



## **AGENDA ITEM NO 16**

### **REPORT NO IJB 56/24**

#### **ANGUS INTEGRATION JOINT BOARD**

**28 AUGUST 2024**

#### **EQUALITIES MAINSTREAMING REPORT & EQUALITY OUTCOME PROGRESS REPORT**

**REPORT BY JILLIAN GALLOWAY, CHIEF OFFICER**

##### **1. ABSTRACT**

This purpose of this report is to provide Angus Integration Joint Board with an update on the progress made in relation to the Equality Outcomes 2022-2026 and seek approval for the Equalities Mainstreaming Report 2024.

##### **2. ALIGNMENT TO THE STRATEGIC PLAN**

This report contributes to the following strategic priorities in the Angus IJB Strategic Commissioning Plan: -

- Prevention and proactive care
- Care closer to home
- Mental health, learning disabilities & substance use recovery

##### **3. RECOMMENDATIONS**

It is recommended that the Integration Joint Board: -

- (i) Acknowledge the progress made with regards to compliance with the Equality Act (2010);
- (ii) Approve the Equalities Mainstreaming Report 2024;
- (iii) Approve the Equality Outcomes Progress Report 2022-2024;
- (iv) Request an updated Equalities Mainstreaming Report in August 2025; and
- (v) Request a new set of Equality Outcomes in August 2025.

##### **4. BACKGROUND**

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

Angus Health and Social Care Partnership (AHSCP) also have a requirement to support the delivery of the Equality Outcomes of our employing organisations, Angus Council and NHS Tayside.

The Equality and Human Rights Commission (EHRC) are the statutory independent body who are responsible for monitoring and enforcement of equality legislation. In 2022, the EHRC conducted an audit of the application of the Public Sector Equality Duty (PSED) across all Health and Social Care Partnerships and identified a number of areas for improvement.

AHSCP developed an action plan to take forward these improvements and in June 2023, the EHRC confirmed that AHSCP are fully compliant with the legislation.

In August 2022, Angus IJB approved an Equalities Mainstreaming Report and the current set of Equality Outcomes 2022-2026 (IJB 52/22). An update report was provided in August 2023, (IJB 58/23). There is now a statutory requirement to publish a new Equalities Mainstreaming Report and a progress report on the Equality Outcomes 2022-2026.

## 5. CURRENT POSITION

The Equalities Mainstreaming Report 2024, (Appendix 1), and Equality Outcomes Progress Report 2022-2024, (Appendix 2), provide an overview of progress made in achieving the IJB's equality outcomes and equality mainstreaming duty over the last two years. Several areas of progress highlighted within the reports include:

- Development of a new combined impact assessment which includes an Equality Impact Assessment, Fairer Scotland Duty Assessment and Child Rights and Wellbeing Impact Assessment.
- Additional training provided to staff on the completion of combined impact assessments and the new United Nations Convention on the Rights of the Child (UNCRC) Act 2024.
- Development of an equalities SharePoint site with training materials and resources for staff.
- Improved process for translation and interpretation bookings within Angus to support accessible communications for all.

## 6. PROPOSALS

In October 2023 the Scottish Government announced that they had undertaken a review of the Public Sector Equality Duty with a view to the Scottish Government taking on more of a leadership role in setting national equality outcomes, which would in turn inform the outcomes of listed authorities including Health and Social Care Partnerships. The revised guidance was due to be issued in 2024 for implementation from 2025.

In June 2024, the Scottish Government issued a letter to Chief Officers to advise that they will not make any fundamental changes to the process at present. This is to allow listed authorities to build on current approaches; but also, to seek earlier and more effective discussions with listed authorities about the work being done to advance equality, tackle discrimination, and foster good relations. Scottish Government officials plan to hold a series of roundtable discussions with listed authorities in Autumn 2024.

It is proposed that AHSCP develop a new set of IJB Equality Outcomes for 2025-2029 as this would bring our reporting period in line with both Angus Council and NHS Tayside which would improve collaborative working and better support the ability to meet the Equality Outcomes of all three organisations. A period of public engagement will be planned for early 2025 to inform the future outcomes.

## 7. FINANCIAL IMPLICATIONS

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

## 8. RISK MANAGEMENT

<b>Risk Description</b>	There is a risk that AHSCP will be unable to 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 and will not meet its legal obligations under the Equality Act (2010) and other relevant legislation.
<b>Risk Category</b>	Compliance/ Legislative/ Regulatory
<b>Inherent Risk Level</b>	Consequence 5 x Likelihood 4 = 20 (Very High Risk)
<b>Mitigating Actions</b>	Equalities Mainstreaming Report in place. Equality Outcomes in place. Improved Combined Impact Assessment template Additional training provided to staff on Equalities, EQIAs,

	FSD, UNCRC
<b>Residual Risk Level</b>	Consequence 3 x Likelihood 3 = 9 (Medium Risk)
<b>Planned Risk Level</b>	Consequence 3 x Likelihood 4 = 9 (Medium Risk)
<b>Approval Recommendation</b>	A strategic risk in relation to Equalities was archived in January 2024 due to the completion of the Equalities action plan which resulted in a risk score reduction to the planned risk level.

## 9. PUBLIC HEALTH IMPLICATIONS

There are no direct public health implications arising from the recommendations of this report. Public Health Implications will be considered throughout the development of the Day Opportunities Strategic Framework.

## 10. CLIMATE SUSTAINABILITY IMPLICATIONS

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

## 11. EQUALITY IMPACT ASSESSMENT, CHILDREN'S RIGHTS AND FAIRER SCOTLAND DUTY

A combined Equality Impact Assessment has been carried out and is attached.

## 12. COMMUNICATION AND ENGAGEMENT (IF APPLICABLE)

The Strategic Planning Group and Head of Service have been consulted in the preparation of this report.

## 13. 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	

**REPORT AUTHOR:** Eunice McLennan, Head of Community Health and Care Services

**EMAIL DETAILS:** [tay.angushscp@nhs.scot](mailto:tay.angushscp@nhs.scot)

List of Appendices:

- Appendix 1      Equalities Mainstreaming Report 2024
- Appendix 2      Equality Outcomes Progress Report 2022-2024
- Appendix 3      Combined Impact Assessment