

NHS Lothian

Equality and Human Rights Scheme for 2010 – 13

Easy Read Version

What is this?



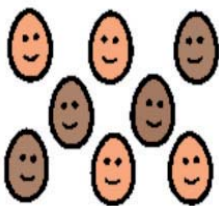
The law says we must make a plan.



The plan will set out how we will treat patients and other people so that they are not discriminated against.

Discriminated means treated worse than other people.

Discrimination can happen because you might be disabled. It can also happen because of other things about you, such as your age, your race or whether you are a man or a woman.



Some people are also discriminated against because of their religion, or because they are lesbian or gay.

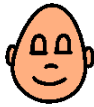
Other people are discriminated against because they have a low income.

Our plan is called “The Equality and Human Rights Scheme”.

Human rights are rights that we all have. These rights say that everyone must be treated fairly.



This plan will explain how we will make our services easier to use.



The plan will explain how we will try to keep people safe.



NHS Lothian would like the people who work for them to be more diverse.

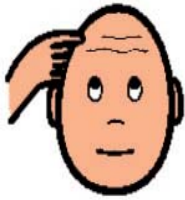
Diverse means that people have differences. These differences make us individual. The plan will explain how NHS Lothian will do this and how they will try to make it a better place to work for everybody.

Have we got better?

This is not the first equality plan that we have written. Our first plan was written nearly 10 years ago. Since then we have made a lot of changes.



Disabled people, and people from different ethnic groups tell us that some of our staff are better at communicating with them.



Appointments are more flexible. This means it is easier for people to choose a time that suits them.



We have also asked more people how they think we can make things better.

But there is still a lot of work to be done.

Involving people in developing the plan



The law says we must involve people in making the plan. This includes disabled people. It also includes people from different ethnic groups, and women and men.



We did this between October 2009 and May 2010. NHS Lothian had meetings with lots of people. This included patients, carers and assistants. It also included staff who work for us. At the meetings, people told us what they thought about us.

The main things that these people said we should work on are:



1. Making sure that staff have positive attitudes and respect for all the different kinds of people who use the NHS. This includes patients, relatives, assistants and carers. Training will help this happen.



2. Trying to take away the things that stop people using our services. These include barriers that get in the way of disabled people.



3. Making sure that everyone who works in NHS Lothian is not treated worse because of their diversity.



4. Making NHS Lothian better at helping people to live safely and independently, and stay healthy.



The Equality and Human Rights Scheme includes an action plan that shows what we will do to meet these priorities. An action plan is a plan that shows what steps will be taken to get something done.

Learning more about people



The plan says how we get our information about patients and staff. This is important because we need to know how many different kinds of people use our services. We also need to know how many different kinds of people work for us. Then we can make things better.

Making sure that we do not treat people worse than others because they are different



The law also says that we must work out how our services and policies affect different groups of people. Our plan says how we do this.



We have to find out what the problems for different groups of people might be and make changes. Then we will be able to improve our services so that people are not discriminated against. Our Equality and Human Rights Scheme says how we do this.

Keeping you up to date with how we are getting on



We must write a report every year. This report must say how many things in the plan we have done. We will publish a report in summer of each year. You can ask us for this.

If you want to find out more



You might like this paper in another format such as an audio tape or Braille. Or you might like to know more about the Equality and Human Rights Scheme. If so, please get in touch with one of these people:

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