

Established on 1 April 2008, the Equalities & Planning Directorate of NHS Health Scotland is a key resource to support health boards and all NHS staff to create an NHS free from discrimination and fair for all.

The new Directorate brings together the work of the former six Fair for All initiatives to create a single national centre of expert advice and support on delivering equality and diversity.

We will work in partnership with boards, key equality communities and other statutory and voluntary organisations to enable all groups and individuals to improve their health.

Our work will focus on delivering improvement through planning, performance management and organisational change.

Please visit our interim web pages at www.healthscotland.com/about/equalities/index.aspx to find out more about the resources and guidance that we offer.

2000s

2002 fair for all policies are introduced for NHS Scotland
2007 Equality and Human Rights Commission established

2008

60th anniversary of UN Declaration of Human Rights
60th anniversary of the foundation of the NHS

For more information, please contact

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Quiz answers

- 1. False 2. False 3. True 4. True 5. False 6. False
7. True 8. True 9. True 10. False

For more detail on the answers, please visit our website or email us.

Equalities & Planning Directorate A Time for Change



Six decades ago the NHS was founded with the vision of Nye Bevan that: "Society becomes more wholesome, more serene, and spiritually healthier, if it knows that its citizens have...the knowledge that...[they]...have access, when ill, to the best that medical skill can provide."

In 2008, NHS Scotland has a fresh focus on delivering person-centred care. A new centre of expertise on diversity and health inequalities issues – the Equalities & Planning Directorate in NHS Health Scotland – is providing support and leadership to health boards in achieving this improvement.



1948 to 2008

Achievement and change: from a standard service for all towards an equitable service that is fair for all.

1948 A National Health Service is established to provide a standard health service through which health care will be available by right to all rather than only to those who can afford it, or who receive it through charity.

2008 The NHS has built on the vision of 1948 and is working towards a service through which all people experience equality of opportunity and equity of treatment and which opposes discrimination and embraces diversity.

Addressing rights and inequalities over the past 60 years.

1948	1950s
UN Declaration of Human Rights – right to health for all	Mass screening programme for tuberculosis
NHS established – free health care for all at the point of access	1957 Wolfenden report on Homosexual Offences and Prostitution

Equalities Quiz

Are the following statements true or false?

- | | |
|--|-------|
| | T/F |
| 1. Schedule 5 of the Scotland Act 1998 covers six equality areas: gender, race, disability, age, sexual orientation and religion/belief. | _____ |
| 2. The Race Relations Acts 1976 and 2000 do not provide any protection against religious discrimination. | _____ |
| 3. In 2004, 84% of Glasgow primary school pupils in Easterhouse East and 3% of pupils in Carmunnock were entitled to free school meals. | _____ |
| 4. Lesbian, gay, bisexual and transgender people are legally protected from discrimination and harassment in the workplace. | _____ |
| 5. Legislation requires all health facilities to install lifts and ramps for wheelchair users. | _____ |

- | | |
|--|-------|
| 6. Age Discrimination Regulations mean that companies are required to recruit older people. | _____ |
| 7. In the 2001 census, 33% of Scottish adults reported that they had no qualifications. | _____ |
| 8. Men typically develop heart disease 10 years earlier than women. | _____ |
| 9. Over 40% of people who are lesbian, gay or bisexual experience clinical mental distress at any given time. | _____ |
| 10. Scotland has the lowest proportion of new immigrants with a degree when compared to other regions in the UK. | _____ |

Answers on the back cover.

1960s	1970s	1980s	1990s
Oral contraceptive pill available on prescription	Social model of disability is established	1988 Section 28 introduced and 1989 Stonewall formed in response	1998 Human Rights Act and Scotland Act passed
First UK legislation on race relations	Implementation of the Equal Pay Act	Brenda Dean is the first woman to lead a major trade union	1999 Report of the Macpherson Inquiry into the death of Stephen Lawrence