

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

RACE EQUALITY SCHEME MAY 2005

1. INTRODUCTION

1.1 Gloucestershire Partnership NHS Trust was established on 1st April 2002 and is a statutory organisation providing services to people with mental health and substance misuse problems and to those with learning disabilities. The vision of the organisation which was consulted on in 2001 is as follows:

The Partnership Trust will transform users' and carers' experience of services by:

- focusing on the individual needs of the user
- improving responsiveness to carers
- integrating the delivery of health and social care
- bringing practical health improvements to the lives of users and carers
- valuing staff and investing in their development
- developing evidence-based practice and a commitment to best value
- achieving national standards for treatment and care across the county
- engaging with the particular needs of communities
- promoting effective partnership working with users, carers, voluntary, independent and statutory agencies
- promoting social inclusion.

1.2 In accordance with the duty placed upon it by the Race Relations (Amendment) Act 2000 the Trust Board agreed a Race Equality Strategy in May 2002. This Race Equality Scheme is the Trust's response to a review of that Strategy which was conducted between January and May 2005.

1.3 In accordance with the Race Equality Strategy (May 2002) the Trust has identified and assessed its functions and their relevance to the general duties imposed upon the Trust by the Race Relations (Amendment) Act 2000. These functions and the results of that assessment are detailed in Appendix 1.

1.4 Race Impact Assessments will be conducted on all of the Trust's policies and procedures in accordance with agreed priorities. Details of these policies and procedures and the priorities attached to them can be found at Appendix 2.

2. COMMITMENT

2.1 The Trust is fully committed to the aims of this scheme and will work hard to ensure that its objectives are embedded into the ethos and core values of our organisation. It accepts that it has a statutory and moral duty to promote race equality and to tackle racial discrimination. The Trust will support and encourage all staff to reach their potential and ensure that the policy is fully implemented.

2.2 Whilst accepting that the duty to promote race equality rests with everyone the Trust has assigned accountability for Race Equality to both an Executive and Non Executive Director. A Race Equality Steering Group responsible for overseeing the Trust's Race Equality Action Plan has also been established. Appendix 3 contains the Terms of Reference and Membership of the Race Equality Steering Group.

3. AIMS

3.1 The aims of the scheme are as follows:

- To ensure that within the Trust's workforce people from ethnic minorities are treated fairly.
- To provide appropriate training which addresses issues of race equality to all those working within the Trust.
- To assess how the Trust's policies and procedures affect people from ethnic minorities and deal with any possible adverse impact.
- To monitor the way in which the policies and procedure are put into practice, to make sure they meet the needs of people from ethnic minorities.
- To consult upon the likely impact of existing and proposed policies and procedures.
- To communicate the Trust's approach to race equality publishing the results of assessment and monitoring exercises.
- To establish arrangements allowing for public access to information

4. MEETING THE DUTIES AND RESPONSIBILITIES: RACE EQUALITY ACTION PLAN 2003 – 2006

4.1 The Gloucestershire Partnership NHS Trust fully accepts its duties and obligations under the Race Relations Act and the subsequent Race Relations (Amendment) Act 2000. Consequently, the Trust will have due regard to the need to:

- eliminate unlawful discrimination
- promote equality of opportunity
- promote good race relations between people of different racial groups.

4.2 It is accepted that where the Trust has a contract or other working arrangement with another public body, private company or voluntary organisation to carry out any of its functions then the duty to promote race equality applies to those functions also. A further duty of the Trust is to

promote race equality and also to provide a working environment that is free from harassment and bullying and where the diversity of its staff is valued.

- 4.3 In order to meet these duties and obligations the Trust has agreed a three year Race Equality Action Plan (2003-2006) details of which can be found at Appendix 4.

7. CONSULTATION

- 7.1 The Trust is committed to develop public and patient and staff involvement strategies. It will ensure that processes are put in place for assessing and consulting on the likely impact of policies on promotion of racial equality.

8. PUBLICATION OF INFORMATION

- 8.1 The Trust recognises the value of publishing the results of its assessments, consultation and monitoring processes. Sharing these will demonstrate the Trust's commitment to promoting race equality. This Race Equality Scheme will be made available to staff and other interested parties. Future Board reports will outline progress against the Trust's Race Equality Action Plan.

- 8.2 The Trust will strive to ensure that appropriate and relevant information is available to staff and those who access the Trust's services. Steps will be taken to improve the information that is available and a monitoring system will be established to assess the effectiveness of the information produced.

9. TRAINING

- 9.1 The Trust will make sure that staff have the necessary skills, information and understanding to deal fairly and equally with all clients. It will ensure that its staff are able to work in a non-discriminatory way and this may involve giving them additional information or providing appropriate training. Staff who have specific responsibilities under the Scheme will receive training on what they need to do in order to help the Trust meet the duties of the Race Relations Act.

10. COMPLAINTS

- 10.1 The Trust will take seriously any complaints that it might receive about the ways in which it is meeting its duties or other complaints about race equality. Well-established procedures exist for dealing with complaints and complaints about racial equality issues will be handled in the same way. This process ensures that people have an opportunity to express their views and to have their comments investigated in a fair and unbiased way. If the complaint is found to be justified then appropriate action will be taken to rectify the situation.

11. REVIEW

- 11.1 Progress on against the Race Equality Action Plan is reported to the Trust Board at its May and November meetings.

11.2 A review of the Trust's Race Equality Scheme and its associated Action Plan will be conducted and consulted upon during 2005 – 2006.

RACE EQUALITY SCHEME APPENDIX 1

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

ASSESSMENT OF FUNCTIONS

Functions	Which of the 3 parts does it apply to (if any): 1. Eliminating discrimination? 2. Promoting equal opportunities? 3. Promoting good race relations?	Is there any evidence or reason to believe that some racial groups could be differently affected? Which racial groups are affected?	How much evidence do you have? 1. None or a little 2. Some 3. Substantial	Is there any public concern that the function or policy is being carried out in a discriminatory way? 1. None or a little 2. Some 3. Substantial
Provide specialist health services to people with Learning Disabilities	All 3 parts	Yes	2	2
Provide specialist mental health and social services to people of working age	All 3 parts	Yes	2	2
Provide specialist mental health and social services to people who abuse substances	All 3 parts	Yes	2	2
Provide specialist mental health services to older people	All 3 parts	Yes	2	2

Functions	Which of the 3 parts does it apply to (if any): 1. Eliminating discrimination? 2. Promoting equal opportunities? 3. Promoting good race relations?	Is there any evidence or reason to believe that some racial groups could be differently affected? Which racial groups are affected?	How much evidence do you have? 1. None or a little 2. Some 3. Substantial	Is there any public concern that the function or policy is being carried out in a discriminatory way? 1. None or a little 2. Some 3. Substantial
Provide specialist mental health services to children and adolescents	All 3 parts	Yes	2	2
To employ staff	All 3 parts	In progress	In progress	In progress
To manage and allocate resources	All 3 parts	Yes	2	2
To operate and manage Information Services	All 3 parts	Yes	2	2
To operate and manage IM&T services	All 3 parts	Yes	1	1
To operate and maintain Trust premises	All 3 parts	Yes	2	2
To involve public, users and carers	All 3 parts	Yes	1	2

RACE EQUALITY SCHEME APPENDIX 2

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

Appendix 2 contains the following:

- Hr policies: Prioritisation
- Health & safety policies: Prioritisation
- Administration policies: Prioritisation
- Patient related policies: Prioritisation
- Mental Health Act Code of Practice & ex-SSD general mental health policies: Prioritisation

RACE EQUALITY SCHEME APPENDIX 2

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

HR POLICIES: PRIORITISATION

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Additional Employment	Employment	Risk of unequal application	March 2004	2
Adoption Leave & Pay	Employment	Risk of unequal application	April 2003	2
Adverse Weather	Employment	Risk - neutral	2005	3
Appraisal Review and Personal Development	Employment	Risk of unequal application	May 2002	2
Ancillary Bonuses	Employment	Risk of unequal application	2005	2
Annual Leave	Employment	Risk of unequal application	April 2003	2
Attendance Management	Employment	Risk of unequal application	May 2002	2
Career Break	Employment	Risk of unequal application	March 2004	2
Consultant Discretionary Points	Employment	Risk of unequal application	December 2002	2
Discretionary Points for N&M, and PAMs	Employment	Risk of unequal application	July 2002	2
Disputes Procedure	Employment	Risk - neutral	August 2003	2
Disciplinary Policy & Procedure	Employment	Risk of unequal application	May 2003	2
Employment of Bank / Agency Staff	Employment	Risk of unequal application	March 2004	2
Escort Duties	Employment	Risk of	March 2004	2

		unequal application		
Extra Contractual Working Practices	Employment	Risk of unequal application	2005	2
Flexible Working	Employment	Risk of unequal application	April 2003	2
Flexi Time	Employment	Risk of unequal application	April 2003	2
Grievance Procedure	Employment	Risk of unequal application	May 2002	2
Harassment & Bullying	Employment	Risk of unequal application	May 2002	1
Job Share	Employment	Risk of unequal application	March 2004	2
Lease Car Arrangements	Employment	Risk of unequal application	March 2004	2
Long Service Awards	Employment	Risk - neutral	March 2004	3
Management of Change	Employment	Risk of unequal application	2005	2
Management & Maintenance of Personal Files	Employment	Risk of unequal application	January 2004	3
Managing Diversity	Employment	Risk – neutral	May 2002	3
Maternity Leave & Pay	Employment	Risk - neutral	April 2003	2
Mileage Allowances	Employment	Risk – neutral	2005	3
Mufti	Employment	Risk – neutral	May 2004	3
Notice Periods	Employment	Risk – neutral	October 2004	3
PAMs Enabling Agreement	Employment	Risk of unequal application	October 2004	2
Parental Leave	Employment	Risk of unequal application	April 2003	2
Paternity Leave & Pay	Employment	Risk of unequal application	April 2003	2
Post Employment	Employment	Risk – neutral	May 2004	3

Checks				
Protection of Pay	Employment	Risk – neutral	2005	2
Recruitment & Selection	Employment	Risk of unequal application	May 2003	1
Relocation Expenses	Employment	Risk – neutral	June 2002	3
Retirement	Employment	Risk – neutral	March 2004	2
Secondments	Employment	Risk of unequal application	March 2004	2
Special Leave for Domestic & Family Reasons	Employment	Risk of unequal application	April 2003	2
Staff Grade Optional Points	Employment	Risk of unequal application	September 2002	2
Staff Involvement	Employment	Risk of unequal application	2005	2
Study Leave	Employment	Risk of unequal application	March 2004	2
Use of Personal Mobile Phones at Work	Employment	Risk of unequal application	2005	2
Time off In Lieu	Employment	Risk of unequal application	April 2003	2
Time Off for Civic & Public Duties	Employment	Risk of unequal application	January 2004	2
Time Off for Medical & Dental Appointments	Employment	Risk of unequal application	January 2004	2
Whistleblowing	Employment	Risk of unequal application	February 2004	1
Work Experience	Employment	Risk of unequal application	May 2004	2

RACE EQUALITY SCHEME APPENDIX 2

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

HEALTH & SAFETY POLICIES: PRIORITISATION

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Alcohol and Drugs at Work	Employment	None – race neutral	August 2003	3
Asbestos	None	None – race neutral	Still to be revised	3
CDM	None	None – race neutral	Still to be revised	3
COSHH (latex)	None	None – race neutral	August 2003	3
COSHH (Legionella)	None	None – race neutral	Still to be revised	3
COSHH Policy	None	None – race neutral	August 2003	3
Driving – Standards for driving / use of pool vehicles	Employment	None – race neutral	Still to be revised	3
Display Screen Equipment	Resources Employment	None – race neutral	August 2003	2 / 3
Equipment Management	Resources Service Delivery	Risk of unequal access to equipment	October 2003	1
Fire	None	None – race neutral	March 2003	1
Emergency – bomb threats / evacuation guidelines	None	None – race neutral	Still to be revised	3
Handling & Moving	Employment	Failure to appreciate cultural difference	April 2003	1
Health & Safety	Employment	Risk of direct / indirect discrimination	February 2003	1
Lone Workers	Employment	Risk of direct / indirect discrimination	April 2003	2

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Preventing and responding to aggression and violence	Employment Services Delivery	Failure to appreciate cultural difference	April 2003	1
Smoking in the Workplace	Employment	None – race neutral	August 2003	3
Waste management		None – race neutral	Still to be revised	3
Work related stress	Employment	Risk of direct / indirect discrimination	Still to be developed	1
Working time regulations	Employment	Risk of direct / indirect discrimination	Still to be developed	1

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GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

ADMINISTRATION POLICIES: PRIORITISATION

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Complaints Policy & Procedure	Service delivery	Failure to appreciate cultural differences / inconsistent responses – potential for indirect discrimination	Recently approved?	1
Handling Habitual or vexatious complainants	Service delivery	Failure to appreciate cultural differences / inconsistent responses – potential for indirect discrimination	Recently approved?	1
Major clinical incident / adverse event immediate response	Service delivery	Failure to appreciate cultural differences / inconsistent responses – potential for indirect discrimination	Recently approved	1
Policy for managing personal injury, social care, human resources, property expenses and clinical negligence claims	Service Delivery Employment Resources	Risk of indirect discrimination	Unknown	1
Media relations policy	Communication	Risk that communications	Unknown	1

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
		fail to reach diverse communities		
Fire policy	None	None – race neutral	Unknown	3

RACE EQUALITY SCHEME APPENDIX 2

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

PATIENT RELATED POLICIES: PRIORITISATION

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Adult Basic Life Support	Functions & Policies (Training)	? Race neutral	Feb 03/Feb 05	3
Alcohol & Drug Testing	Functions & Policies	Direct and indirect discrimination		2
Care Programme Approach	Functions & Policies	Direct and indirect discrimination	Feb 04/Feb 06 (subject to regular audit)	3
Confidentiality	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 06	3
Discharge from Service	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Sources of Guidance on Information Sharing	Functions & Policies	Race Neutral	Oct 02/Oct 04	3
CAMHS Overdose Assessments	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Equality of Care & Treatment	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	1
Preventing, Reporting & Investigating Abuse Exploitation & Neglect of Adults	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Use of Advocacy	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	1
Patient Lost to Contact	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Non Compliance with Treatment Regimes	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Paediatric Basic Life Support	Functions & Policies	? Race Neutral	Feb 03/Feb 05	3
Learning Disability: Personal Relationships & Sexuality	Functions & Policies	? Race Neutral	Oct 02/Oct 04	3
Police Enquiries	Functions & Policies	? Race Neutral	Oct 02/Oct 04	3
Referral for Forensic Opinion	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	3
Complementary Therapies	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Risk Assessment & Management	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 03 Review outstanding	1
Section 117 Aftercare	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 03 Review outstanding	1
Serious Incidents			Feb 03/Revised Procedure in draft	2
Supervised Discharge	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Taking Photographs/Video Film	Functions & Policies	? Few obvious complications	Oct 02/Oct 04	3
Inter Team Patient Transfer	Functions & Policies	Direct and indirect discrimination	July 03/July 05	3
Transfer of Patients on Enhanced CPA/S117/Supervised Discharge to other Service Providers	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Violent, Unnatural or Sudden Death	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Supervision Policy	Functions & Policies	Direct and indirect discrimination	Oct 03/Oct 05	3

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Additional Hours	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04 New procedures being developed	3
Admission of Violent/Potentially Violent Offenders	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Admission of Children & Young People to Adult Unit	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 06	3
Control & Restraint	Functions & Policies	Direct and indirect discrimination	Jan04/Jan 06	3
Deployment of Pagers	Functions & Policies	No racial impact	Oct 02/Oct 04	3
Discharge against Medical Advice	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 06	3
Discharge from IPU	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Emergency Equipment Check List	Functions & Policies	No racial impact	Oct 02/Oct 04	3
Dogs in Hospital Buildings	Functions & Policies	No racial impact	Oct 02/Oct 04	3
Detained Patients & Sex Offenders Act	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Restraint of Patients Not Formally Detained	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 03 Review Outstanding	2
Resident & Patient Holidays	Functions & Policies	No significant race issues	Oct 02/Oct 04	3
Hostage Situations	Functions & Policies	No significant race issues	Nov 02/Nov 03 Review outstanding	2
Patient Locking Themselves in Room	Functions & Policies	No significant race issues	Jan 04/Jan 06	3
Fire Policy	Functions & Policies	No significant race issues	Oct 02/Oct 04	3

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Individualised Nursing Care	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Induction Check Lists for Temporary Staff – W/L & CLC	Functions & Policies	No significant race issue	Oct 02/Oct 04	3
Informal Patients Leave	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Medical Emergency	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Medication Error Protocol	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Missing Patient Procedures	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 06	3
Observation Guidelines	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 06	3
Patient Shopping	Functions & Policies	No Significant race issue	Oct 02/Oct 04	3
Patient Voting	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Use of Cars by Inpatients	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Psychiatric Emergencies	Functions & Policies	Direct and indirect discrimination	Jan 04/Jan 05	3
Receipt of Drugs & Other Substances	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Section 136	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04 Policy requires rewriting	1
Risk Taking	Functions & Policies	Direct and indirect discrimination	Apr 03	3
Searching Patients & their Property	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Self Referrals	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Student Nurses Involved in Administration of Medicine	Functions & Policies	No significant race issue	Oct 02/Oct 04	3
Time Out	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Visiting Arrangements	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
Visiting by Children	Functions & Policies	Direct and indirect discrimination	Oct 02/Oct 04	2
General (24) Alcohol Services (21) Drug Services (53) Sezincote ward (26) Umbrella Service (5) Family Therapy (3) Auricular Acupuncture (4) Administration (11)	Functions & Policies	Direct and indirect discrimination	Autumn 01/Autumn 03 Review of Policies currently underway which will include evaluation of equality issues.	2

RACE EQUALITY SCHEME APPENDIX 2

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

MENTAL HEALTH ACT CODE OF PRACTICE & EX-SSD GENERAL MENTAL HEALTH POLICIES: PRIORITISATION

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Mental Health Act Code of Practice				
Interviewing & interpreting	Service Delivery	Direct & Indirect Discrimination – failure to engage & communicate	Review outstanding	1
Nearest relative objections	Service Delivery	Direct & Indirect Discrimination – conflict, failure to engage	Review outstanding but draft in place	1
Response to nearest relative request	Service Delivery	Direct & Indirect Discrimination – relative unaware of rights	Review outstanding	2
Guardianship	Service Delivery	Direct & Indirect Discrimination	Review outstanding, but draft in place	1
Emergency assessment	Service Delivery	Direct & Indirect Discrimination	Review outstanding	1
Doctors holding power	Service Delivery	Direct & Indirect Discrimination	Review outstanding	2 (from social care perspective)
Sec 136 - Police powers to remove to a Place of Safety (POS)	Service Delivery	Direct & Indirect Discrimination – distortion of assessment, intimidating	Subject to Project sponsored by the JCB. Recent recommendation by MHAC for alt. POS	1
Sec 135 – Warrants to search & remove patients	Service Delivery	Direct & Indirect Discrimination	Review outstanding, but draft in place	1

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Conveying to hospital	Service Delivery	Direct & Indirect Discrimination	Review outstanding, but draft in place	2
After care (largely superseded by CPA but Sec 117 still a key issue)	Service Delivery Resources	Direct & Indirect Discrimination – appropriate & relevant community services	Sec 117 under active review with drafts in place	1
Conditionally Discharged Restricted Patients Sec 37/41	Service Delivery	Direct & Indirect Discrimination, but GPT at the end of judicial process	Review outstanding	2
People with learning disabilities	Service Delivery	Direct & Indirect Discrimination – poss. of ‘double discrimination’	Review outstanding	2
Children & young people	Service Delivery	Race Neutral?	Review outstanding, but draft in place	3
Visiting & examination of patients	Service Delivery	Few obvious implications?	Review outstanding	3
General Mental Health Policies				
ASW approval criteria & procedures	Service Delivery, Training & Development & Resources	Direct & Indirect Discrimination	Draft 3 under review	1
Protocol for work between Special Hospitals & Glos SSD	Service Delivery	Direct & Indirect Discrimination, but SWs at end of judicial process	Review outstanding	2
People who drop out of services	Service Delivery, Resources	Direct & Indirect Discrimination	Review outstanding	3
Supervised discharge	Service Delivery	Direct & Indirect Discrimination	Review outstanding, but most of policy still current – not led by SWs	2

Policy / Procedure	Objective in the Action Plan	Potential Impact	Date Agreed / Review Date	Priority Rating (1, 2, 3)
Mental Health Review Tribunals	Service Delivery	Direct & Indirect Discrimination	Draft 3 under review	2

RACE EQUALITY SCHEME APPENDIX 3

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

RACE EQUALITY STEERING GROUP

TERMS OF REFERENCE

Membership

Non-Executive Director (Chair)
Deputy Chief Executive
Director of HR
Head of Information
Representative from the Working Age Adult and Older People's Care Groups
A representative from the AHP's Forum
Director of Nursing (Practice Development)
Staff Side Representative
Nomination from the Medical Staff Committee
Representative from the Black Mental Health Team
Day and Service Development Manager

Purpose

To oversee and implement the Trust's Race Equality Strategy.

Objectives

- To oversee and commission the necessary work to take forward the action plan set out in the Race Equality Strategy (May 2002)
- To make regular reports to the Trust Board on progress made
- To make the appropriate links within the organisation to promote race equality
- To draw on good practice, within the local community and elsewhere to inform the future work of the group
- To draft a revised strategy which can be considered by the Trust Board, which is informed by the implementation of the action plan

Frequency of Meetings

Bi-monthly

Reports to:

Trust Board

RACE EQUALITY SCHEME APPENDIX 4

GLOUCESTERSHIRE PARTNERSHIP NHS TRUST

RACE EQUALITY ACTION PLAN 2003 - 2006