



Equality and Mainstreaming Plan

(2021-2025)

Easy Read Version





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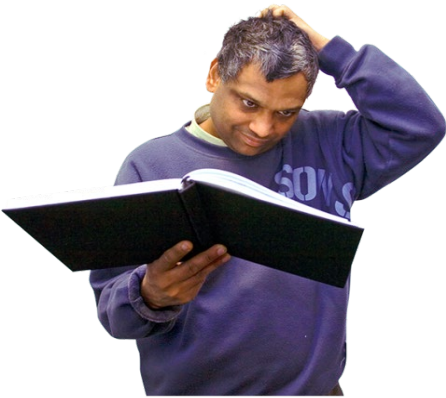
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How to use this report



This report uses easy words and pictures to help you to understand.



You may need some help to read it.



You can ask somebody that you know to help you read this.



Where this report says '**we**' this means **NHS Fife**.

What the Law says



There is a law called **The Equality Act**.



This law says that everyone must be treated **equally**.

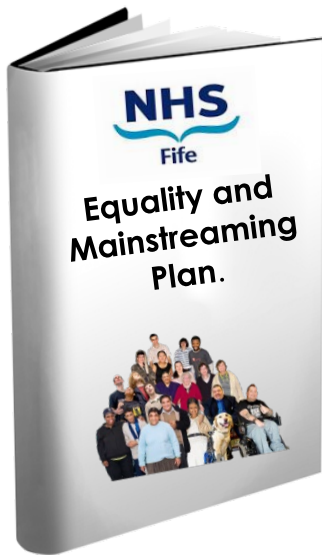


Equally means that everyone should be treated fairly and in the same way.

What NHS Fife says



We say that everyone's **health care needs** should be treated fairly and in the same way.



We have a new plan to make sure everyone's health care needs are treated fairly and in the same way.

It is called the **Equality and Mainstreaming Plan.**



The plan will tell people what we will do to treat people's health care needs the same.

The plan has 4 parts



Person centred care



Improve access for people



Corporate Management



Staff



We think that no group should be left out or treated differently and that includes your worker.

Person Centred Care



The plan tells us that we will work with older people who are in hospital and who have a mental health illness.



We will give people more time when they come to see us.



We will offer people a health check up.



We will involve people more.



We will make sure people can have someone to help them understand if they speak a different language.

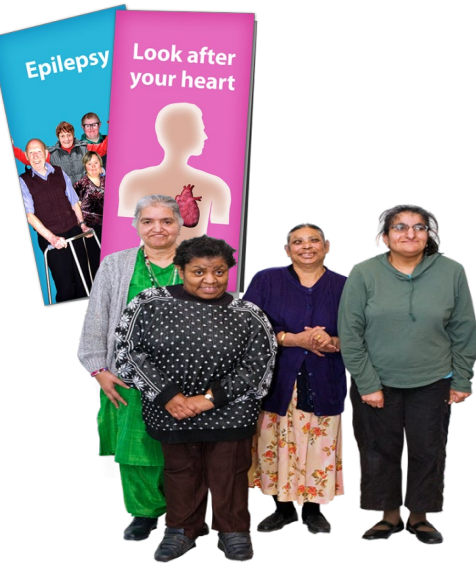
Corporate Services



We will treat people who are from a black or ethnic community more fairly.



We will ask for information about people who come to see us.



We will give more leaflets and information about health to people who are black or from an ethnic community.

Corporate Management



The plan says we will help our bosses to make good choices. Those choices will help to make things fair.



The bosses will get some training.



The bosses will have some stories to read. The stories will help people to understand how they feel.



The bosses will have some numbers to look at, this will help them understand more about the people who live in Fife.

Human Resources



We will help your worker and other workers to get together in a group.



We will listen to the workers more. We want to hear their stories.



We want to make sure the bosses hear the stories that workers want to talk about.

Contact Details



The plan will be checked by the Scottish Government.



The plan is available from April



If you have any questions about the plan you can speak to Dianne Williamson or a member of staff or your advocate.



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