

# Disability and Healthcare



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# Leadership on Equality

- “...ensure better health and well-being, better care and better value for all”
- Department of Health has overall system leadership

but

- Each body is accountable
- Each PCT must act as a system leader for the local health economy



# Where we're coming from...

## ***NHS Constitution Principles***

***The NHS provides a comprehensive service, available to all irrespective of gender, race, disability, age, sexual orientation, religion or belief. It has a duty to each and every individual that it serves and must respect their human rights.***

## ***NHS Values***

***Everyone counts. We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind.***

**DON'T FORGET!  
*Equality & Human  
Rights Legislation***



# Why bother with equality?

- 175 million working days lost to illness in 2006  
- £100 billion a year
- Perinatal mortality amongst babies born to mothers who were born in Pakistan is nearly twice the average of all births in England and Wales
- Gay men are 7 times more likely to attempt suicide than the general population
- Black and Mixed Race patients are between 20% and 36% more likely to be detained under the Mental Health Act than White British patients
- South Asians are 50% more likely to have coronary heart disease (CHD) than the general population
- Smoking: 40% of Bangladeshi men vs. 24% of men in the general population
- Gypsies and Travellers life expectancy of 50 years



# NHS Workforce

- **NHS employs 1.4 million people**
- **BME staff:**
  - **comprise only 7% of NHS managers and senior managers**
  - **experience more bullying and harassment**
  - **are subject to disciplinary procedures more than other staff**
- **8% of staff said they had experienced some sort of discrimination at work in the previous 12 months**
- **26% of the NHS workforce reported bullying and harassment by patients and the relatives of patients,**
- **18% of staff reported being bullied or harassed by managers or colleagues,**
- **Estimated cost to the NHS: £325 million.**



# The Stats!

- Estimated 11 million disabled adults in the UK – and 770,000 disabled children
- 2% of the working age UK population becomes disabled every year
- At 30%, the poverty rate for disabled adults in the UK is twice that for non-disabled adults.
- 44% of adults over the age of 50 have a disability
- The majority of impairments are not visible – less than 8% of disabled people use wheelchairs
- About 3.5 million people of working age (16 – 65 years) are deaf or hard of hearing.
- Deaf children are 42% less likely to achieve as well at school as other children.



# Working across Government...



## Office for Disability Issues HM Government

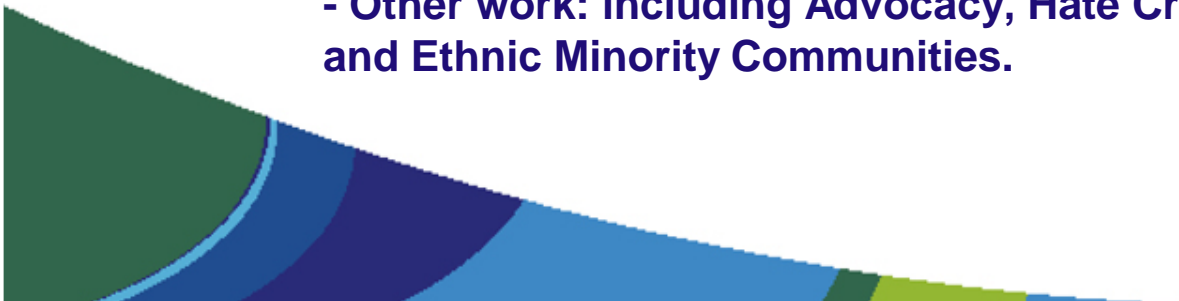
- **Leadership:**
  - The Office for Disability Issues leads the government's vision of achieving equality for disabled people.
- **Building skills:**
  - Guides government departments to find practical ways to involve and engage disabled people to meet departmental strategic objectives.
  - Share knowledge and experiences, and provide tailored advice.
- **Innovation:**
  - Test new policy ideas and new ways of delivering services.



# ...in practice

## Valuing People Now

- Aims to improve the lives of people with learning disabilities, and the lives of their families and carers.
- It is based on the belief that people with learning disabilities are people first. They have the right to lead their lives like any others, with the same opportunities and responsibilities
- Includes:
  - Employment
  - Housing
  - Families
  - Health
  - Workforce Issues
  - Other work: including Advocacy, Hate Crime and reaching out to Black and Ethnic Minority Communities.





## ...what we've done...

- **Department of Health Single Equality Scheme**
- **Equality and Human rights Assurance Group**
- **Equality and Diversity Council**
- **Equality Champions**
- **Guidance**
- **Pacesetters**
- **Secretary of State Disability Reports**
- **Carers Policy**



# ...where we're going to...

## Secretary of State's 5 Principles:

- *A Patient Led NHS*
- *Delivering Better Health Outcomes*
- *A More autonomous and Accountable System*
- *Improving Public Health*
- *A focus on reforming long-term care.*

## Revised Operating Framework

*Building a service that is personal, fair and diverse requires recognition of the differing needs, and skills offered, by groups within our communities. There are real opportunities presented by the implementation of the Equality Act in developing such a service, where everyone counts.*

## Equality Act

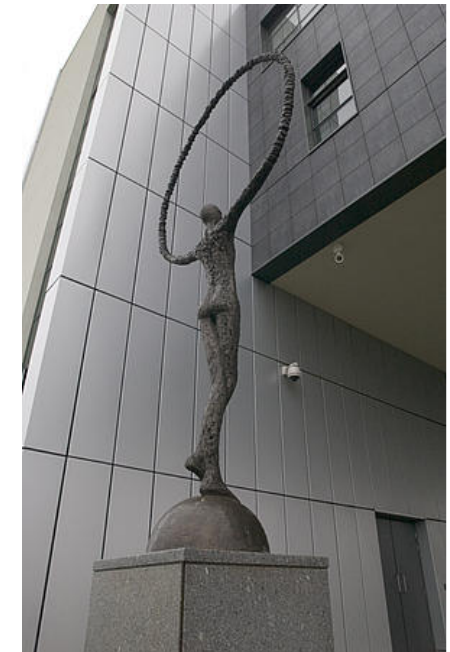
Delivering improved protection from discrimination for disabled people as part of strengthened and streamlined discrimination law



# ...and how we'll get there...



- **Learning from NHS Leaders**
- **Showing Leadership**
- **Preparing for the Equality Act**
  - **Setting out our Objectives and Action Plans**



**...by learning from others.**



**“You have to be the change  
that you want to see in this world”**

