

**Minutes of the Equality, Diversity and Human Rights Steering Group**  
**September 27th 2018 from 10 a.m. to 12 noon**  
**School of Nursing Room 6, Wexham Park Hospital**

*NB: Those present at this meeting should be aware that their names will be listed in the notes of the meeting which may be released to members of the public on request.*

Name		Dept	Attended/Apology
Eleanor Shingleton-Smith	ESS	Deputy Director of Organisational Development	Attended
Angela Ballard	AB		Attended
Elaine Morgans	EM	Head of HR Business Partners	Attended
Najeeb Rehman	NR	Equality & Diversity Manager	Attended
Peter Blackshire	PB	Chaplain (Wexham)	Attended
Janet King	JK	Director of HR and Corporate Services	Apologies
Jennifer Sistig	JS	Chaplain (Frimley)	Apologies
Bruce Montgomery	BM	Consultant	Apologies
Deborah Rogers	DR	Equalities Officer	Apologies

	Item	Action
1.	<p><b>Minutes from April 19th 2018 agreed as being accurate record.</b></p> <p>At the start of the meeting there was discussion on improving attendance at meetings and the need for more Clinical Staff to attend. NR suggested making the meetings more topical and advertising that guest speakers will be attending meeting may attract more staff to attend.</p> <p>MY suggested that Carers' needs are a hot topic for the Trust to take forward</p> <p>AB suggested discussion about interpreters and the service which is being offered.</p> <p>There was agreement that there needed to be representation from Capital Estates.</p> <p>Interpreting and Translation</p> <p>NR stated that the tendering process had been halted as the Trust had not received the minimum number of bidders for either of the Lots. According to Contracting Framework Rules this meant that the Tendering process could not proceed any further. NR explained that the hourly costs of face to face</p>	<p>AB to seek involvement for different Nursing Specialties</p> <p>NR to request attendance at the next Nursing &amp; Mid Wifery Group</p> <p>NR to speak to Enoma</p> <p>NR to revise staff interpreters list</p> <p>MY to look at</p>

	<p>translation are being driven down while BSL interpreter costs are increasing. As a result more and more organisations are moving towards use of video technology.</p>	<p>feasibility of utilising i-pads for Video BSL relay Service</p>
2.	<p><b>Objectives</b></p> <p><b>Corporate Equality</b></p> <p><b>Service Equality</b></p> <p><b>Interpreting and Translation</b></p> <p>Fulfilment of British Sign Language (BSL) bookings is running at over 95%.</p> <p>Deaf patients are mostly attending Outpatients, Eye Clinic and Maternity. Video BSL interpreting is something the Trust would like to move forward with and it is on the IT Department worklist. However there is no confirmed date as to when Video BSL could be introduced.</p> <p>It is being used in isolated cases around the Trust and it does work well e.g. Maternity and Outpatient departments.</p> <p><b>Accessible Information Standard</b></p> <p><b>Employment Equality</b></p> <p><b>Training</b></p>	

3.	<p><b>Feedback from other groups / areas: (changes/improvements made; proposals for improvements)</b></p> <p><b>Chaplaincy</b></p> <p><b>Estates and Facilities</b></p> <p><b>HR</b></p>	
4.	<p><b>Date of next meeting - 15<sup>th</sup> December 2017 from 10 am to 12 noon in the Seminar Room at Frimley Park</b></p>	