

Inclusion and Exclusion Conference 2005

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9th November 2005

Vision:

“The NHS of the 21st Century must be responsive to the needs of different groups and individuals within society and challenge discrimination on the grounds of race, gender, age, ethnicity, religion, disability and sexuality.”

NHS Plan Core Principles

DH aims to improve the health & well-being of the population by:

Delivering services that are responsive to the needs of all our communities

Targeting recruitment & development opportunities at people from different groups

Recruiting more staff, diversifying our skills base & better reflecting the communities we serve

The NHS has a diverse workforce:

The NHS is the largest single employer of black and minority ethnic staff in England:

- **14% of the overall NHS workforce**
- **5 - 7% in Ambulance Services (1.6% in 2000)**

The NHS must understand the health needs of all communities and groups, and embed this into mainstream health care delivery.

The workforce must reflect the diversity of those it serves in order to provide appropriate services and to promote equality.

What research has shown us:

- **Death rates from coronary heart disease among first generation South Asians are the 50% higher than the England and Wales average.**
- **The death rate for strokes among those born in the Caribbean is more than 50% greater than the England and Wales average.**
- **Type 2 diabetes is up to 6 times more common in South Asian people and up to 3 times more common in African & African-Caribbean people.**
- **Women born in India and East Africa have a 40% higher suicide rate than those born in England and Wales.**

What research has shown us:

- **Black people are over 6 times more likely to be detained under the Mental Health Act**
- **Women of Caribbean origin are the group most likely to be obese, with 50% of those aged 55 or over falling into this category.**
- **Gypsies and travellers have significantly more self-reported symptoms of health than other UK residents, but are less likely to seek medical assistance.**

The research carried out to date:

- There has been a wealth of highly informative research on issues related to black and minority ethnic people in the area of health and social care to date
- But we have not dealt with the end issue, namely the health inequalities that many of our communities still face
- We need to move towards finding practical solutions to these inequalities and make the changes needed to improve health outcomes – which is our vision for the NHS

Practical options for changes and improvements to our agenda:

- **We are the biggest purchaser of Goods, Facilities and Services in the UK – we wield huge economic muscle which we should utilise**
- **We are often the largest local employer and in direct competition with other employers for talent**
- **Corporate Citizenship – we are developing good practice in procurement, employment, capital developments etc - this will include supplier development work**

But...

- It's not going to happen overnight
- We must find solutions as well as problems
- We must work with local communities and national forums
- We must show leadership and accountability for our delivery plans
- We must fulfil our legal responsibilities under various legislation
- We must recognise that socially and morally it is the *right thing to do*

**But above all – we must
take action to make it
happen!**

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