



**AGENDA ITEM NO 12**

**REPORT NO IJB 9/23**

**ANGUS HEALTH AND SOCIAL CARE**  
**INTEGRATION JOINT BOARD - 22 FEBRUARY 2023**  
**EQUALITIES MAINSTREAMING UPDATE**  
**REPORT BY GAIL SMITH, CHIEF OFFICER**

**ABSTRACT**

This report provides an update to the Integration Joint Board (IJB) on the current position in relation to mainstreaming and integrating equality and delivering on our Equality Outcomes.

**1. RECOMMENDATIONS**

It is recommended that the Integration Joint Board:-

- (i) Approves the content of this report.

**2. BACKGROUND**

The Equality Act (2010) places a duty on Public Bodies to publish a set of equality outcomes every four years and produce a progress report describing how well they are achieving those outcomes at least every two years. An Equalities Mainstreaming Report is to be published every two years.

The Equality and Human Rights Commission (EHRC) are the statutory independent body who are responsible for monitoring and enforcement of equality legislation. The EHRC contacted Angus Health and Social Care Partnership (AHSCP) in 2022 regarding non-compliance with the legislation, namely in relation to the publication of a new Equalities Mainstreaming Report, a new set of Equality Outcomes, annual progress reports on Equality Outcomes and the completion of Equality Impact Assessment for all required policies. An action plan was put in place to monitor progress and ensure that these issues are rectified, and the Partnership becomes compliant with the legislation.

A new Equalities Mainstreaming Report and set of Equality Outcomes was approved by the IJB on 24 August 2022, (report 52/22).

**3. CURRENT POSITION**

The new Mainstreaming Report and Equality Outcomes are now published on the AHSCP website. This was a key requirement of the EHRC to ensure that AHSCP are meeting the legislative requirements. Work has progressed with a number of actions including the completion of improvements to the AHSCP website and the publication of previously completed Equality Impact Assessments. The EHRC have provided additional training and support to all Health and Social Care Partnerships in relation to the completion of Equality Impact Assessments.

An action plan has been developed and AHSCP are on track to complete all actions prior to the deadlines agreed with the EHRC.

**4. PROPOSALS**

It is proposed that the Integration Joint Board approves the content of this report.

**5. FINANCIAL IMPLICATIONS**

There are no financial implications for the Integration Joint Board to consider.

**6. RISK**

AHSCP must evidence that it has paid due regard to the need to foster good relations within communities by tackling prejudice and promoting understanding, advance equality of opportunity, eliminate discrimination, harassment and victimisation in order to meet its legal obligations under the Equality Act (2010). Equalities has been identified as a strategic risk within the Partnership and progress on any outstanding actions within the action plan is being monitored regularly through the Clinical and Care Professional Governance Group.

**7. OTHER IMPLICATIONS**

There are no other implications for the Integration Joint Board to consider.

**8. EQUALITY IMPACT ASSESSMENT**

An Equality Impact Assessment is required and is included in Appendix 1.

**9. DIRECTIONS**

The Integration Joint Board requires a mechanism to action its strategic commissioning plans and this is provided for in Section 26 to 28 of the Public Bodies (Joint Working) (Scotland) Act 2014. This mechanism takes the form of binding directions from the Integration Joint Board to one or both of Angus Council and NHS Tayside.

Direction Required to Angus Council, NHS Tayside or Both	Direction to:	
	No Direction Required	X
	Angus Council	
	NHS Tayside	
	Angus Council and NHS Tayside	

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List of Appendices:

Appendix 1 Equalities Impact Assessment



## EQUALITY IMPACT ASSESSMENT

### BACKGROUND

<b>Date of Assessment:</b> (dd/mm/yyyy)	<b>26/01/2023</b>
<b>Title of document being assessed:</b>	AHSCP Equalities Update
<b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input type="checkbox"/>  <b>This is a new budget saving proposal</b> (If <b>Yes</b> please check box) <input type="checkbox"/>	<b>This is an existing policy, procedure, strategy or practice being assessed?</b> (If <b>Yes</b> please check box) <input checked="" type="checkbox"/> <b>X</b>  <b>This is an existing budget saving proposal being reviewed</b> (If <b>Yes</b> please check box) <input type="checkbox"/>
<b>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b>	Morgan Low, Strategy and Improvement Manager, AHSCP
<b>3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</b>	<p>The Equality Act (2010) places a duty on Public Bodies to publish a set of equality outcomes every 4 years and produce a report describing how well they are achieving these outcomes at least every 2 years. An Equalities Mainstreaming Report is to be published every 2 years. The timeframe for the updated AHSCP Equalities Mainstreaming report and set of equality outcomes had been overdue and an updated mainstreaming report and set of equality outcomes was developed and an action plan agreed with the Equality and Human Rights Commission (EHRC) in order to become fully compliant.</p> <p>This paper is an update on the progress with the outstanding actions.</p>
<b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b>	<p>Mainstreaming equality means integrating equality into the day-to-day working of the AHSCP. This means taking equality into account in the way we exercise our functions. Equality should be a component of everything we do.</p> <p>The benefits of mainstreaming equality are:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Equality becomes part of the structures, behaviours and culture of the organisation.</li> <li><input type="checkbox"/> AHSCP knows and can demonstrate how, in carrying out its</li> </ul>

	<p>functions, it is promoting equality.</p> <p><input type="checkbox"/> It contributes to continuous improvement, better performance and better value.</p> <p>AHSCP is responsible for mainstreaming and integrating equality into day-to-day activities as well as strategies etc. Equality and diversity will be embedded into our delivery of person-centred outcomes. We are also committed to integrating equality into our business tools such as Equality Impact Assessments (EIAs) which is a combined template with our Fairer Scotland Duty Assessments (FSD). We will ensure equality is explicit and proportionate in business planning and decision-making including gathering and analysing the population data of Angus.</p> <p>We will continue to ensure that employees continue to undertake training in equalities awareness, in EIAs, and access equalities courses offered by their employers.</p> <p>Equality Outcomes are results which we aim to achieve in order to further one or more of the needs in the general duty, that is to: eliminate discrimination, advance equality of opportunity and/or foster good relations. By focusing on outcomes rather than objectives or outputs, we aim to bring practical improvements in the lives of those experiencing unlawful discrimination and disadvantage.</p> <p>AHSCP is responsible for setting and delivering on our Equality Outcomes. These outcomes are aligned to our strategic plan, with specific equalities perspectives, and identify to which National Outcomes they relate. We have also used census data which informed our understanding of Angus demographics in order to ensure that resources and services are delivered effectively; that the Equality Outcomes meet the needs of the changing population and take account of the impact of deprivation in our communities.</p> <p>The refreshed equalities mainstreaming report and equality outcomes detail how we will do this. The intended beneficiaries are the supported people that receive input from our services, our workforce and the residents of Angus.</p>
<p><b>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</b></p> <p><b>If Yes, please give details.</b></p>	<p>Research has been conducted around understanding the changing demographic population in relation to protected characteristic groups in Angus. Understanding the demographics of Angus is essential to ensuring that resources and services are delivered effectively and proportionately to the level of need and risk; that they meet the needs of the changing population and consider the impact of protected characteristics on equal opportunities and health inequalities. This has included the following:</p> <ul style="list-style-type: none"> <li>• Age and Sex</li> <li>• Ethnicity</li> <li>• Life Expectancy</li> </ul>

	<ul style="list-style-type: none"> <li>• Disability</li> <li>• Religion</li> <li>• Sexual Orientation</li> <li>• Carers of Older and Disabled People</li> <li>• Deprivation</li> </ul> <p>Our Equality Outcomes have been identified as a result of our continuous conversation approach to engagement and involvement as well as our revised Joint Strategic Needs Assessment and Equalities Evidence Base which led to the development of our current strategic plan. Engaging with communities, people who use services, carers, staff, providers and the third and independent sectors is essential if we are to deliver the best services for Angus. Engagement and Involvement has been and will continue to be an ongoing activity. It serves to ensure that we understand our localities, and that we are working in the right direction with consensus. We will therefore ensure that equality monitoring is an integral part of our activities to allow us routinely assess their accessibility and the status of equal opportunities in Angus.</p> <p>Examples of engagement areas of activity include:</p> <ul style="list-style-type: none"> <li>• Localities</li> <li>• Independent Review of Nursing and Peer Worker Role</li> <li>• Co-Morbidity Pathway</li> <li>• Angus Integrated Drug and Alcohol Service</li> <li>• Suicide Prevention</li> <li>• Public engagement to inform Strategic Commissioning Plan</li> <li>• Staff, service users and families all contributed to a comprehensive review of overnight support.</li> <li>• Review of Supported Housing (Older People)</li> <li>• Carers conversation to inform Angus Carers Strategy</li> <li>• Participatory Budgeting Events in all four localities.</li> <li>• Establishment of new Angus Mental Health and Wellbeing Network</li> <li>• Stroke MCN</li> <li>• COVID-19 Staff Survey</li> <li>• Learning and Physical Disability Improvement Plans</li> <li>• Health Care Tasks in Community Settings</li> <li>• Workforce Plan</li> <li>• Internal Care Home Review</li> <li>• Angus Living Life Well Plan</li> <li>• Local Scottish Care Integration Lead</li> </ul>
<p><b>6. Fairer Scotland duties:</b></p> <p><b>1) Does this report have an impact for Angus citizens under Fairer Scotland?</b></p> <p><b>2) If Yes, what are these implications and how</b></p>	<p>The Fairer Scotland Duty (the Duty) came into force on 1 April 2018 and places a legal responsibility on named public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making</p>

**will they be addressed?**

What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

strategic decisions. The Fairer Scotland Duty means we should actively consider how we can reduce inequalities of outcome caused by socioeconomic disadvantage in Angus. The Equalities Mainstreaming report and Equality Outcomes details how we will do this. It therefore does not impact on Angus Citizens under Fairer Scotland – it is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.

We know that the communities in Arbroath experience challenges associated with deprivation although there are pockets of deprivation throughout Angus. This is particularly associated with inequality in these communities around income, employment and health. We will continue to provide funding to the third sector to improve the range of activities available for people from protected equality groups in the Angus community.

We will focus on the development of early intervention and prevention services.

We will continue to support community initiatives within Angus Locality Improvement groups.

We will drive participation with equalities led groups.

Offer additional equalities training to staff and IJB board members.

Actively participate in NHS Tayside and Angus Council equalities and diversity governance and outcome implementation groups and as employers of AHSCP staff.

Develop an AHSCP Equalities Outcomes Monitoring Group with membership to include staff, service user and carers reps.

We will continue to improve the range of telehealth and telecare services available in Angus

We will proceed with actions identified through the Physical and Learning Disability Improvement Plans

We will deliver the Angus Care Model

We will progress with the redesign of the Stoke Rehabilitation Pathway to support the development of home/community-based rehabilitation.

We will undertake a mapping exercise to identify marginalised and under-represented groups in Angus.

We will also Ensure processes are in place which welcome, encourage and support service users and carers to inform decision-making.

Continue to promote accessible communications by using translation and interpretation services.

Offer additional equalities training to AHSCP staff.

Are there any potential impacts this strategy may have specifically on the undernoted groupings?  
Please remember to take into account any

This report and set of equalities outcomes should have a positive effect on each of the below groupings, as per the information in the above narrative.

particular impact resulting from Covid-19. Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

1. Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

As above. Where there is the potential for service users, carers or family members to have to travel further to access service or visit loved ones, consideration will be given to ensure that transport isn't a barrier for people joining the workforce, especially in our rural communities and also areas of deprivation. Consideration will also be given to potential travel costs for the public, as that could also be detrimental to those on low incomes or in areas of deprivation.

As above.

2. Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies

As above.

3. Impact Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

As above.

4. Impact Socio-economic Background i.e. social class including parents' education, people's employment and income

## EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

**1. Has the proposal already been assessed via an EQIA process for its impact on ALL of the protected characteristics of: age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Yes – published August 2022**

**1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?**

**Yes** - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

**1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?** This applies to employees of not only NHS Tayside and Angus Council, but also the 3<sup>rd</sup> sector.

**Yes** - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

**2. Name:** Morgan Low

**Position:** Strategy and Improvement  
Manager

Date: 26/01/2023





## FULL EQUALITY IMPACT ASSESSMENT (EQIA)

### Step 1.

**Is there any reason to believe the proposal could affect people differently due to their protected characteristic?** Using evidence (e.g. statistics, literature, consultation results, etc.), justify whether yes or no. If yes, specify whether impact is likely to be positive or negative and what actions will be taken to mitigate against the undesired impact of a negative discrimination. When considering impact, please consider impact on: health related behaviour; social environment; physical environment; and access to & quality of services of NHS Tayside, Angus Council or 3<sup>rd</sup> sector social justice.

### 1a. The public and/or service users holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
<b>AGE</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>GENDER</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty	No	

	with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.		
<b>DISABILITY</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>ETHNICITY/ RACE</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>SEXUAL ORIENTATION</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our	No	

	obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.		
<b>RELIGION/ BELIEF</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>GENDER REASSIGNMENT</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>PREGNANCY/ MATERNITY</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly	No	

	<p>focused on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.</p>		
<p><b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)</p>	<p>Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.</p>	No	

**1b. The employees holding the Protected Characteristics:**

	<b>POSITIVE IMPACT</b>	<b>NEGATIVE IMPACT</b>	<b>Intended mitigating actions against the b) Negative Discrimination</b>
	<b>a)Positive Action</b>	<b>b)Negative discrimination</b>	
<b>AGE</b>	<p>Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating</p>	No	

	discrimination in relation to all of the protected characteristics in the equalities act.		
<b>GENDER</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>DISABILITY</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>ETHNICITY/ RACE</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster	No	

	good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.		
<b>SEXUAL ORIENTATION</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>RELIGION/ BELIEF</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>GENDER REASSIGNMENT</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing	No	

	equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.		
<b>MARRIAGE/CIVIL PARTNERSHIP</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	
<b>PREGNANCY/MATERNITY</b>	Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.	No	

<p><b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)</p>	<p>Yes – the Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act.</p>	<p>No</p>	
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**1c. Does the proposal promote good relations between any of the Protected Characteristics?**

YES  X

NO

NOT SURE

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

The Equalities mainstreaming report and set of Equalities outcomes is particularly focussed on supporting our obligations under Fairer Scotland Duty with a particular focus on advancing equality of opportunity, foster good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act. This includes promoting good relations between all of the protected characteristics.

**1d. What steps will you take to collect the Equality Monitoring information needed to monitor impact of this proposal on PCs, and when will you do this?**

Equality monitoring information is collected annually in line with the equalities mainstreaming outcomes and monitoring arrangements.

**Step 2**

Publish The Equality Impact Assessment.

**Where will the Equality Impact Assessment (EQIA) be published?**

Angus Health and Social Care Partnership page on Angus Council website



## CONTACT INFORMATION

<b>Name of Department or Partnership:</b>	<b>Angus Health and Social Care Partnership</b>
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<b>Type of Document</b>	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input checked="" type="checkbox"/>
Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name: Eunice McLennan</b>	<b>Name: Morgan Low</b>
<b>Designation: Head of Community Health and Care Services</b>	<b>Designation: Strategy and Improvement Manager</b>
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<b>Signature of author of the policy:</b>	<b>Date: 26/01/2023</b>
Morgan Low	
<b>Signature of Director/Head of Service:</b>	
Eunice McLennan	<b>Date: 30/01/2023</b>
<b>Name of Director/Head of Service: Eunice McLennan</b>	
<b>Date of Next Plan Review: August 2024</b>	

**For additional information and advice please contact:**

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