

# Disability Equality Scheme.



# Equality and Diversity



What is Equality and Diversity?



Sometimes people get treated badly or differently because they:

Have a disability such as:



Mental health problem.

A learning disability.

Are in a wheelchair.

Have problems with their hearing or sight.



Have a different skin colour.



Are a man or a woman.



Are gay, lesbian or bisexual.



Are older or younger.

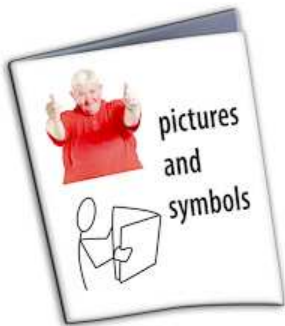


Have a religion or belief.

# People with disabilities can find it hard to:



Get into buildings.



Understand information.



Be listened to.

# What are your rights?



Everyone has the right to be treated well.

Everyone has the right to be treated the same.

NHS Grampian wants to help this happen.

# What does NHS Grampian do?



NHS Grampian has been doing lots of good work to make services better for disabled people in Grampian.

We have to keep doing this good work.

And keep making healthcare better.



Improve the health of people in Grampian.



Give you safe and good treatment.



Help you to choose the best way to keep your health.



We do this by working together with lots of different people.



And give you care closer to where you live.

# NHS Grampian Disability Equality Scheme.



The government has a law that says everyone must be treated the same.



NHS Grampian has to do work to make sure this happens.



We are working at making NHS Grampian better for disabled people.



We have a group of people, the Disability Discrimination Act Review Group who have meetings to look at what work we can do.



When we do any building work or service developments we involve disabled people to help us do this work better.



We listen to what you have to say.

## The work we are doing now:



Communication.

We will put more Portable Induction Loops in NHS Grampian buildings to help people who use hearing aids.



We will make information more accessible for people with Learning Disabilities, people with Aphasia and people with sight problems.





We will make it easier to get into buildings.



We have put in ramps.

Fitted stairlifts.

Fitted electronic entrance doors.

Fitted electronic door holders.



Staff training.



We are training NHS Grampian staff to understand the needs of disabled people.



NHS Grampian is working at making sure everyone gets treated the same.



The government and other groups check that we are doing this.



We involve disabled people in planning local health services.



We ask patients and carers what services they want.



We will help you if you want to be involved in checking local services:

We will help you with travel costs and will meet in places that are easy to get to.



NHS Grampian makes sure that disabled people have equal rights in employment.



We are promoting good health for disabled people.



We are working with lots of organisations to give you help to have healthy life.



We are building adult changing rooms for you to use when you visit NHS Grampian hospitals.

## **New work we are doing:**



We will build more disabled car parking spaces.



We will tell more people about the work we are doing.



New NHS Grampian policies will make sure that the needs of disabled people are included.

NHS Grampian makes sure suppliers have Equality and Diversity policies when doing work within NHS Grampian.



We will keep working at making sure the needs of disabled people are included within NHS Grampian.

