
To: Renfrewshire Integration Joint Board

On: 18 March 2016

Report by: Chief Officer

Heading: Equality Outcomes and Mainstreaming Equality

1. Summary

1.1. In April 2015 the Scottish Government added Integration Joint Boards (IJBs) to Schedule 19 of the Equality Act 2010 and to the Equality Act 2010 (Specific Duties)(Scotland) Amendment Regulations 2015. The amendment regulations require IJBs to publish a set of equality outcomes and a report on progress it has made to mainstream the equality duty by the 30 April 2016.

1.2. Renfrewshire Health and Social Care Partnership (RHSCP) has produced a mainstreaming report including a set of equality outcomes to meet the requirements of the legislation. Initial publication of the report will be completed by 30 April 2016. The report to be published is attached at Appendix 1.

2. Recommendations

Integration Joint Board members are asked to:

- Approve Renfrewshire HSCP's Mainstreaming Equality Report.
 - Note the publication date of 30 April 2016 has been set by statute, as has the requirement to publish update reports every two years thereafter.
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3. Background

3.1. The Public Bodies (Joint Working) (Scotland) Act 2014 puts in place the framework for the formal integration of health and social care services from 1 April 2016, and has significant implications for the future financial, operational governance and delivery arrangements of adult health and social care services in Renfrewshire.

- 3.2. The Scottish Government added Integration Joint Boards (IJBs) to the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015. This places a duty on the IJB to consult on how the policies and decisions affect the people who are protected under the Equality Act. This amendment requires the IJB to publish a set of equality outcomes and a report on progress it has made to mainstream the equality duty by the 30 April 2016 and report on progress every 2 years thereafter.
- 3.3. During 2015/16 officers from Renfrewshire Council and RHSCP looked at both national and local evidence to identify and discuss potential equality outcome areas with a view to improve outcomes and ensure better inclusion for people in Renfrewshire. The group looked at community involvement information, reports by community groups on areas of concern, service improvement reports and current projects that were being delivered in Renfrewshire. Service managers were also asked to contribute to this process, particularly on how work in this area would improve the experience of service users. Evidence from recent engagement and consultation with targeted groups was also collated. As the work developed, consultation on the draft outcomes took place with a variety of stakeholders; strategic planning group, staff, service users, statutory organisations and the third sector, and feedback from this consultation helped inform the final draft of our proposed outcomes indicated in the attached report.

Implications of the Report

1. **Financial** – None
2. **HR & Organisational Development** – None
3. **Community Planning** - None
4. **Legal** –The equality legislation is enforceable by the Equality and Human Rights Commission
5. **Property/Assets** – None
6. **Information Technology** – None
7. **Equality & Human Rights** – The report is designed to satisfy a statutory requirement which is enforceable by the Equality & Human Rights Commission. The actions within the report will help to deliver our Equality duties.
8. **Health & Safety** – None
9. **Procurement** – None
10. **Risk** – None
11. **Privacy Impact** – None

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Renfrewshire Health and Social Care Partnership – Progress Report on Mainstreaming the Equality Duty and Equality Outcomes

1. Introduction

This is the first report to describe progress for the Health and Social Care Partnership on mainstreaming the Equality Duty. It provides an update on our progress and examples of initial work underway to mainstream the Equality Duty within our core business whilst ensuring transparency and accountability. It also endeavours to improve effectiveness and efficiency in meeting our legislation requirements.

In addition to the legislative requirements, the Health and Social Care Partnership's commitment on equality is also informed by the Christie Report on the future of public services in Scotland. This made recommendations on early intervention/prevention to improve outcomes for people and communities, partnership working and effective performance management. The Christie report also recognises that equality is a key consideration in public sector reform in line with the Scottish Government's national outcomes of reducing significant inequalities and improving poor health outcomes. More recently the Equality and Human Rights Commission Scotland publication "Is Scotland Fairer?" highlights that while Scotland is getting fairer in some areas, in others there is still a long way to go.

2. Governance

The Renfrewshire Integration Scheme was submitted to the Scottish Ministers in March 2015 and Ministers approved it, thus allowing the Integration Joint Board (IJB) to be formally constituted on 27 June 2015. At the meeting held on 18 September the IJB ratified the appointment of the Chief Officer and Chief Finance Officer, and also formally established its Strategic Planning Group (SPG).

The Public Bodies (Joint Working) (Scotland) Act 2014 places a duty on Integration Joint Boards to develop a Strategic Plan that will set out the arrangements for the carrying out of integration functions in the Renfrewshire area to meet the needs of the local population over the next 3 years.

The Health and Social Care Partnership is fully committed to ensure that equality is at the heart of everything we do to achieve better outcomes for everyone. This includes actively embedding equality across all functions and decision making processes, ensuring that equality becomes part of our structure, behaviour and culture. The Chief Officer plays a lead role in promoting the ethos of working collectively and efficiently to ensure that equality is considered as a key component across the partnership functions. This involves a range of senior management and staff to ensure that a common and consistent approach is taken to integrate equality into policies, practices and procedures across all services.

3. Accountability

Formal updates on equality activity and performance in relation to the Equality outcomes will be reported to the IJB as required.

4. Communication

Renfrewshire Health and Social Care Partnership recognises its moral and legislative duty to understand the equalities characteristics of our staff and the local population when communicating and engaging. Our Participation, Engagement and Communications Strategy was approved on the 20 November 2015 and an action plan is currently being developed and actions therein will align to the wider Renfrewshire Health and Social Care Partnership equality objectives.

5. Partnerships

The Health and Social Care Partnership is committed to working in partnership with a wide range of statutory, voluntary and community organisations to achieve better outcomes for everyone. We worked to maintain and strengthen existing partnerships and build new partnerships with individuals and organisations to begin to mainstream equality for the new organisation. Examples of progress includes:

- We work collaboratively with the Police and members of the Diversity and Equality Alliance in Renfrewshire Group and have increased awareness of hate crime and continue to promote third party reporting facilities for victims and witnesses.
- We continue to work with Renfrewshire Council and other stakeholders to address health inequalities. Recent activities include engagement around developing a Smokefree Care Placements Policy for Renfrewshire Council's Looked After and Accommodated Children and Young People. Consultation has also been undertaken with Renfrewshire Visually Impaired Forum to hear the issues/barriers that people with a sensory impairment experience when using health services. Some of these issues have been addressed, further work is underway to reduce barriers in order that sensory impaired service users have a positive experience of health services.
- Staff from the HSCP continue to support the Council and NHS to integrate the general duty across all services through representation on corporate equality working groups such as the Diversity and Equality Alliance in Renfrewshire group.
- We have piloted the Smile4life training programme which aims to build capacity within various staff groups from Housing, Homelessness, Housing Support and Community Oral Health Services. This has enabled them to deliver early oral health interventions, advise on dental registration, healthy eating, the effects of alcohol and methadone on oral health, and to recognise the barriers to accessing dental care when homeless.
- We continue to implement the health and homelessness standards, and actions from previous homeless service users' consultation.

- We have promoted inequalities sensitive practice to staff, including routine enquiry on gender based violence.
- We continue to work with housing and care providers to review the existing service model for adults with learning disabilities and to identify options for redesign. The Local Housing Strategy (2016-2019) will address particular needs of people with learning disabilities and autism.
- The Integrated Care Fund has enabled the testing of a social prescribing model in three GP practices delivered by third sector partners. The aim is to develop community-based preventative and early intervention services, including building the capacity of local communities.

6. Equality Outcomes

Equality outcomes are results intended to achieve specific and identifiable improvements in people's life chances. These changes may be for individuals, groups, families, services or communities, they can relate to changes in behaviour, decision-making, attitudes, or better awareness. Renfrewshire Health and Social Care Partnership has developed seven Equality Outcomes, and actions required to achieve these outcomes are detailed in the table below.

Health and Social Care Partnership Outcomes	Actions
People have a positive experience of health and social care services.	<p>Renfrewshire Learning Disability Services will work to provide outcome focussed care and support plans.</p> <p>Develop, refine and implement the draft action plan for the Care at Home service to ensure that services are developed to maximise efficiency and effectiveness and respond to increasing demands.</p> <p>Work with GPs in clusters to pilot improved ways of working.</p>
People who use our services are empowered to contribute and participate fully in their community.	<p>Continue to support local forums, and voluntary and community based groups to develop opportunities for people to have a voice and express their views e.g. young adult carers.</p> <p>Build capacity and empower under-represented groups and those with protected characteristics to access funding opportunities to enable them to contribute and participate fully in their community.</p>
People experiencing transitions and life changes are supported to access information and services appropriate to their needs.	Continue to support young people in the transition from children and young people services to adult services and provide support to access information and services appropriate to their needs.

Health and Social Care Partnership Outcomes	Actions
	<p>The Autism Support Initiative Team will work with the Renfrewshire Learning Disability Service and Community Mental Health Team staff to promote autism awareness and assist adults during key transitions and change.</p> <p>Increase referrals to financial inclusion and employability services.</p>
<p>Our services and information are accessible to everyone to maintain and improve their quality of life and live independently wherever possible in their community.</p>	<p>Review our translation and interpreting support for assessing the need for, and commissioning of, interpreters for people whose first language is not English and people with sensory impairments.</p> <p>Deliver health checks to clients with Learning Disabilities.</p> <p>Implement the See Hear Sensory Impairment Strategy.</p> <p>Review existing protocols to ensure that travellers have equality of access to services during their stay in Renfrewshire.</p> <p>Provide support for service users and carers to promote inclusion and participation in all aspects of planning and provision of services.</p> <p>Support the development and implementation of an information portal to ensure that care needs, independence, emotional well being and dignity of users is met.</p>
<p>Our work with partners and stakeholders promotes healthy lifestyle choices for our population and contribute to tackling inequalities.</p>	<p>Target our interventions and resources to narrow inequalities and to build strong resilient communities.</p> <p>Work with Third Sector partners to build community capacity and to increase local opportunities available to our population.</p>
<p>Our workforce welcomes, values and promotes diversity, and is competent in tackling discrimination for the people who use our services.</p>	<p>Provide guidance and training to managers and all relevant staff in relation to equality impact assessments to ensure that Equality and Human Right Impact Assessments are integrated into policies, plans and budget decisions.</p> <p>Our communication and engagement plans will be developed to promote accessibility.</p>

Health and Social Care Partnership Outcomes	Actions
<p>Our work with partners protects and supports people who may be at risk from harm.</p>	<p>Improve the understanding and uptake of advocacy services.</p> <p>Continue to raise adult and child protection awareness.</p> <p>Increase general awareness of fire risk and the availability and benefits of Fire home and Safety checks.</p> <p>Implement actions from the recent review of the Public Protection Chief Officers Group.</p> <p>Promote Gender Based Violence (GBV) training plan to all staff across partner organisations and develop GBV strategy.</p> <p>We will work with our partners to ensure support is offered to all victims of hate crime.</p>

The equality outcomes have been prepared based on robust analysis of quantitative and qualitative local and national equality evidence. Data and information gathered in consultation with services across the partnership has been used to ensure equality outcomes align with and support existing strategic objectives. Reviews of evidence gathered from Strategic needs assessments, Health reports, Census 2011 information and evidence and data gathered from consultation across our services, public events, staff sessions and stakeholders have helped inform the above.

7. Next Steps

The Equality and Human Rights Commission Scotland publication “Is Scotland Fairer” has outlined seven key equality and human rights areas for improvement in Scotland in the coming years. These include ensuring that all people can access the health services they need, encouraging fair recruitment in employment, improving the availability and use of evidence, and tackling the harassment and abuse of people who share particular protected characteristics. The next steps in the delivery of our Equality mainstreaming and to support further progress on the building blocks that we have begun are:

- implement specific plans and policies such as the Communication Plan;
- develop appropriate indicators for performance reporting;
- ensure that our policies and plans are equality impact assessed to support the partnership and allow for more transparency;
- encourage input from communities on how best to engage around developing, implementing and improving outcomes for all.

We also intend to facilitate greater involvement of those responsible for managing front-line services. By doing this we expect further mainstreaming of the legal duties into the way services are provided and run, and for this to be supported by evolving local action and equality plans.