



Aberdeen City Health & Social Care Partnership
A caring partnership



Aberdeen City Health and Social Care Partnership

Equality Outcomes and Mainstreaming Framework Annual Progress Report May 2024



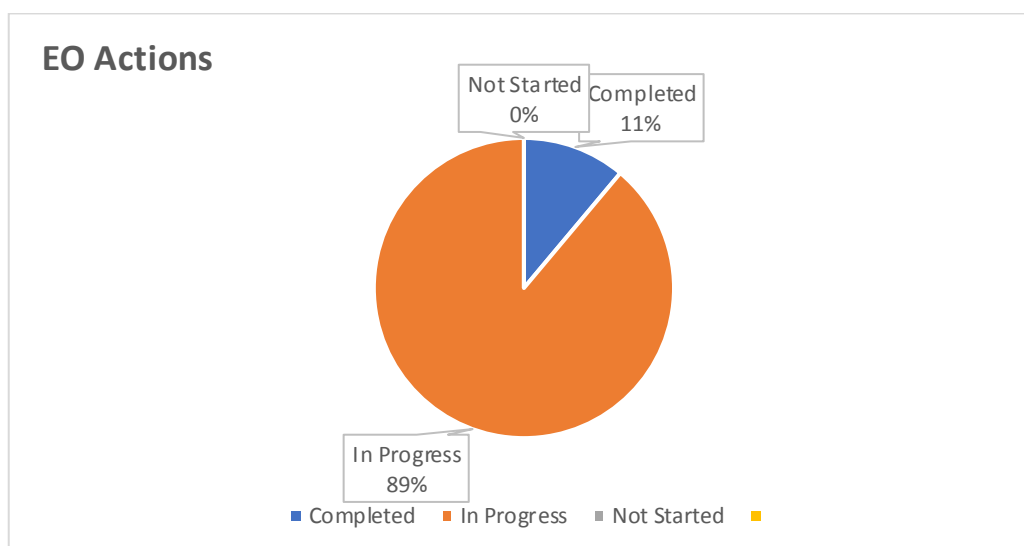
Equalities Outcomes and Mainstreaming Framework

Aberdeen City Health and Social Care Partnership published the [Revised Equality Outcomes](#) in March 2024. All Equality Outcome actions are to be all delivered by April 2025. This appendix shows progress each equality outcome action for this year.

Equality Outcomes

1. People with both mental and physical disabilities have improved experiences of care.
2. Older people received the right care, in the right place at the right time.
3. All residents of Aberdeen have equal access to health and care services.
4. The top preventable risk factors are tackled particularly in areas of deprivation (those experiencing health inequality)
5. Service design and delivery is informed by the diversity of experience with Aberdeen communities.

Our equalities outcomes are embedded in the [Strategic and Delivery Plan](#) and especially Delivery Plan year 3, within the Medium Term Financial Framework that is going to March 2024 IJB.



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		
Status Key	Completed	In Progress	Not Started
8 Total Actions	1	7	0

Action	Review availability of the range of independent advocacy and implement any recommendations from the review.	Status
		Completed
Review of the Advocacy services took place over 2023, and a new contract was awarded to Aberdeen Advocacy Services.		
The new arrangements are now under one contract providing an advocacy service to people with the following health and care needs		
<ul style="list-style-type: none"> • Learning Difficulties • Mental disorder/mental health problems 		

- Dementia
- Personality disorder
- Older people with mental disorder/mental health problems
- Children and young people with mental health problems
- People who lack capacity
- Substance misuse problems where there is also a mental health problem
- Carers

Independent Advocacy must be made available to adults and children who may be subject to the 2003 Act or have a mental disorder as defined by the Act. Unmet need will be monitored and data collected.

Medication Assisted Treatment (MAT) standard (8) is that all people have access to **independent advocacy** and support for housing, welfare, and income needs. Therefore, this contract covers this national policy/standard request for clients who are open to Substance Use Services. This part of the independent advocacy contract is funded by the Aberdeen City Alcohol and Drugs partnership. The relevant Scottish Government policy/directive can be found here - <https://www.gov.scot/publications/medication-assisted-treatment-mat-standards-scotland-access-choice-support/documents/>

Action	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	Status In Progress
<p>A specialist provision Market Position Statement (MPS) is being developed to determine what housing and accommodation we have, what the current and future needs of our population are and will be, and to forecast future housing requirements for people with a variety of needs in. Aberdeen City Health & Social Care Partnership is undertaking the whole system evaluation on specialist accommodation by identifying more capital or commissioned projects within the Strategic Housing Infrastructure Plan and Local Housing Strategy.</p> <p>The MPS is considering the following areas of need: - hospital admissions and delayed discharge, care home, care at home and home based short term support, substance use, neurology and acquired brain injury, acute care, complex care from dynamic support register, bariatric care, mental health and learning disability, sheltered housing, very sheltered housing, dementia care, forensic mental health accommodation, palliative end of life care, equipment and housing adaptation, children and young people with lifelong care and support needs</p>		

Action	Help people to ensure their current homes meet their needs including enabling adaptations.	Status In Progress
<p>The Disabled Adaptations Group (DAG) have developed a reporting template to capture accurate information data in relation to adaptations. The DAG comprises of various members from ACC, ACHSCP, Registered Social Landlords, Private Sector housing and more. Thus far for 2023/24 across the City there have been a total of 184 major adaptations completed, these include level access showers, ceiling tack hoists, and ramps. There has also been a total of 1234 minor adaptations completed and these included shower seats, step alterations, grab rails, and electrical work. The DAG now produces regular quarterly reports and provides detail on these quarters throughout the financial year, this is now in its second year of full reporting. The DAG reviews the data</p>		

and uses this to challenge performance and lobby for equity in budget and adaptation provision. Currently, the Scheme of Assistance is being reviewed and the group are also working through the new guidance on the provision of equipment for adaptations 2023 and will provide a summary report on compliance once the review has been completed.

Action	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 multiagency approach for those transitioning between children and adult social care services, initially for Learning Disabilities	Status
		In Progress
Project work has been undertaken within Childrens’ services to understand current and future demand for Complex Care services. Predicted need has now been established for the next 3 years and a process for continuing this approach has been established and will be embedded as Business as Usual.		

Action	Undertake and implement a strategic review of the Neuro Rehabilitation Pathway	Status
		In progress
<p>The outcomes of the Neuro rehabilitation pathway have been presented to ACHSCP IJB in October 2023 who agreed on a two-phase development of pathway. This is a hosted service for Grampian, within the foundations of service delivery being a patient centred accessible service to meet specialist neuro rehabilitation needs across Grampian</p> <p>The proposals presented were the output of a co design approach with patients and staff, linking with both Outcome 1 and Outcome 5, using lived experience to shape pathway.</p> <p>Implementation of the first phase is ongoing with an increased investment into multi-disciplinary staffing roles that will increase access and intensity of support across the pathway. Alongside this, there is early development of increasing TEC options to support patients as appropriate</p> <p>HSCP.23.047 FINAL Neuro Rehab Review Report for IJB 031023.pdf</p>		

Action	Develop a Mental Health triage approach in Primary Care to improve patient experience and promote self-management	Status
		In Progress
A pilot approach for Mental Health Triage in primary care settings was established aligned to Mental Health funding which was proposed to support this area. The pilot demonstrated small scale improvements. At this time scaling up is not possible to assess wider implications of this pilot and the project is closed.		

Action	Further development of the Autism Assessment service and expansion to include neurodevelopmental assessment.	Status
		In Progress
Initial work has taken place to bring together services across Grampian to consider approaches to neurodevelopment assessment which are likely to be an outcome of the current Learning Disability, Autism and Neurodiversity Bill consultation. At this time the outcome is not known and further information on resource has not been provided. An extension to the current service has been approved in order to allow further time for national work to conclude.		

Action	Develop and implement approaches to support Suicide Prevention and alignment to national Suicide Prevention Strategy	Status
		In Progress
<p>In 2022 the Scottish Government published a 10-year National Strategy for Suicide Prevention called “Creating hope together”. SAMH are the current service provider for suicide prevention work commissioned from May 2023. We have aligned an Aberdeen City Delivery Group to look at local issues, needs and priorities. This has informed the new LOIP project due to be approved at the Community Planning Aberdeen Board at the end of April 2024.</p> <p>The close report for the previous LOIP project “Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 by 2023” is available via the link below.</p> <p>11.1-Project-End-Report-120124.pdf (communityplanningaberdeen.org.uk)</p>		

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		
Status Key	Completed	In Progress	Not Started
4 Total Actions	0	4	0

Action	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.	Status	In Progress
<p>Implementation to date has been reviewed and a revised approach to developing Frailty support and services has been implemented.</p> <p>A Grampian Board has been brought together to support coordination and shared learning between the 3 HSCPs (Moray, Aberdeenshire and Aberdeen City). Additionally each HSCP will develop its own plan focussed on shared priorities which will be implemented in a local context.</p> <p>Frailty predominantly affects Older people and it is essential to have services in place which focus on reducing the likelihood of developing Frailty (through Early Intervention and Prevention) and suitable care and treatment options for those who are already experiencing Frailty. We continue to progress with meeting Equality Outcome 2 through this ongoing work.</p> <p>The revised approach also contributes to Outcome 3 – whilst developing Frailty services in line with a set of Grampian priorities the City Frailty Plan will consider how these can be delivered within a City context to ensure they are equitable and accessible across all areas. An example of this is the Hospital at Home Frailty service which already operates on a locality model and is available to communities across the city regardless of individual circumstances.</p>			

Action	Continue to deliver our Stay Well Stay Connected programme of holistic community health interventions focusing on the prevention agenda.	Status	In Progress
<p>Our Stay Well Stay Connected (SWSC) programme has inclusion at its heart, the programme supports older people and those with learning difficulties to improve their wellbeing and become more connected to their communities to avoid loneliness and social isolation. Initiatives such as Boogie in the Bar promote active ageing and community spirit, and enable older people and residents at care homes to meet up and socialise. Our Soup and Sannies programme helps to tackle food poverty and social isolation in our city's most disadvantaged communities. SWSC also targets population groups that don't often engage with health, social care, and wellbeing services such as men (through walking football and health check up sessions), and ethnic minority women who for cultural reasons may struggle to discuss and be treated for the menopause. SWSC ultimately aims to prevent ill health, frailty, and social isolation – and by doing so increases independence, mobility, and confidence and prevents early admission to hospital or care settings.</p> <p>Project-End-11.3-Promoting-Good-Health-Choices.pdf (communityplanningaberdeen.org.uk)</p>			

Action	Explore ways we can help people access and use digital systems.	Status	In Progress
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SWSC also aims to narrow the digital divide by both increasing digital capacity amongst older people, whilst making sure those who are unable, or unwilling to engage digitally are supported and included in SWSC activities.

Action	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.	Status
		In Progress
<p>Age Friendly Aberdeen was launched in June 2023 at the Granite City Gathering which will return as the Grampian Gathering on 28 September 2024. The Gathering promotes active ageing and aims to shift the narrative from retirement is the end of life, to retirement as the beginning of a new chapter. Age Friendly Aberdeen recognises that Aberdeen, like the rest of Scotland has an ageing population and health, social care, wellbeing, and community services need to reflect this fast-moving demographic change. The Gathering also provides ACHSCP with an opportunity to promote community empowerment and preventative approaches, such as completion of wills and Power of Attorney. Research has found that disadvantaged communities are far less likely to have Power of Attorney in place and this can lead to a financial impact, loss of control, and dignity in later years. The Gathering will also give us the platform to discuss sensitive topics like preparing for a good death, and to mainstream these conversations that may be seen as taboo amongst a significant number of the population.</p> <p>ACHSCP have worked closely with health and social care, and third sector colleagues across Scotland to submit a funding application to the joint EU/UK Government Peaceplus programme to address frailty in Scotland and across the island of Ireland. If the application is successful, the funding would be used to accelerate Aberdeen’s transition towards becoming a World Health Organisation recognised Age Friendly City.</p> <p>ACHSCP also has have a leadership role in delivering the Grampian Wellbeing Festival during May 2024, which has activities for all ages and groups, and has inclusion at its heart.</p>		

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		
Status Key	Completed	In Progress	Not Started
6 Total Actions	1	5	0

Action	Status
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.	In Progress
<p>The strategic review of Social Care Pathways is working to improve coordination of both social work delivered and wider health and social care multi-disciplinary services for the benefit of all residents. Access to these services is based on assessed needs for this level of support. This should be adaptable to the changing needs of the individual. Where a person's need does not meet the eligibility threshold for these types of support the Social Care Pathways Board is actively looking to promote and link people to community-based options which are accessible to all. This is with a focus on prevention first which aims to support people to be as well as they can be and therefore able to live independently (without the need for Social Care or similar) for as long as possible.</p> <p>This contributes to Outcome 3 by looking to remove barriers to accessing these health and care services for those who need them and directing those who do not have that level of need to more appropriate options based on the needs of the individual rather than the needs of the service.</p> <p>The majority of those adults who are accessing services within the scope of this area of work are over 65. This work therefore also contributes to Equality Outcome 2.</p> <p>Members of the Middlefield 'Wee Blether' group and representatives of the Locality Empowerment Groups have participated in project development as part of the review. This also contributes to Equality Outcome 5.</p>	

Action	Status
Review Care for People arrangements	Completed
<p>Aberdeen City's Care For People Plan has been reviewed in each of the last 2 financial years. These reviews reflect the IJB/ACHSCP becoming a Category 1 Responder under the Civil Contingencies Act, in 2021. When faced with a situation that requires the Grampian Local Resilience Partnership (GLRP) to be stood up, ACHSCP will form its own internal governance structures, as well as co-ordinating with either ACC or NHSG with their governance structures to enable an efficient and cross system approach to emergency response. A recent example of this include was Storm Babet in October 2023. When Care For People arrangements are required, the response helps and protects the most vulnerable in the City, allowing these residents to have access to essential services in crisis.</p> <p>In addition to this the Grampian Care For People Group, chaired by ACHSCP's Business and Resilience Manager have run a tabletop exercise in December 2023 to help define the role of the Group in response mode, as a result the GLRP are in a better position to know when the Group requires to be stood up. These continuous improvements and reviews will continue in 2024/25.</p>	

Action	Improve primary care stability by creating capacity for general practice.	Status
		In Progress
<p>General Practice Vision Programme</p> <p>In response to current sustainability challenges and evolving needs within the NHS Grampian area, we have articulated a new vision statement and objectives that capture the changes required to move towards a more sustainable general practice sector within the area. This was approved by the 3 Grampian IJBs in March 2024.</p> <p>The vision and objectives will be delivered via the creation of a new programme board which in turn will be supported by project sub groups. Existing resources within HSCP teams has been identified and released to deliver on the prioritised objectives.</p>		

Action	Ensure all sections of the population have access to Vaccinations	Status
		In Progress
<p><u>HSCP.23.090 IJB Report - Priority Intervention Hub.pdf</u> <u>PowerPoint Presentation – Impact Report</u></p> <p>There are 3 vaccination hubs within Aberdeen City providing a location within each of the localities - North (Bridge of Don), Central (Aberdeen City Vaccination & Wellbeing Hub, Bon Accord Centre) and South (Airyhall). In addition to these sites, the service undertake pop up clinics in priority neighbourhood areas at the end of each Vaccination Programme to support those people who would not be in a position to travel to a vaccination site.</p> <p>The Vaccination service visit all Care Homes, & Very Sheltered Housing complexes to deliver vaccinations alongside undertaking housebound visits for those that are unable to leave their home. During 2023 Winter Programme, in collaboration with Bon Accord Care, the Vaccination Team also visited all Sheltered Housing Complexes. The feedback received was very positive highlighting that this model made it much more easier for residents and their carers to be vaccinated within their common room areas and supported good uptake of vaccinations during the winter programme.</p> <p>They also work closely with the Homeless Service and Aberdeen Links Practitioner covering the homeless service to ensure vaccinations are promoted and that people can walk into any vaccination centre. Pop Up clinics were also arranged at the Marywell Homeless Practice in Timmermarket to promote Uptake.</p> <p>Working with Maternity Services, midwives and health visitors to support ease of access, guidance and support during programmes where patients are eligible for vaccinations.</p> <p>Collaborating with Grampian Regional Equality Council (GREC) and Resettlement Officers to promote and vaccinate people who are new to the area. The team also attend the GREC Language Café to promote vaccinations and bring along a range of leaflets in different languages. The vaccination service has also recently opened up a Walk In Clinic for pre-school Immunisations to support people who are new to area or not yet registered with a GP to discuss their vaccination history and prepare a vaccination schedule.</p>		

The vaccination service has developed close links with North East Sensory Service who are working with the team to look at improving spaces within the City Centre Hub for those with sensory issues, which will also support work being undertaken to support people attending with anxiety. The City Centre Vaccination & Wellbeing Hub also provides a location for a variety of clinical and non-clinical services to support people's health and wellbeing, focussing on prevention & early intervention. The hub is easily accessible and allows people who are visiting for other services to get their vaccinations at the same time (if eligible).

Action	Deliver the strategic intent for the Primary Care Improvement Plan (PCIP) including specifically arrangements for Refugees and Asylum Seekers and Homeless people	Status In Progress
<p>The Primary Care Improvement Plan (PCIP) was created to deliver the Memorandum of Understanding (MoU) as part of the 2018 GMS contract and has the following 6 workstreams, the first 3 mentioned being the key deliverables. The aim is to support GP's and practice staff by releasing their time and for GP's to become expert medical generalists.</p> <p>The workstreams are Pharmacotherapy, Community Treatment and Care, Vaccination Transformation Programme, First Contact Practitioners in Physiotherapy, Link Workers and Urgent Care – Home Visiting service. These services are delivered across Aberdeen City and are either within GP practices or clinics. Delivery of the workstreams is ongoing and within the available Scottish Government funding allocation.</p> <p>HSCP.23.070 IJB PCIP Report Final Draft.pdf</p> <p>As part of the current GP Visioning Programme there will be a Grampian wide evaluation and review of the PCIP service.</p> <p>IJB considered in October 2023, an agreed tender and approach to delivering Primary Care services to Asylum seekers to delivering onsite General Medical Services (GMS). The Health Assessment Team as part of an Aberdeen City Council (ACC) resettlement integrated team approach continues to undertake Health Needs Assessments for Asylum seekers.</p>		

Action	Monitor and evaluate the impact of the Carers Strategy on an ongoing basis factoring in early preparations for the next revision	Status In Progress
<p>Annual update report for the Carers Strategy Implementation was reviewed and agreed at the IJB meeting in February 2024. Significant progress has been achieved over the year with good increase of Carers being and feeling supported across Aberdeen City. the Carers Strategy Action Plan has been reviewed and a plan to progress further actions over the next year is in place.</p> <p>Some key improvements were</p> <ul style="list-style-type: none"> Quarriers lead a project to Increase the number of unpaid carers feeling supported by 10% by 2023, allowing them to enjoy a life alongside caring and to enable the caring role to be sustained. The overall project increased this carers feeling supported by 32%. Respality Bureau One notable and novel change made during this project was the introduction of the Respality bureau. 		

- The Wee Blether is a test for change pilot scheme aimed to reduce social isolation observed amongst our Carers post-Covid, by bringing Carers together for company and a chat, and to build better links to the local community by working in partnership with local authorities. The Wee Blether groups were targeted at our unpaid Carers aged 55+ who were welcome to bring their Cared-for along.
- [Adult Carers Project Charter End Report](#)
- Barnardos leading the Young Carers Charter to Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025. They are already achieving this aim ahead of schedule. Think Young Carer Training being implemented in the 'Think Young Carer' training, attendee's find out about Young Carers, how to identify a Young Carer, their right to support in Scotland and about the available support to Young Carers in Aberdeen City.
- [Young Carers Charter Update](#)
- Our Consultation and Engagement Development Officer, has been working on establishing a Carers Reference Group. This Group will be a Carers led group, the group met initially in September/ October 2023. It is worth noting this group already has 15-20 regular attendees. A massive effort has been put into creating this a flexible group offering anytime for meeting, levels of engagement and truly appreciating Carers time and availability.


[HSCP.24.004 Carers Strategy Annual Report 2023-24.pdf](#)

[Appendix A](#)

[Appendix B](#)

Equality Outcome 4:	The top preventable risk factors are tackled particularly in areas of deprivation (those experiencing health inequality)		
Link to General Duty:	Eliminate discrimination and advance equality of opportunity		
Status Key	Completed	In Progress	Not Started
4 Total Actions	1	3	0

Action	Reduce the use and harm from alcohol and other drugs including through the Drugs Related Deaths Rapid Response Plan.	Status
		In Progress
<p>The Drug Deaths Taskforce was set up in September 2019 and prioritised the introduction of standards for Medication Assisted Treatment (MAT) to help reduce deaths, and other harms, and to promote recovery. The standards provide a framework to ensure that MAT is sufficiently safe, effective, acceptable, accessible and person centred to enable people to benefit from treatment for as long as they need. These standards have a significant part to play in helping vulnerable people affected by substance use.</p> <p>MAT standard (8) is that all people have access to independent advocacy as mentioned at EO1, and support for housing, welfare, and income needs. Therefore, this contract covers this national policy/standard request for clients who are open to Substance Use Services. This part of the independent advocacy contract is funded by the Aberdeen City Alcohol and Drugs partnership. I have attached the Scottish Government policy/directive - https://www.gov.scot/publications/medication-assisted-treatment-mat-standards-scotland-access-choice-support/documents/</p> <p>Stretch Outcome 12 - Community Planning Aberdeen</p>		

Action	Deliver actions to meet the HIS Sexual Health Standards	Status
		In Progress
<p>Grampian sexual health services (hosted by Aberdeen city HSCP) continues to provide a comprehensive range of outreach services in areas of high deprivation in Grampian (covering Aberdeen City, Aberdeenshire and Moray). It has recently started regular clinics in Tillydrone and continues to provide outreach clinics in Fraserburgh, Peterhead and HMP Grampian.</p> <p>HSCP.23.053 Fast Track Cities.pdf</p> <p> SH HCNA.pdf</p> <p>This health care needs assessment was undertaken on behalf of NHS Grampian's Managed Care Network (MCN) to inform decision-making regarding sexual health service provision for people living in the Grampian region.</p> <p>Initial scoping discussions with stakeholders have identified some key areas for focus:</p> <ul style="list-style-type: none"> • The need for, and provision of, long-acting reversible contraception (LARC). • The need for, and provision of, abortion services. • The need for diagnostic and treatment services for sexually transmitted infections. 		

Action	Continue the promotion of active lives initiatives with our partners, for example the Physical Activity Academy, Active Travel etc.	Status
		In Progress
<p>Our Stay Well Stay Connected and Age Friendly Aberdeen programmes continue to promote the importance of active travel to enhance physical health and mental wellbeing.</p> <p>Active travel initiatives from ACHSCP and our community planning partners are included in our three Locality Plans. For example, the percentage of people cycling on a regular basis by locality area is set out below:</p> <p>North Locality – 11.8% Central Locality – 16.8% South Locality – 15.6% Citywide – 14.8%</p> <p>Our recent project with Sport Aberdeen at the GetActive@Northfield site, saw co-location of ACHSCP Services and Sport Aberdeen programmes alongside to support. Seeing an increase of attendance in community-based settings, activity and sustained self-management of conditions such as COPD and other respiratory issues, feeding into self-management programmes such as Sport Aberdeen Active Lifestyles programmes and RGUs Student led classes for Pulmonary Rehab. This was connected to LOIP Project 11.8 which is now closed. Learnings from this project has rolled into support Chronic Pain pathways for the new refreshed LOIP Project aims in Stretch Outcome 10, Healthy Life Expectancy to increase by 5 years by 2026.</p>		

Action	Reduce smoking prevalence across population and prevent e-cigarette and emerging tobacco produce use among young people.	Status
		Completed
<p>The previous LOIP aim “Reduce tobacco smoking by 5% overall by 2023” achieved its aim with data from the 2021 Scottish Health Survey published in November 2022. This shows that the number of smokers in Aberdeen decreased to 15% in 2021, a 6% reduction from 21% in 2018. The 2022 Scottish Health Survey data published in December 2023 shows the number of current smokers in Aberdeen has decreased again to 14%.</p> <p>Particular focus was given to responding to the evidence of high numbers of children and young people using Vapes within education and community settings. The response included:</p> <ul style="list-style-type: none"> • Created and maintained a briefing for education staff to provide quality information, and links to training for staff working in Education or Youth Work. • Health Improvement and Youth Work working to develop an education resource to use for vaping education in primary schools. This has been piloted in Charleston Primary School with the evaluated resource being made available to all schools. • Vaping information and links to training have been shared with Community groups and organisations. Youth workers have been supported to undertake the ASH Scotland Young People and Vaping training. <p>There will be focussed projects within the 2024 LOIP refresh which will aim to</p> <ul style="list-style-type: none"> • Reduce the number of 13–18-year-olds in regular use of Vaping products to 4% by 2026 • Decrease the number of women who are smoking in pregnancy in the 40% most deprived SIMD by 5% by 2026. 		

This work will be aligned with the new Tobacco Strategic Plan for the Northeast of Scotland and the Scottish Governments Tobacco and vaping framework which was published in November 2023.

[Project-End-11.4-Reducing-smoking-by-5.pdf \(communityplanningaberdeen.org.uk\)](https://communityplanningaberdeen.org.uk/Project-End-11.4-Reducing-smoking-by-5.pdf)

Equality Outcome 5:	Service design and delivery is informed by the diversity of experience within Aberdeen communities.		
Link to General Duty:	Eliminate discrimination and advance equality of opportunity		
Status Key	Completed	In Progress	Not Started
5 Total Actions	0	5	0

Action	Develop the membership and diversity of our Locality Empowerment Groups.	Status
		In Progress
<p>Attendance and diversity at all three Locality Empowerment Groups (LEGs) have increased since the LEGs recommenced in April 2023. Across all three LEGs, there has generally been a gender parity, with increasing numbers of younger people, working age people, people with disabilities, and ethnic minorities attending the LEGs. More neighbourhoods within our three locality areas are also now represented at LEG meetings, or through the Priority Neighbourhood Partnership. We do recognise there is still work to do to increase attendance and diversity across all three LEGs and there is a dedicated Local Outcome Improvement Project which is tasked with achieving this aim. The project team are planning on delivering a city-wide community event which will promote locality planning and encourage wider participation in civic and community life</p>		

Action	Increase community involvement through existing networks and channels.	Status
		In Progress
<p>Community engagement with locality planning continues to grow. Attendance at LEG meetings has increased during 2023-24 and greater numbers of community members and community groups have signed up to our distribution lists and locality planning network. We have a dedicated Locality Planning email inbox which responds to community members and community planning partners on a daily basis. We also have four community members who are members of our Local Outcome Improvement Group on increasing and diversifying Locality Planning membership. The Integrated Locality Planning Team are undertaking a rolling schedule of visits to community councils across Aberdeen City to promote locality planning, community empowerment, and preventative approaches. ACHSCP are key members of the Community Empowerment Group and support the delivery of Aberdeen City's Community Empowerment Strategy.</p> <p>The Communities Team also deliver Health Issues in the Community (HliC) training which aims to increase community confidence and capacity and puts recognising and tackling health inequities at the heart of its training. HliC training was successfully delivered in the Middlefield area of the city during 2023-24 with very positive outcomes and feedback from community members and stakeholders.</p>		

Action	Update of our Guidance for Public Engagement and ensure its use is embedded.	Status
		In Progress
<p>Included with the Committee Report is the updated Guidance for Community Engagement, Human Rights and Equalities. There have been significant updates to this.</p> <ul style="list-style-type: none"> • Places greater emphasis on the legislative and regulatory requirements allied to Community Engagement work. • 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 Integrated Impact Assessments (IIA's), which supersede the ACHSCP's previous guidance 'Health Inequalities Impact 		

Assessment' (HIA'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).

Health Improvement Scotland (HIS) and the Consultation and Engagement Officer undertook joint training with some ACHSCP Staff, implementing a trail 3 session training programme. Evaluation of the training programme is currently being collated and it is anticipated that learnings will help support a continued roll out of further training to the wider partnership teams and services.

Action	Promote the use of Care Opinion to encourage patient, clients, carers and service users to share experience of services, further informing choice.	Status In Progress
<p>Care Opinion has be widely promoted within our services, and we there has been an increase of activity across the stories appearing on Care Opinion. There is work however to develop the depth of use in Care Opinion, making sure that we are able to record and report changes to our services as a result of the stories and experiences we have heard through Care Opinion.</p> <p>In 2024 we are looking to embed Care Opinion during project management or change processes, ensuring we are gathering experiences and recognition of the change process and that our patients/ services user and clients are recognising these changes.</p>		

Action	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.	Status In Progress
<p>Event was held with providers on 15 February 2024. This event was to make providers aware of the commissioning plans in regard to the three contracts Supporting Living, Complex Care and Care at Home. This approach to ensure all providers are able to contribute and support the development of the services across the city aligned with the Ethical Commissioning Principles. Questionnaire outputs from service users, providers and wider stakeholders were shared at the event of what's working and what can be improved for the next iteration of the contract.</p> <p>Care at Home co-design workshop was held 14 March 2024. This session included the current contract holders GCC as well as SDS Option 2 providers and partnership staff. They looked into further the improvements that can be made, continuation of what is working well and shared learning as well as the Huge Unbelievably Great Goals (HUGG) ideas to help support with continuous improvement. This will be followed up with a second</p>		

development session to explore the HUGG ideas, allowing all providers to come together and see options around overcoming barriers or potentially “perceived barriers” that can unlock some key opportunities for better community and locality working.

Bon Accord Care and partnership staff have been co-designing service specifications and review over 2023 and into 2024, with the review and new service specifications almost complete. The development plan delivery will have incorporated implementation phases for the new service specs from April 2024 onwards.

In 2024 a Commissioning Academy is to be developed to support the sector get to grips with the Ethical Commissioning Principles as well as anything new which may develop. The aim of the academy is to provide opportunities to network and share learnings and for the partnership to support and hopefully sustain the leadership and management of care providers.

Care at Home Strategic Group continue to meet monthly to be aware of challenges and opportunities to collaborate and work together on emerging issues.