

KINGSTON RACE EQUALITY PLAN

Healthcare Commission Standard	Objectives of the RES	Action / Priority to meet Objectives	Lead	Action Date	Progress at 31 st M March 2006
Governance	Review arrangements for implementation, monitoring and review of Race Equality Scheme to ensure this is embedded within the new Borough Management organisation at all levels of the organisation.	<ul style="list-style-type: none"> ▪ Appoint Racial Equality Leads for Borough ▪ Agree Terms of Reference and membership of the Kingston Race & Equality Group (KREG) 	Vicky Boswell / Jale Punter	09/05	Vicky Boswell and Jale Punter appointed in Oct 2005
Governance	Develop a plan for promoting Race Equality in Borough that is tailored to local population needs and service specific circumstances and associated structures for implementing, monitoring, reporting on and reviewing plan	<ul style="list-style-type: none"> ▪ Kingston Race & Equality plan agreed and integrated in service objectives, supervision and appraisal ▪ Quarterly reports to Kingston Borough Executive & Trust RES Steering Group 	Vicky Boswell	12/05	By end of July 2006, the Plan will be embedded in all Service, Team and Personal objectives.
Governance Public Health Patient Focus	Ensure that staff and partners are aware of the Trust's RES and the Kingston Race & Equality Plan.	<ul style="list-style-type: none"> ▪ Ensure discussion in Management Team meetings and individual team meetings ▪ Quarterly report to Kingston Borough Executive Management Team & Team Briefings ▪ Ensure RES & Kingston Race & Equality Plan is discussed in user and 	General Managers Service Managers	From 12/05	Ongoing
			Vicky Boswell / Jale Punter	From 07/05	Quarterly reports have been provided to the Trust RES Group and monthly updates to the Executive Team.
			General Managers Service Managers	From 10/05	Ongoing by Service Managers. Storyboard planned for user and carer event in June 2006

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		carer forums <ul style="list-style-type: none"> ▪ Ensure participation in Trust, Borough and external events/fora 	Vicky Boswell / Jale Punter	From 10/05	KREG participation at Trust Race Equality Event in October 2005 and RBK Black History Month celebrations
Patient Focus Accessible & Responsive Care	Improve ethnic monitoring against national targets and the use of information in planning and development.	<ul style="list-style-type: none"> ▪ Ensure all services meet targets for ethnicity recording <ul style="list-style-type: none"> - 90% community - 95% wards ▪ Quarterly monitoring of monthly ethnicity reports by individual service and reports to KREG ▪ Ensure that there are systems to monitor the level of inpatient admissions and use of C & R, seclusion, and compulsory detention of BME patients and ensure action is taken where necessary ▪ Ensure that there are systems to monitor the use of drugs, ECT and access to talking therapies by ethnicity and ensure team / ward action plans are 	General Managers Service Managers General Managers Service Managers General Managers Service Managers General Managers Service Managers	From 01/06 Ongoing Ongoing Ongoing	The coding of ethnicity varies across service and team. Performance Manager will present a report for Q4 2005/06 at the next meeting. Data on the use of C&R not currently available. Performance Manager and Service Manager working to collect all data for analysis in Q2. Performance Manager and Service Managers working to collect all data for analysis in Q3 2006/07.

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		<p>implemented where necessary</p> <ul style="list-style-type: none"> ▪ Establish what systems are in place to monitor service usage for the Korean population 	Performance Manager	03/06	<p>Performance Manager to explore possibility of expanding coding on RIO to include nationality in order to meet local requirements.</p> <p>Korean service user working group to be established in May 2006</p>
Patient Focus	Ensure each team or ward introduces at least one BME identified service improvement.	<ul style="list-style-type: none"> ▪ Improvements reported on an annual basis to Kingston Race & Equality Group. Rolling programme of reporting to be agreed ▪ Embedded in Team / Ward Service objectives 	General Managers Service Managers	From 01/06	Service improvements and achievements relating to BME issues will be published in Kingston local briefings and newsletter
Governance Patient Focus Accessible & Responsive Care	Increase the extent to which services are tailored to the needs and preferences of BME clients	<ul style="list-style-type: none"> ▪ Consider and respond to the Kingston Borough and specialist Services demographic profiles ▪ Map the BME community and voluntary organisations ▪ Each service area to audit access routes to service and work to create culturally 	General Managers Service Managers KREG members	From 04/06	<p>GLA profiles due in June 2006. Borough profiles available. Further work to be completed for specialist services for consideration in Q2.</p> <p>Service Access Officer has directory which will be available on the RBK website in June 2006.</p> <p>This is being addressed through the Service Improvement Programme and project work in all areas</p>

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		<p>appropriate pathways, referral routes and joint care planning.</p> <ul style="list-style-type: none"> ▪ Develop a Directory for inpatient wards to meet cultural, religious and spiritual needs of clients ▪ To respond to the MIND in Kingston Survey of BME service users 	<p>MH Empowerment Worker/ Chaplain/ GMs</p> <p>General Managers Service Managers</p>	<p>08/06</p> <p>06/06</p>	<p>Tolworth Chaplain is updating Trust information and MH Empowerment Worker is including information on culture, religion and spiritual needs in the Admission pack for all patients.</p> <p>Survey completed in April 2006 and findings awaited</p>
	Audit the waiting time, access, uptake and quality of interpreting services, including access to BSL	<ul style="list-style-type: none"> ▪ Ensure best use of staff language skills ▪ Quarterly reports to KREG on uptake 	Performance Manager	From 01/06	Performance Manager to provide data on the use of the RBK/ PCT and Trust interpreting service form Q1.
Governance Patient Focus Accessible & Responsive Care	Improve access to information	<ul style="list-style-type: none"> ▪ Ensure information available to BME communities and BME clients in appropriate range of languages 	General Managers Service Managers	From 12/05	RBK has already produced leaflets for 11 languages mainly spoken in the borough. Information available from MIND website and for carers on the DoH website in different languages.
Accessible & Responsive Care	Improve arrangements for working in partnership with BME communities and community/ voluntary organisations in policy and service development.	<ul style="list-style-type: none"> ▪ To seek advice from Kingston Race Equality Council and the Borough Service Access Officer on the most appropriate ways of engaging with BME communities 	Vicky Boswell	By 02/06	<p>KREC unable to attend meetings to date.</p> <p>Service Access is an active and valued member of the group</p>

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		<ul style="list-style-type: none"> ▪ Develop and extend links between Trust and local faith communities and BME groups ▪ Involve local BME groups / organisations in a Kingston Borough BME event ▪ Monitor use of PALS and user and carer involvement by BME groups and agree action plans to meet gaps 	<p>KREG members</p> <p>Vicky Boswell / Jale Punter</p> <p>GMs/ SMs/ Carers Workers/ MH Empowerment Wkr</p>	<p>From 03/06</p> <p>Ongoing</p> <p>From 03/06</p>	<p>KREG are planning a joint event with the Kingston Inter-Faith Forum in November</p> <p>BME groups and organisation will be invited to attend and contribute to the above event.</p> <p>Systems to be established in 2006.</p>
Governance	Monitor information on recruitment, retention, promotion and access training and development by BME staff	<ul style="list-style-type: none"> ▪ Develop a more detailed ethnic profile of staff through quarterly reports to KREG from HR 	General Managers Service Managers	From 03/06	Performance Manager to work with HR to produce a report for the June meeting
Governance	Decrease the preconceptions and misunderstanding that are sometimes arise between different racial and cultural groups within the workforce.	<ul style="list-style-type: none"> ▪ Monitor the availability of Trust and Borough training. ▪ Establish a monthly Kingston Staff Discussion Forum 	<p>Vicky Boswell</p> <p>Jale Punter</p>	<p>03/06</p> <p>From 03/06</p>	<p>This will be progressed through the Kingston Training Board.</p> <p>Jale will set up a Kingston Staff Discussion Group in summer 2006.</p>