

## Equality and Diversity Update November 2005

### Legislation update

#### Race Equality Scheme: Deadline 30<sup>th</sup> November 2005

It's RES time. Any specific queries about your employment duties should be directed to [naira.dar@scotland.gsi.gov.uk](mailto:naira.dar@scotland.gsi.gov.uk) or tel 0131 244 5084, minicom 0131 244 1829, general assistance with the completion of the RES and specifically service delivery issues, can be obtained from the National Resource Centre for Ethnic Minority Health, contact [Eleanor.McKnight@phis.csa.scot.nhs.uk](mailto:Eleanor.McKnight@phis.csa.scot.nhs.uk) or call Eleanor on 0141 300 1037.

Action plan ready? Progress being made? You still can't rest easy, new legislation is coming on line all the time.

- **5 December 2005: Civil Partnership Act 2004 comes into force**  
Couples who register their relationship will have similar rights and responsibilities to married couples including, for example, the right to survivors' pension benefits. Remember to make sure the term "Marital status" is replaced with "Relationship status" on all documentation before 5<sup>th</sup> December and that civil partnership is offered as an option.
- **5 December 2005: Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005 come into force**  
The Regulations impose duties on public authorities to have due regard to the need to eliminate disability discrimination. The duties include a requirement to publish a Disability Equality Scheme by a prescribed publication date. **TIP** Watch out for terminology, particularly in job descriptions and adverts. Concentrate on the outcomes you need not the usual inputs, so "needs to produce good quality word processed documents" not "must be able to touch type at 45wpm", or "must be able to travel to meetings across Scotland on a regular basis" not "must hold current driving licence".
- **April 2006: Unified tribunal service is introduced**  
The Employment Appeals Service, which administers employment tribunals and Employment Appeal Tribunals, is merged into a single tribunal service with other tribunal services. The new service is to be known as the Tribunals Service and its role will extend to exploring alternative methods of resolving disputes.  
Don't forget you can be taken to a tribunal by someone who has applied for a post as well as member of existing staff. New interview guidance is on the DTF website along with details of a recent tribunal that awarded **£1,000,000** in damages to a consultant employed by an NHS trust in England.

More detailed information about current and emerging legislation can be accessed on the [DTF website](#).

Equality Impact Assessing Policies will help you make sure you've met your legislative requirements and developed policies that promote equality of employment opportunity and tackle inequalities in health.

Needing help with Impact Assessment? Alastair Pringle can help, you can e-mail [Alastair.Pringle@scotland.gsi.gov.uk](mailto:Alastair.Pringle@scotland.gsi.gov.uk) or call 0141 249 6586

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### **Read all about it!**

I recently e-mailed to staff on the DTF mailing list asking for help to develop and edit a new equalities newsletter so that equality leads and others will receive one main communication containing information from the Executive and the strand specific initiatives that it sponsors. Thanks to all who responded and look out for the first "Diversity Matters" soon. The newsletter will help you share current practice in your area and will keep you up to date in developments in the equalities field. Your thoughts on how you think the newsletter should be distributed (hard copy, e-mail on the intranet?) and items for inclusion would be welcome –

e-mail me, [Jenny.smythe@scotland.gsi.gov.uk](mailto:Jenny.smythe@scotland.gsi.gov.uk)

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### **Diversity Task Force**

Next meeting will be on 30<sup>th</sup> November and the main item for discussion will be the remit of this group which is under review. You can view the minutes of all meetings on the [DTF website](#).

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### **Award winners**

- Last but not least, congratulations to both NHS Lanarkshire and NHS Greater Glasgow who both won NTA Scottish Training Awards at a terrific ceremony on Wednesday 1<sup>st</sup> November 2005. Both boards have been active in offering training that has helped people facing redundancy or out of work enter employment with the NHS making a real difference to peoples lives as well as reducing recruitment costs.
  - Could a future award winner be Job Jump Start in Grampian? The first cohort of trainees started a few weeks ago and we can't wait to see how everyone gets on.
  - Pre-employment is a great way to get a wider range of applicants for your posts from your local communities, it also helps improve participants health outcomes and can cut your recruitment costs.
  - NHS Greater Glasgow, NHS Lanarkshire, NHS Lothian, NHS Forth Valley & NHS Fife already know about the benefits and NHS Grampian and NHS Tayside will soon be reaping the rewards. Want to know more? contact Shazia Ashraf on 0141 232 2075
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Thanks for reading!

This e-mail clogging up you in tray? Should we send to someone else in your organisation? Let me know [jenny.smythe@scotland.gsi.gov.uk](mailto:jenny.smythe@scotland.gsi.gov.uk)