E&D completed in GP services	QoF Team and Lynn Waddell	Sept '07 – Dec '07 Report March '08	N/A	On-going	June '08
Family Health Services	Interpreters Policy	Disability Department	Oct '07	-	Partnership consultation still on-going	tbc
Gynaecology Services and Day Case and combined Child Health Services		Janett Sneddon & Mary Gilchrist			On-going	
Health Promotion Services	Training Brochure	Joe Hammill	16/11/07	No	Completed	Oct '08
	Provision of audio visual resources	Kevin McLennan	19/11/07	No	Completed	Nov '08
	Programme and planning				On-going	

	delivery					
Human Resources	Dignity at Work Policy	Alison Richmond-Ferns	Mar '08	-	On-going	tbc
	Attendance management Policy		Mar '08	-	On-going	
	Work life balance policy		Mar '08	-	On-going	
Local Health Care Planning	Local Health Care Plan 2008/09	Jeanette Fraser	Mar '08	-	To be progressed by Mar '08	March '09
Oral and Maxillofacial Surgery					Delayed	
Procurement	Procurement Policy	Bob Jarvis	Awaiting outcome of national guidance		Delayed awaiting feedback from Scottish Procurement Directorate	
Public Health	Directorate of Public Health (function)	Oliver Harding	Nov 07	Yes	Completed	'08
Risk Management		Peter Mackie			Delayed	
Speech and Language	Policy for speech and language therapy service in schools	Margaret Sibbald	19 th Nov '07	No	Completed	Nov '10

4. Next steps

- a) A snapshot analysis of the impact assessments undertaken during 2007, confirms a need for greater support with the EQIA and action planning process, with a structured input on the practical requirements of the different equality duties.
 - NHS Forth Valley is currently reviewing systems by which to offer EQIA Training on Impact Assessment for managers and policy holders to increase understanding of the equality duty requirements and the assessment toolkit including; classroom based sessions as well as on-line support.
- b) Methods require to be put in place to audit the impact assessments and action plans.
 - It is proposed that this could be completed by lay-members of the Fair for All Development Group and/or the Disability Review Group. The results could then be taken back to managers and the Fair for All Operational Group to consider any outstanding issues and action plans to be agreed.

5. Publishing the Results of Equalities Impact Assessments

The EQIA conducted during the previous year were published in the NHS Forth Valley 2005 – 06 Annual Report of the Director for Public Health. To further improve our reporting mechanisms it has been agreed by the NHS Forth Valley Operational Group to publish the EQIA undertaken within an Annual NHS Forth Valley Equality and Diversity Report which will be published on our web site and will be available to the public and staff in alternative formats on request.

Section 6

FURTHER INFORMATION

The full version of the NHS Forth Valley “Equality and Diversity Scheme Annual Report 2007” has been made available on the NHS Forth Valley website.

This report can also be made available in alternative formats or other languages on request. (Please see back cover of publication for contact details.)

Section 7

APPENDICES

Workforce Ethnicity Monitoring Report October 2007

Introduction

This is the NHS Forth Valley Ethnicity Workforce Monitoring Report for October 2007

NHS Forth Valley is committed to equality and uses the data produced by our monitoring processes to enhance a culture of fairness and equality for all through continuous improvement in all areas.

The information contained in this report is being used to analyse trends, highlight areas requiring attention and assess the impact of appropriate actions.

These actions may include:

- Targeted training sessions
- Review of advertising media
- Involvement of key stakeholders in reviewing procedures

The NHS Forth Valley Workforce Modernisation Board, Staff Governance Committee and Fair for All Groups will receive regular reports based on this data.

Background

In January 2007, the Commission for Racial Equality Scotland (CRE) reviewed the Workforce Monitoring information produced by each Health Board in Scotland. In June 2007, the CRE wrote to each Health Board individually, detailing the additional information they wished to see included in each report. NHS Forth Valley submitted to the CRE an Action Plan to achieve compliance with the Race Relations Amendment Act (2000) in July 2007.

Legislative Framework

The Race Relations Amendment Act (2000) requires public bodies such as NHS Forth Valley to collect information regarding the ethnicity of individuals in our employment on a range of employment monitoring indicators.

Specifically the Race Relations Act 1976 and the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 outlines that as a public authority NHS Forth Valley must monitor the following by reference to the racial groups to which they belong;

Section 5

2 (a) The numbers of –

- i. Staff in post, and*
- ii. Applicants for employment, training and promotion from each such group, and*

2 (b) Where that body or person has 150 or more full-time staff, the numbers of staff from each such group who –

- i. Receive training;*
- ii. Benefit or suffer detriment as a result of its performance assessment procedures;*
- iii. Are involved in grievance procedures*
- iv. Are the subject of disciplinary procedures; or*
- v. Cease employment with that person or other body.*

(3) Such a body or persons shall publish annually the results of its monitoring under paragraph (2).

Workforce Ethnicity Monitoring Project 2007

At the time of the minded letter from the CRE NHS Forth Valley only had information on the ethnic background of 41% of the total workforce and the Commission for Racial Equality stated that we needed to make significant improvements to the information we held. To achieve this NHS Forth Valley is conducting a Workforce Ethnicity Monitoring Project between August and November 2007 with the support of local managers, HR advisors and staff side representatives.

In advance of this project Fiona Mackenzie, Chief Executive took the unusual step of writing to all staff requesting their co-operation in working with their line manager and partnership colleagues to ensure that we could gather this data and therefore comply with the Race Relations Act.

A questionnaire was issued to all staff who had not provided information on their ethnic background, via their line manager during September and October. This questionnaire focused solely on ethnic background and did not be seek any other information.

At the time of this report the project is continuing however the data reported is based on the responses received from staff prior to 31st October 2007.

Classifications of Ethnic Origin

For the purpose of consistency NHS Forth Valley use the classifications of ethnic origin as defined in the 2001 Census. These were defined in Scotland as:

White

White Scottish

Other White British

White Irish

Other White

Indian

Pakistani and other South Asian

Pakistani

Bangladeshi

Other South Asian

Chinese

Other

Caribbean

African

Black Scottish or Other Black

Any Mixed Background

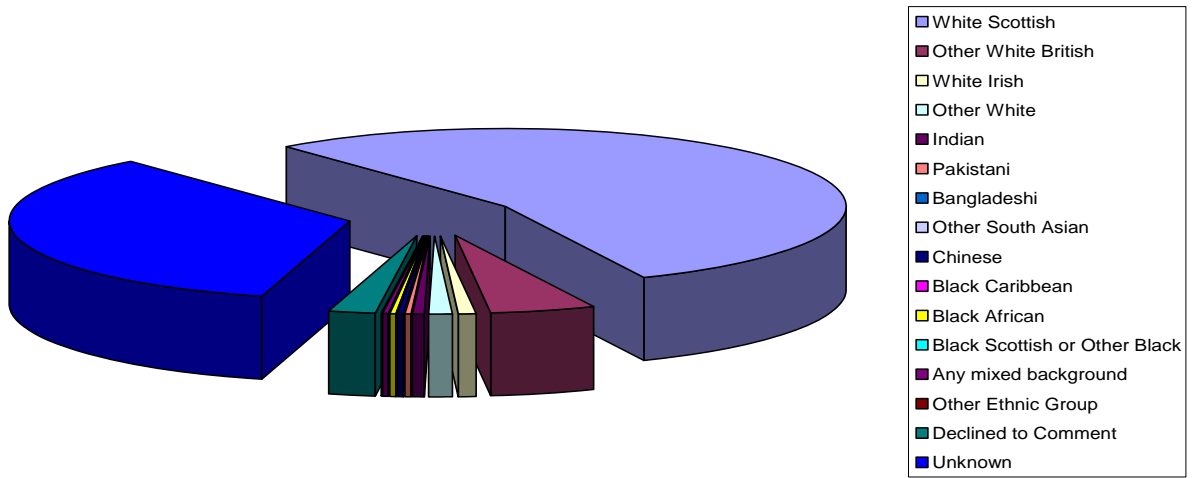
Other Ethnic Group

Staff in Post (31st October 2007)

The following table and graph detail the number of staff in post at 31st October 2007 by ethnic group. This data has been collected via diversity questionnaires and recruitment employment monitoring forms. The information is held securely in the national workforce database SWISS. At present we have information on 65.14% of our employees compared with 42.22% in August 2007. This represents an increase of nearly 23% as a direct result of the ethnicity monitoring project. The ethnicity monitoring project continues and it is hoped that it will be completed by the end of this year. This improved level of information will ensure that we can report more accurately on key indicators required by the Race Relations Act.

Ethnicity	Headcount	Percentage
White Scottish	3764	54.31%
Other White British	355	5.12%
White Irish	61	0.88%
Other White	68	0.98%
Indian	53	0.76%
Pakistani	10	0.14%
Bangladeshi	1	0.01%
Other South Asian	8	0.12%
Chinese	10	0.14%
Black Caribbean	6	0.09%
Black African	9	0.13%
Black Scottish or Other Black	1	0.01%
Any mixed background	15	0.22%
Other Ethnic Group	12	0.17%
Declined to Comment	142	2.05%
Unknown	2416	34.86%
Total	6931	

Staff in Post



Applicants for Employment, Training and Promotion

Applicants for Employment and Promotion

All NHS Forth Valley vacancies are advertised internally and, where appropriate externally, in line with our Recruitment and Selection Procedures. This ensures that staff have equal access to promotional opportunities and all candidates, both internal and external, are treated consistently.

The new recruitment database Ecrut (MARJE) was introduced on 1st December 2006. This database ensures capture of diversity information provided by applicants for all posts. The following table shows the comparative ethnicity of individuals at the application, shortlisting and offer of employment stages stage of the recruitment process between July and October 2007. Please note that the percentages shown at each stage of the recruitment process relate to the total pool of individuals within each separate stage of the process and not across the recruitment process as a whole. Not all posts for which applications were received during this time period will yet have reached the shortlisting or offer of employment stages of the process.

Approximately 53% of those who applied for posts were short listed for interview and approximately 14% of those who applied for posts were offered employment during the reporting period. The largest number of those who applied, were shortlisted or offered employment were of White Scottish background, which is to be expected given the demographic of Forth Valley. Just over 2% of applicants declined to disclose their ethnicity and no information was provided by a further 7.68%.

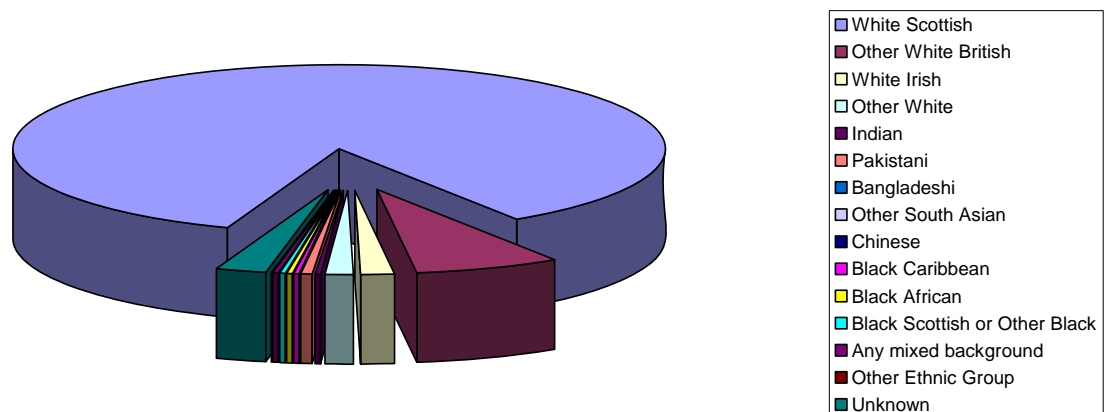
Ethnicity	Applied	Short Listed	Appointed
White Scottish	72.66%	73.65%	73.52%
Other White British	8.08%	8.53%	6.62%
White Irish	1.03%	0.93%	1.74%
Other White	2.22%	2.04%	1.74%
Indian	2.22%	1.02%	1.05%
Pakistani	0.20%	0.19%	0.00%
Bangladeshi	0.00%	0.00%	0.00%
Other South Asian	0.49%	0.37%	0.35%
Chinese	0.25%	0.28%	0.00%
Black Caribbean	0.10%	0.00%	0.00%
Black African	1.87%	1.58%	0.00%
Black Scottish or Other Black	0.05%	0.00%	0.00%
Any mixed background	0.00%	0.00%	0.00%
Other Ethnic Group	0.94%	1.02%	0.35%
Declined to Comment	2.22%	2.13%	3.14%
No Information	7.68%	8.26%	11.50%

Staff who applied for and received training

The number of staff who applied for and received for training 1st July 2007 and 31st October 2007 by ethnic grouping is contained in the following table. All applicants for training receive the requested training.

Ethnicity	Applied	Received
White Scottish	245	245
Other White British	21	21
White Irish	5	5
Other White	4	4
Indian	1	1
Pakistani	1	1
Bangladeshi	0	0
Other South Asian	0	0
Chinese	0	0
Black Caribbean	1	1
Black African	1	1
Black Scottish or Other Black	0	0
Any mixed background	1	1
Other Ethnic Group	0	0
Unknown	7	7
Total	288	288

Staff who have Applied for and Received Training



Staff who benefit or suffer from Performance Assessment Procedures

Executive Directors and the Senior Managers Group are the only staff within NHS Forth valley where staff appraisal is linked to staff reward (pay).

The full introduction of Agenda for Change and the Knowledge Skills Framework (KSF) will however create a link in future between evidenced staff competence, the KSF profile for a post and approval for staff to progress through salary scale gateways for pay progression.

Information, including information on ethnic origin, will be transferred to the eKSF system from the Scottish Workforce Information Standard System (SWISS) during 2007.

NHS Forth Valley will then, in line with other Scottish Health Boards, be able to report accurately in this area.

Staff who are involved in Grievance Procedures

NHS Forth Valley monitors the ethnicity of those staff who are involved in grievance procedures and the following table summarises the information collected between July and October 2007.

Ethnicity	
White Scottish	2
Other White British	0
White Irish	0
Other White	0
Indian	0
Pakistani	0
Bangladeshi	0
Other South Asian	0
Chinese	0
Black Caribbean	0
Black African	0
Black Scottish or Other Black	0
Any mixed background	0
Other Ethnic Group	0
Unknown	1
Total	3

Staff who are the subject of Disciplinary Actions

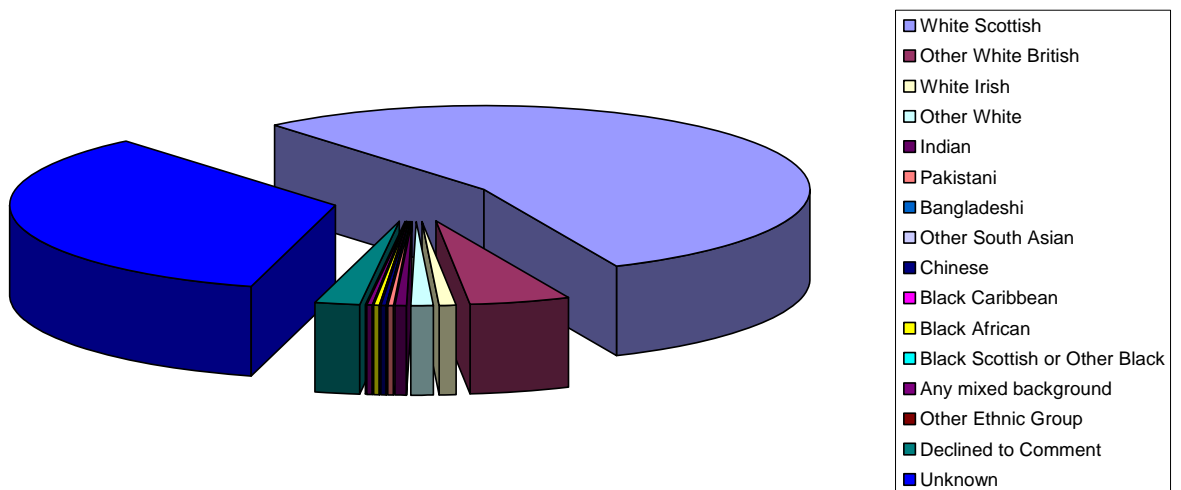
NHS Forth Valley monitors the ethnicity of those staff who are the subject of disciplinary actions and the following table summarises the information collected between July and October 2007.

Ethnicity	
White Scottish	5
Other White British	0
White Irish	0
Other White	0
Indian	0
Pakistani	0
Bangladeshi	0
Other South Asian	0
Chinese	0
Black Caribbean	0
Black African	0
Black Scottish or Other Black	0
Any mixed background	0
Other Ethnic Group	0
Unknown	3
Total	8

Staff who Ceased Employment with the Board

The following table identifies the number of staff who left the organisation between July and October 2007 by ethnic group.

Ethnicity	
White Scottish	181
Other White British	17
White Irish	3
Other White	3
Indian	3
Pakistani	0
Bangladeshi	0
Other South Asian	0
Chinese	0
Black Caribbean	0
Black African	0
Black Scottish or Other Black	0
Any mixed background	1
Other Ethnic Group	1
Declined to Comment	7
Unknown	116
Total	334



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