
Gender equality & health

V Forum Women, Health and Gender

Madrid 14-15 Oct

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Sex and Power in Britain, 2008

At the current rate of progress it will take:

73 YEARS

for an equal
number of female
directors of FTSE
100 companies

200 YEARS

to achieve an
equal number
of women in
Parliament

55 YEARS

to achieve an
equal number of
senior women in
the judiciary

27 YEARS

to achieve
equality in Civil
Service top
management

UK Legislation on Equalities

- Race Relations (Amendment) Act, 2000
 - Disability Discrimination Act, 1995 & 2005
 - Equality Act, 2006
 - Employment Equality (Age) Regulations 2006
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GENDER EQUALITY DUTY

GENERAL

- Eliminate sex discrimination and harassment
- Promote equality of opportunity between women and men

SPECIFIC

- Publish Gender Equality Scheme
- Gender Impact Assessment of policies and planning
- Equal Pay Statement
- Consultation with public, staff , key stakeholders and trades unions
- Annual Report; 3 yearly revision

Gender Equality Duty -
Guidance for NHS Scotland

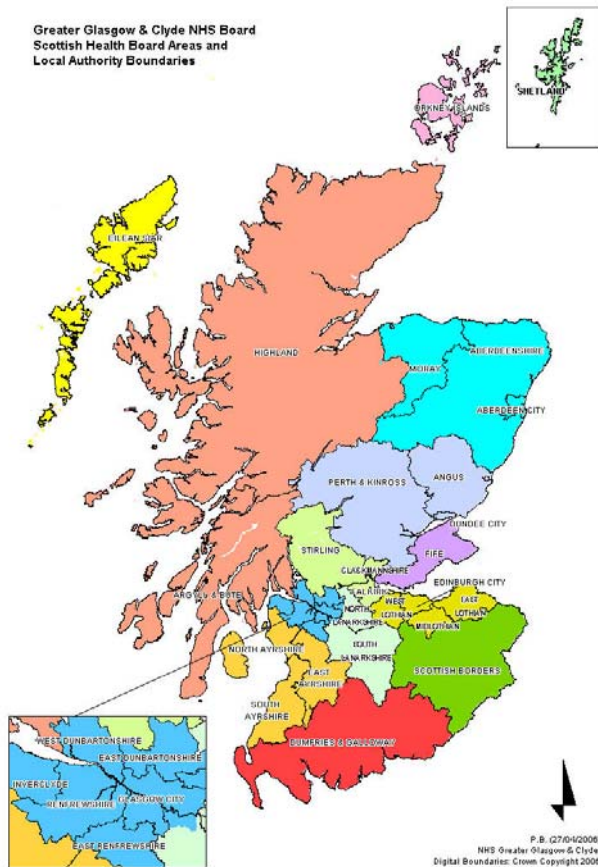


fair for all – gender
Positive Action – Real Change



Making a difference for women and men including transsexual people

NHS Greater Glasgow & Clyde



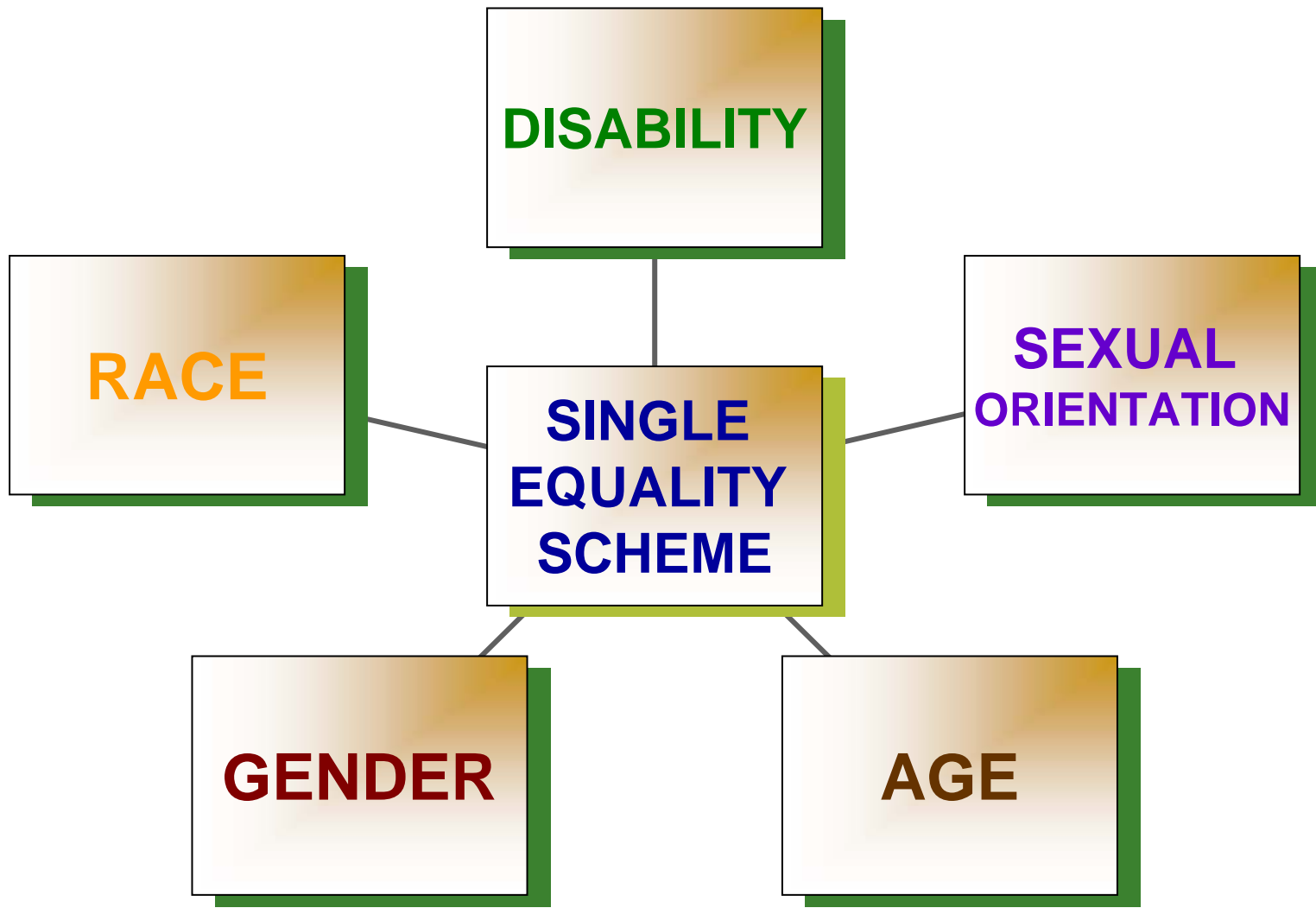
- 10 Community Health Partnerships
- Acute operating division – 8 Directorates; 9 hospitals
- Separate Partnership arrangements for Mental Health, Learning Disability, Addictions, & Homelessness
- Regional & National services – cancer, children’s services, CVD
- 44,000 staff
- 1.2 million population

Glasgow: A Tale of 2 Cities



CHALLENGES FOR NHS GREATER GLASGOW & CLYDE

- Intersection of different forms of inequality.
 - High levels of poverty and poor health
 - Dominance of medical model of health
 - Health service is but one player in addressing the causes and consequences of inequalities
 - Size and complexity of the organisation
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BUILDING BLOCKS

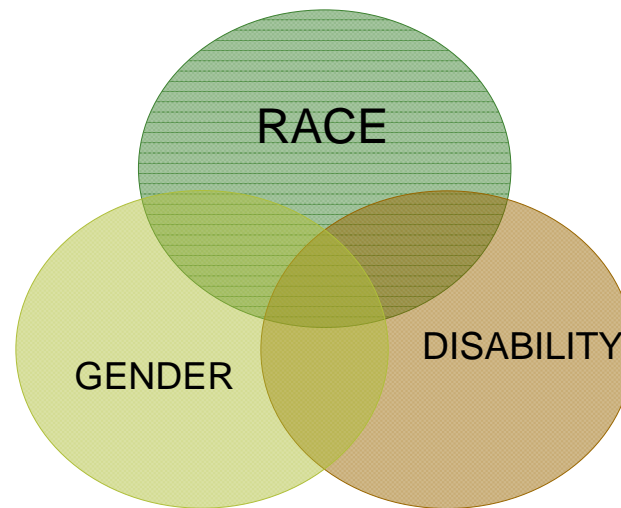


Initial Priorities

- Gender Based Violence Programme
 - Language and Communication Plan
 - Improvement of collection and analysis of data
 - Learning and education programme for staff
 - Improvements in physical access to services
 - Development of a transsexual policy for service users
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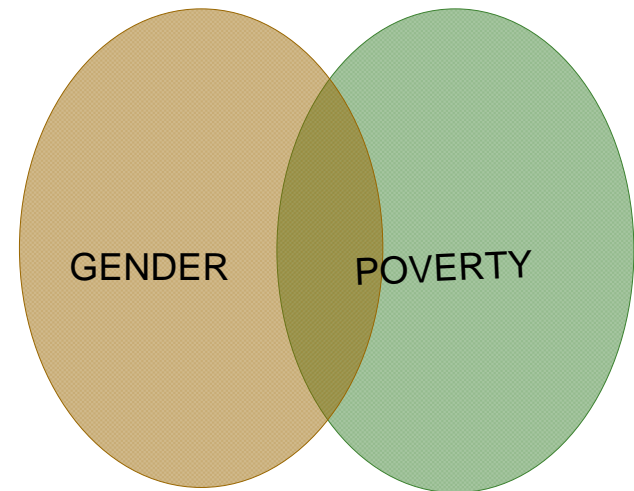
Theory → Practice

- Physical health checks for people with mental illness
- Suicide prevention programme
- Diabetes Clinic



INEQUALITIES SENSITIVE PRACTICE INITIATIVE

- Focus on four existing developments
 - Maternity
 - Children's services
 - Addictions
 - Primary care mental health
- Common factors
 - Redefine practice and planning
 - Health & social care model
 - Informed by poverty & gender perspective
 - Consistent service response to families facing problems



Thank you for your attention

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