

ACHSCP Equality Outcomes (Revised March 2023) – all to be delivered by 30th April 2025

Equality Outcome 1:	People with both mental and physical disabilities have improved experiences of care.
Link to General Duty:	Eliminate discrimination and advance equality of opportunity
Evidence:	Out of Area Placements, Complex Care Delayed Discharges

Action	Measure	Lead
Review availability of the range of independent advocacy and implement any recommendations from the review	Services re-commissioned	Commissioning
Develop and deliver local and sustainable system flow and return to home pathways with partners, supporting reduced hospital admission, delays in hospital discharge and out of area placements	Out of Area Placements, Delayed Discharges	Home Pathways
Help people to ensure their current homes meet their needs including enabling adaptations	DAG Stats	Strategy and Transformation
Work with Children’s Social Work and health services, to predict and plan for future Complex Care demand including developing and implementing a Transition Plan using the GIRFE multi-agency approach for those transitioning between children and adult social care services, initially for Learning Disabilities	Transition Plan Developed	Community MHL D
Undertake and implement a strategic review of the Neuro Rehabilitation Pathway	Review Complete and Implemented	AHP and Rehabilitation
Develop a Mental Health triage approach in Primary Care to improve patient experience and promote self-management	Patient Experience Surveys	Community MHL D
Further development of the Autism Assessment service and expansion to include neurodevelopmental assessment	Service Developed	Community MHL D
Develop and implement approaches to support Suicide Prevention and alignment to national Suicide Prevention Strategy	Suicide Rates	Community MHL D

Equality Outcome 2:	Older people receive the right care, in the right place, at the right time.
Link to General Duty:	Eliminate discrimination and advance equality of opportunity
Evidence:	Frailty Pathway and SWSC Stats

Action	Measure	Lead
Deliver the second phase of the Frailty pathway and undertake a review of implementation to date to identify further improvements to be incorporated into the programme plan.	ED & AMIA Waits for 102, 102 Boarders, Delayed Discharges H@H beds and usage	Nursing
Continue to deliver our Stay Well Stay Connected programme of holistic community health interventions focusing on the prevention agenda.	SWSC Stats	Strategy and Transformation
Explore ways we can help people access and use digital systems	SWSC Stats, Feedback from PC Group	Strategy and Transformation
Co-design Aberdeen as an Age Friendly City which supports and nurtures people to get ready for their best retirement and promotes the development of a social movement to encourage citizens to stay well and stay connected within their communities.	Attendance at conference, (other measures to be added later after outcome from conference are known)	Commissioning

Equality Outcome 3:	All residents of Aberdeen have equal access to health and care services.
Link to General Duty:	Eliminate discrimination and advance equality of opportunity
Evidence:	

Action	Measure	Lead
Undertake a strategic review of specific social care pathways utilising the GIRFE multi-agency approach where relevant and develop an implementation plan for improving accessibility and coordination.	Review complete and implemented	Chief Social Worker
Review Care for People arrangements	Review complete and implemented	Business Support, Communications and Contingency
Improve primary care stability by creating capacity for general practice	Sustainability Ratings (particularly for those practices in areas of deprivation)	Primary Care
Ensure all sections of the population have access to Vaccinations	Number Vaccinated in minority and hard to reach groups	Chief Nurse
Deliver the strategic intent for the Primary Care Improvement Plan (PCIP) including specifically arrangements for Refugees and Asylum Seekers and Homeless people	Quantification of Service delivered to Refugees and Asylum Seekers and Homeless people	Primary Care
Monitor and evaluate the impact of the Carers Strategy on an ongoing basis factoring in early preparations for the next revision	Progress reports on delivery of the Carers Strategy Action Plan	Strategy and Transformation

Equality Outcome 4:	The top preventable risk factors are tackled particularly in areas of deprivation (those experiencing inequality)
Link to General Duty:	Eliminate discrimination and stigma, advance equality of opportunity
Evidence:	Deaths from Drugs and Alcohol, Obesity Measures, Life Expectancy (by SIMD), Trauma Informed Training and Initiatives

Action	Measure	Lead
Reduce the use and harm from alcohol and other drugs including through the Drugs Related Deaths Rapid Response Plan	Deaths from Drugs and Alcohol	Alcohol and Drugs Partnership
Deliver actions to meet the HIS Sexual Health Standards	Compliance with Standards	Sexual Health Services
Continue the promotion of active lives initiatives with our partners, for example the Physical Activity Academy, Active Travel etc.	Obesity Measures, Life Expectancy (by SIMD)	Strategy and Transformation
Reduce smoking prevalence across population and prevent e-cigarette and emerging tobacco produce use among young people.	Smoking Cessation Statistics	Strategy and Transformation
Ensure our Workforce are Trauma Informed	Training Undertaken and Initiatives delivered	Lead for People and Organisation

Equality Outcome 5:	Service design and delivery is informed by the diversity of experience within Aberdeen communities.
Link to General Duty:	Advancing equality of opportunity and fostering good relations
Evidence:	Stats on numbers and the diversity of groups involved in various consultation exercises

Action	Measure	Lead
Data/Evidence		
Develop the membership and diversity of our Locality Empowerment Groups	Diversity Data of LEG membership	Strategy and Transformation
Increase community involvement through existing networks and channels	Community Involvement Statistics	Strategy and Transformation
Update of Our Guidance for Public Engagement and ensure its use is embedded	Staff Awareness and Training	Strategy and Transformation
Promote the use of Care Opinion to encourage patients, clients, carers and service users to share experiences of services, further informing choice.	Care Opinion Stories posted	Strategy and Transformation
Develop and deliver the Procurement Workplan incorporating our commissioning principles so that our commissioning is ethical, creative and co-designed and co-produced with partners and communities.	No. of co-designed commissioning undertaken	Commissioning