



INTEGRATION JOINT BOARD

Date of Meeting	25 April 2023
Report Title	Equality Outcomes and Mainstreaming Framework
Report Number	HSCP23.024
Lead Officer	Sandra Macleod Chief Officer
Report Author Details	Alison Macleod Strategy and Transformation Lead
Consultation Checklist Completed	Yes
Appendices	Appendix A – Biennial Progress Report 2021 - 2023 Appendix B – Guidance on Assessing the Impact of Policy and Practices Appendix C – Revised Equality Outcomes and Mainstreaming Framework 2023-2025

1. Purpose of the Report

- 1.1. To request approval from the Integration Joint Board (IJB) to publish the Biennial Progress Report in relation to the Equality Outcomes and Mainstreaming Framework and to request approval of the revised Guidance on Assessing the Impact of Policy and Practices (which now incorporates requirements under the United Nations Convention for the Rights of the Child (UNCRC)) and the revised Equality Outcomes and Mainstreaming Framework 2023-2025.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board:
- a) Approves the Biennial Progress Report in relation to the Equality Outcomes and Mainstreaming Framework.



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- b) Instructs the Chief Officer to publish the Progress Report and advise the Equality and Human Rights Commission (EHRC) when this is done.
- c) Approves the revised Guidance on Assessing the Impact of Policy and Practices.
- d) Approves the revised Equality Outcomes and Mainstreaming Framework 2023-2025.

3. Summary of Key Information

- 3.1. At its meeting of 25th May 2021, the IJB approved the Equality Outcomes and Mainstreaming Framework (EOMF) 2021 – 2025 for Aberdeen City. The aim of the EOMF was to embed a culture of equality and human rights across all services. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a duty on the IJB to report progress every two years therefore the first progress report on the EOMF approved in May 2021 is due to be published by May 2023. The Progress Report is contained at Appendix A and approval to publish is requested.
- 3.2. The report provides progress updates against the 31 success factors in the current EOMF. Whilst there has been a lot of activity and good progress is being made, the collation of the updates highlighted that the volume of success factors and the breadth of scope covered by them had been ambitious.
- 3.3. At the beginning of 2022 the EHRC undertook a review of compliance with the Public Sector Equality Duty (PSED) for all IJBs and in July 2022 they wrote to each IJB with the outcome of their review, offering further support to advance equality through improved compliance. In October and November 2022 EHRC ran two Workshops on setting SMART, evidence-based Equality Outcomes, and how and when to undertake robust equality impact assessments. Aberdeen City participated in these Workshops and took a great deal of learning from them.
- 3.4. Although EHRC confirmed that they consider Aberdeen City IJB to be compliant with the duties to publish a Mainstreaming Report, set of Equality Outcomes, and Equality Outcomes Progress Report, they encouraged us to



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reflect upon the learning from the workshops and consider how it could help improve our future performance.

- 3.5.** As part of their review, the EHRC undertook a search of ACHSCP's website and highlighted that our published Impact Assessments were not as accessible as they could be. They advised that a member of the public should be able to find these through a simple search. They requested that we review our policies and practices in relation to impact assessments and develop and agree a functioning system which should include how Aberdeen City will meet the Specific Duty, impact assess proposed new or revised policies and practices, and keep them under review.
- 3.6.** The Guidance on Assessing the Impact of Policy and Practices attached at Appendix B is the result of that review incorporating all of the learning from the EHRC as well as feedback from staff who have been working with the current system over the last two years. It also includes anticipated duties in relation to UNCRC. The Guidance currently includes those areas the JJB is mandated to impact assess however it is our intention to update this as required with areas of best practice. We are anticipating a requirement to impact assess against the impact of Climate Change.
- 3.7.** The templates used in the Impact Assessment process have been streamline and simplified ensuring that they focus on our specific duties. In particular the Guidance specifically confirms the requirement to publish in an accessible manner. Refinements to the website have been made to ensure we can meet our obligations in relation to this. The Guidance also introduces the need to identify performance measures where relevant, incorporating these into routine reporting, and the requirement to monitor and review impact over time.
- 3.8.** The intention remains to grow and develop the DiversCity Officers Group which will enable the sharing of learning and support in undertaking Impact Assessments and assist in embedding compliance with PSED.
- 3.9.** The EHRC workshop on SMART Equality Outcomes caused us to review and rethink our current ones. Proposed, revised Equality Outcomes along with specific actions, measures and Lead Officers are contained in Appendix C. It is proposed that these replace the existing outcomes for the next two



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years to May 2025. The Equality Outcomes are closely linked to our current Strategic Plan which also runs to 2025 and it is proposed we revise both at the same time. The main learning that has informed these revised Equality outcomes include: -

- Be specific and prioritise tackling the inequalities most significant in our area.
- Link the Equality Outcomes to our Strategic Aims
- Make the Equality Outcomes something we can achieve within remit and resources.
- No need to duplicate existing legislative requirements
- No need to cover all groups with protected characteristics.

3.10. As an ongoing opportunity to improve knowledge and confidence an IJB Equality Peer Support Group has been set up by equality practitioners in the sector following the workshops and ACHSCP will be represented on this.

3.11. IJB are asked to approve these revised Equality Outcomes noting that they are closely linked to existing work detailed in the Delivery Plan and therefore work that is already being progressed.

4. Implications for IJB

4.1. Equalities, Fairer Scotland and Health Inequality

This report confirms arrangements for the IJB's compliance with the Human Rights Act 1998, Equality Act 2010, the Scottish Specific Public Sector Equality Duties 2012 and the Fairer Scotland Duty 2018.

4.2. Financial

There are no direct financial implications arising from the recommendations of this report. All equality and human rights activities will be undertaken within existing budgets.



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4.3. Workforce

There are no additional workforce implications arising from the recommendations in this report. Officers will deliver compliance as part of their ongoing duties.

4.4. Legal

The risks associated with not implementing the recommendations include:

- Non-compliance with legislation
- Legal challenge which could impact on service redesign to deliver financial efficiencies.
- Regulatory/enforcement action

4.5 Unpaid Carers

Unpaid Carers are one of the groups considered in terms of impact assessment and, where relevant, would be consulted on the development of any new policy or practice.

5. Links to ACHSCP Strategic Plan

- 5.1. This report links directly to delivery of the strategic aims and priorities of the IJB and supports achieving the stated approach of services being planned and led locally.

6. Management of Risk

6.1. Identified risks(s)

There is a risk that the IJB fails to maximise opportunities to engage with people with protected characteristics when planning and delivering services which could potentially lead to harm or exclusion of certain groups.



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

This report links to Strategic Risk 8:

Cause: Need to involve lived experience in service delivery and design as per Integration Principles

Event: IJB fails to maximise the opportunities created for engaging with our communities

Consequences: Services are not tailored to individual needs; reputational damage; and IJB does not meet strategic aims

This risk is currently sitting at Medium.

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

The process, documentation and approach described in this report will improve the IJB's ability to demonstrate its due regard to the equality duty to the Scottish Parliament's appointed regulator. The quality of life for people who share a protected characteristic, have shared lived experiences and groups experiencing inequality will also improve as services are coproduced and become more accessible.