



INTEGRATION JOINT BOARD

Date of Meeting	7 May 2024
Report Title	EOMF, IIA, and Public Engagement guidance updates
Report Number	HSCP24.025
Lead Officer	Alison MacLeod Lead for Strategy and Transformation
Report Author Details	Stuart Lamberton Transformation Programme Manager SLamberton@aberdeencity.gov.uk
Consultation Checklist Completed	Yes
Directions Required	No
Exempt	No
Appendices	<ul style="list-style-type: none"> a) Equality Outcomes and Mainstreaming Framework b) Assessing the Impact of Policies and Practices Guidance c) Our Guidance for Community Engagement, Human Rights and Equalities
Terms of Reference	1 - Any functions or remit which is, in terms of statute or legal requirement, bound to be undertaken by the IJB itself

1. Purpose of the Report

- 1.1. The purpose of this report is to share with the Integration Joint Board (IJB) our progress in relation to the Equality Outcomes and Mainstreaming Framework (EOMF). This report also details updates to the Assessing the Impact of Policies and Practices and our Guidance for Community Engagement, Human Rights and Equalities.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board:



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- a) Notes the progress report in relation to the Equality Outcomes and Mainstreaming Framework (Appendix A)
- b) Approves the revised 'Assessing the Impact of Policies and Practices' (Appendix B).
- c) Approves the revised 'Our Guidance for Community Engagement, Human Rights and Equalities' (Appendix C).

3. Strategic Plan Context

- 3.1. This report links directly to our vision and the delivery of the strategic aims and priorities within the Strategic Plan. This progress report together with updates to our Assessing the Impact of Policies and Practices and Our Guidance for Community Engagement, Human Rights and Equalities demonstrates the continuing delivery of, and commitment to key actions under the Caring Together and Achieving Fulfilling and Healthy Lives aims, particularly in relation to empowering communities to be involved in planning and leading services locally and tackling inequality.

4. Summary of Key Information

- 4.1. On 25 May 2021 the IJB approved the 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 biennially and the previous progress report was presented to the IJB on 25 April 2023 and subsequently published on the Assessing our Impact page of the ACHSCP Website. Although our next biennial report is not due to be published until May 2025, as the equality outcomes had been revised last year it was agreed that IJB would receive an annual report on the progress made against these. The progress report covering the previous 12 months is contained at Appendix A.
- 4.2. The report at Appendix A shows that all Equalities Outcome actions are in progress and on track to be completed by April 2025. Work on some of these projects has already been completed. Updates are included on the:
 - Review of availability of the range of independent advocacy and implementation of the recommendations from that review.
 - Development of a Mental Health triage approach in Primary Care to improve patient experience and promote self-management



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- Reduction of smoking prevalence across population and prevent e-cigarette and emerging tobacco produce use among young people.
- 4.3.** At the IJB meeting on 25 April 2023 the revised guidance on Assessing the Impact of Policies and Practices was approved which provided guidance to all staff on completing Integrated Impact Assessments (IIAs). Within the guidance is the template for completing IIAs and this has now been updated to include the following:
- Section 21 of the Consumer (Scotland) Act 2020 which places a duty on public bodies to have regard to consumer interests when making decisions of a strategic nature. This duty will apply to the IJB from 1 April 2024.
 - The Armed Forces Act 2021 which has created the Armed Forces Covenant Duty. This requires the IJB to have due regard to the particular needs of the Armed Forces Community when making decisions.
 - Since the revised guidance on Assessing the Impact of Policies and Practices was approved there have been specific situations that have required multiple IIAs to be considered as part of an overarching report. As such the template has been updated to include a section in the Proportionality and Relevance stage where staff can include relevant documentation which supports the overarching report.
- 4.4.** In June 2023 the EHRC published good practice examples from across Scotland and of the eight examples demonstrated Aberdeen City IJB were highlighted on two of these. These were in relation to taking action in relation to feedback received and building in a specific review stage for all IIAs. The revised Assessing our Impact policy can be found at Appendix B.
- 4.5.** The existing “Our Guidance for Public Engagement, Human Rights and Inequalities” was adopted by the ACHSCP in May 2021. Whilst there are many similarities between it, and the revised Our Guidance for Community Engagement, Human Rights and Equalities detailed in Appendix C, there are some significant updates and additions.
- 4.6** In regard to Community Engagement, the revised Our Guidance for Community Engagement, Human Rights and Equalities now:
- Places greater emphasis on the legislative and regulatory requirements allied to Community Engagement work.



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- Puts greater emphasis on the importance of considering the steps we need take in relation to Data Protection compliance.
- Draws attention to the recently developed IIAs, which supersede the ACHSCP's previous guidance 'Health Inequalities Impact Assessment' (HIIA's). This is an essential foundation to ensure we meet our obligations regarding Human Rights and Equalities.
- Provides an update on how we can value 'lived experience' in our engagement work. It draws attention to recent guidance (February 2024) from the Scottish government on paying people who are contributing their time to participation activities.
- Makes reference to suggested minimum standards for learning and development in relation to Community Engagement work.
- Highlights the process by which organisation can self-evaluate their Community Engagement work at an organisational, rather than project based, level.
- Updates information relating to 'emergency situations' and 'temporary arrangements' as per COSLA and the Scottish Governments updated "PLANNING WITH PEOPLE Community engagement and participation guidance" (April 2023).

5. Implications for IJB

5.1. 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 Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, and the Fairer Scotland Duty (set out in Part 1 of the Equality Act 2010). It also includes updates to our guidance on IIAs in considering the Consumer Scotland Act 2020 and the Armed Forces Act 2021.

5.2. Financial

There are no direct financial implications arising from the recommendations of this report.

5.3. Workforce

There are no direct workforce implications arising from the recommendations of this report.

5.4. Legal



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The risks associated with not implementing the recommendations include; non-compliance with legislation, legal challenges which could impact on service redesign to deliver financial efficiencies, and potential regulatory or enforcement action.

5.5. 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.

5.6. Information Governance

There are no direct information governance implications arising from the recommendations of this report.

5.7. Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report.

5.8. Sustainability

There are no direct sustainability implications arising from the recommendations of this report.

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.

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

This report links to Strategic Risk 6.

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



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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.

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