



INTEGRATION JOINT BOARD

Appendix A - HSCP.21.058 IJB Equalities Report May 2021

Date of Meeting	25 May 2021
Report Title	Equalities
Report Number	HSCP.21.058
Lead Officer	Sandra MacLeod, Chief Officer
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Consultation Checklist Completed	Yes
Directions Required	No
Appendices	A: ACHSCP Equality Outcome Supporting Action Progress Report 2018 – 2020 B: Evidence Underpinning Equality Outcomes and Mainstreaming Framework C: Equality Outcomes and Mainstreaming Framework 2021-25 D: Health and Inequality Impact Assessment Template

1. Purpose of the Report

1.1. The purpose of this report is to present to the Integration Joint Board (IJB) an update on progress against the existing Equality Outcomes 2018 – 2020 and the proposed Equality Outcomes and Mainstreaming Framework for 2021-2025 for approval, along with the evidence which supports the development of the framework. A revised approach to undertaking Equality Impact Assessments in Aberdeen City Health and Social Care Partnership (ACHSCP) is also proposed along with a consequential change to the IJB and Committee report template.

2. Recommendations

2.1. It is recommended that the IJB:



INTEGRATION JOINT BOARD

- a) Notes the progress made on the existing Equality Outcomes (Appendix A).
- b) Approves the proposed Equality Outcomes and Mainstreaming Framework 2021-25 (Appendix C) and reporting schedule as described in paragraph 3.16.
- c) Approves the revised approach to undertaking Health Inequality Impact Assessments (Appendix D).
- d) Approves the consequential amendment to the IJB and Committee report templates to replace both the Equalities and Fairer Scotland Duty sections under Implications with a single section entitled 'Equalities, Fairer Scotland and Health Inequality' and that the Health Inequalities Impact Assessments will be published on the ACHSCP Website.

3. Summary of Key Information

- 3.1. The Public Sector Equality Duty is defined in the Equality Act 2010, Part 11, Chapter 1, Section 149 which states:“(1) A public authority must, in the exercise of its functions, have due regard to the need to-
 - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act,
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”
- 3.2. The 9 “protected characteristics” as defined by the Equality Act 2010 are:
 - Race
 - Disability
 - Age
 - Sex (male or female)
 - Sexual orientation
 - Gender reassignment
 - Pregnancy and maternity
 - Marriage and civil partnership
 - Religion or belief.
- 3.3. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th of May 2012. The Regulations were amended in 2015 to bring new public bodies such as the IJB within its scope. One of the requirements of the Regulations is that public bodies such as the IJB must produce and publish a report every two years detailing the work which has been done to make the equality duty an integral part of the way it functions



INTEGRATION JOINT BOARD

as an organisation. This is “mainstreaming” the needs of our local equality and diversity communities.

- 3.4. ACHSCP first published an Equality Outcomes and Mainstreaming report in 2016 with 11 Equality Outcomes. As required, the first progress update was published two years later in 2018. The second progress report was due to be published in 2020, however the response to Covid, and the reallocation of priorities, meant this was not completed at that time.
- 3.5. Work has now been undertaken to produce the latest progress report and this is contained in Appendix A. Whilst staff within the partnership have an awareness of the Equality Duty and a lot of work is being undertaken on a day to day basis to address inequality, it would be fair to say that focus on delivering the existing Equality Outcomes has not been as robust as it could have been. The first few years of the partnerships existence was focused on establishing the structures, systems and processes to enable the transformation and integration that have been achieved to date.
- 3.6. The Equality Duty is part of everyone’s role, but it has been identified that within the partnership, someone needs to take a lead role on ensuring the Duty remains a focus and that we consistently monitor and report on progress. This lead role has been allocated to the Lead for Strategy and progress will be monitored via the Strategic Planning Group.
- 3.7. Refreshing and publishing new Equality Outcomes, and producing a new Mainstreaming Framework was also due in 2020 but, again, due to the response to the Covid pandemic, there was no capacity to undertake the comprehensive research and consultation necessary to do this justice. In October 2020, an Equalities Subgroup of the Strategic Planning Group was set up and tasked with progressing this work.
- 3.8. The Equalities Subgroup consists of representatives from ACHSCP, Aberdeen City Council (ACC), Aberdeen Council of Voluntary Organisations (ACVO), Scottish Care, and Grampian Regional Equality Council (GREC). The group reports through the Strategic Planning Group which has wider representation from ACHSCP, its partners and its communities.
- 3.9. Following initial discussion, GREC was specifically commissioned to undertake the research and consultation work necessary to help identify the refreshed Equality Outcomes and inform the revised Mainstreaming Framework. Appendix B contains the details of the consultation and



INTEGRATION JOINT BOARD

research undertaken which was the evidence that was used to develop the Equality Outcomes for 2021-25.

3.10. Appendix C is the proposed Equality Outcomes and Mainstreaming Framework (EOMF) that has been developed for 2021-25. Although the Equality Outcomes were identified based on the evidence from research, the specific actions to achieve the outcomes were developed in consultation with staff and partners.

3.11. Seven refreshed Equality Outcomes are proposed. These are: -

- **Outcome 1** Improved accessibility and confidence in using health and social care services.
- **Outcome 2** Inclusive approach to enabling people to live as independently for as long as possible
- **Outcome 3:** Health and support services are delivered in a compassionate way, respecting the dignity of the individual, and are co designed with people who experience poor mental health, to ensure they flourish and thrive, build resilience and continue in recovery
- **Outcome 4:** Community engagement, empowerment, and cohesion work across the City is inclusive, strong and effective.
- **Outcome 5:** All staff delivering health and social care services fully understand their legal duties, and other responsibilities, in keeping people living, working, studying or visiting Aberdeen City safe and free from harm
- **Outcome 6:** We have a workforce that is reflective and representative of the communities we care for
- **Outcome 7:** We have a workplace where all staff feel valued and respected and have their needs met appropriately

3.12. Equality Outcomes have a lifespan of four years. As such, they have deliberately been kept high level but the EOMF is still considered SMART. For each outcome, specific actions have been identified and allocated to named service areas services to deliver. Through the consultation process we are confident these actions are realistic and achievable and for each we have identified measures of success.

3.13. Delivery of the actions has been allocated to lead service areas however it is implicit that the manager responsible for these areas will take full ownership of delivery of the actions. The Lead for Strategy will hold the Leadership Team to account for the delivery of the EOMF through the



INTEGRATION JOINT BOARD

Leadership Team meetings, the Equalities Subgroup and the Strategic Planning Group.

- 3.14.** The EOMF is a dynamic document. Some areas within the current version are still under development and this is because we continue to consult with staff and partners in relation to achievable and realistic actions. The EOMF will be kept under regular review ensuring all of the actions remain relevant.
- 3.15.** The successful implementation of ACHSCP's EOMF will be supported by a network of volunteer "DiversCity Officers", who, in addition to their day to day tasks, will have a lead role in promoting the EOMF within their teams, ensuring it is highlighted when inducting new staff, obtaining advice and guidance in equality related matters, and supporting the gathering of evidence and reporting. They will also encourage staff to make every opportunity count in relation to contact with people with protected characteristics, finding out from them or from friends and family what we can do to improve access to services. Interests in these roles will be canvassed in much the same way as has been done from Digital Champions and SDS (Self Directed Support) Ambassadors. The DiversCity Officers will be supported by the Equalities Subgroup.
- 3.16.** In order to ensure a focus is maintained on delivering against the EOMF, it is proposed that the Equalities Subgroup will meet quarterly and review progress reports from the lead services. A half yearly report will be scrutinised by the Risk, Audit and Performance Committee and an annual report will be submitted to the IJB. The biannual report will be published as required by the specific duty.
- 3.17.** Given that ACHSCP is about improving health and reducing inequalities, and building on our commitment to mainstreaming equalities, it is proposed that ACHSCP revises its current approach to equality impact assessments and adopts Public Health Scotland's Health Inequalities Impact Assessment (HIIA). The ACHSCP version of the HIIA template is shown at Appendix D. Not only does this template cover assessment against the protected characteristics but it also incorporates assessment against Health Inequalities and Human Rights. Colleagues in ACC and NHS Grampian have confirmed that the template also satisfies the requirements of the Fairer Scotland Duty.
- 3.18.** If approved, relevant training will be arranged for staff on how to use the HIIA template, when an HIIA is required etc. This will be linked to our developing Policy on Public Engagement which will be brought to the IJB meeting in August 2021 for approval.



INTEGRATION JOINT BOARD

3.19. Should the IJB approved the change to HIAs, it is further proposed that the implications section of the IJB and Committee report sections be amended to replace 4.1 Equalities and 4.2 Fairer Scotland Duty with a single section entitled Equalities, Fairer Scotland and Health Inequality and that the HIAs will be published on the ACHSCP Website..

4. Implications for IJB

- 4.1. Equalities** - This report is all about raising the profile of the equalities agenda and ensuring not only that the IJB meets its requirements in terms of the Equalities Act but also that ACHSCP is mainstreaming the equality duty and ensuring we are tackling explicit inequalities faced by those with protected characteristics, identified through community engagement and research. These recommendations in this report should have a positive impact on those with protected characteristics.
- 4.2. Fairer Scotland Duty** - The EOMF also covers the IJB's Fairer Scotland Duty and should ensure inequalities of outcome caused by socioeconomic disadvantage are reduced.
- 4.3. Financial** - There are no additional financial implications proposed as a result of the recommendation in this report.
- 4.4. Workforce** - There are no additional workforce implications arising from the recommendations in this report. Officers will mainstream the Equality Duty and undertake the roles of Diversity Officers as part of their ongoing duties.
- 4.5. Legal** - The guidance will assist the IJB to meet its legal duties in relation to the Equality Act 2010.
- 4.6. Covid-19** - The recommendations in this report and the actions in the Equality Outcomes and Mainstreaming Framework should help mitigate the unequal impact Covid-19 has had on some communities. Mainstreaming the Equality Outcomes will be carried out taking cognisance of any Covid-19 guidance existing.
- 4.7. Unpaid Carers** - Unpaid carers are considered specifically as part of the HIA and therefore any recommendations to reduce or enhance any adverse impacts on them will be implemented as part of the assessment process.



INTEGRATION JOINT BOARD

4.8. **Other** - There are no other implications relevant to this report.

LIB Report



INTEGRATION JOINT BOARD

5. Links to ACHSCP Strategic Plan

5.1. The recommendations in this report link directly to the commitment in the Prevention aim of the Strategic Plan to address the factors that cause inequality of outcomes in and across our communities. By delivering on the EOMF and undertaking HIAs we are ensuring the specific needs of those with protected characteristics and those impacted by wider environmental and social conditions will be met.

6. Management of Risk

6.1. Identified risks(s)

Where we not to implement the EOMF or improve our approach to impact assessments, there is a risk that the JB fails to meet its duty under the Equality Act and that health inequalities persist or increase.


6.2. Link to risks on strategic or operational risk register:

This report links to Strategic Risk 5: There is a risk that the JB, and the services that it directs and has operational oversight of, fail to meet both performance standards/outcomes as set by regulatory bodies and those locally-determined.

This risk is currently sitting at Medium.

6.3. How might the content of this report impact or mitigate these risks:

By implementing the EOMF and improving our approach to impact assessments the JB is meeting its legal obligations and outcomes for those currently experiencing health inequality should improve.

Approvals	
	Sandra MacLeod (Chief Officer)
	Alex Stephen (Chief Finance Officer)