

HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD

EQUALITY OUTCOMES

Background

The public sector equality duty in the Equality Act 2010 came into force in Scotland in April 2011 – this is often referred to as the general duty. Scottish public authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

The Public Bodies Specific Duties lay out that all Scottish Public authorities must publish a report on mainstreaming the equality duty; a set of equality outcomes; employee information; gender pay gap information (for authorities with more than 150 staff) and a statement on equal pay (for authorities with more than 150 staff).

The Integration Joint Board is now classed as a public body under the regulations, albeit with less than 150 employees, and must therefore; publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

This report outlines the proposed Equality Outcomes for the Health and Social Care Integration Joint Board in Perth and Kinross.

Services within health and social care integration

The services provided by the new partnership will include services provided by Perth & Kinross Council and NHS Tayside as set out in the table below. A key challenge for the partnership will be to ensure services are integrated and meet the needs of people with protected characteristic(s) and communities in our localities and make the shift towards prevention and early intervention.

Services currently provided by Perth & Kinross Council	Community Services currently provided by NHS Tayside	Hospital Services currently provided by NHS Tayside (for planning purposes)
<ul style="list-style-type: none"> • Social work services for adults with physical disability and older people • Services and support for adults with learning disabilities • Mental Health Services • Drug and Alcohol Services • Adult Protection and Domestic Abuse 	<ul style="list-style-type: none"> • District nursing services • Substance misuse services • Primary medical services • General dental services • Ophthalmic services • Community geriatric medicine • Primary medical services to patients out-of-hours 	<ul style="list-style-type: none"> • Accident and Emergency services provided in a hospital • Inpatient hospital services relating to the following areas: <ul style="list-style-type: none"> - general medicine; - geriatric medicine; - rehabilitation medicine; - respiratory medicine; and- psychiatry of learning disability. • Palliative care services provided in a hospital • Inpatient hospital services provided by GPs

<ul style="list-style-type: none"> • Carers Support Services • Health Improvement Services • Housing Support Services (in Sheltered Housing) • Aids and adaptations equipment and telecare • Residential care homes/nursing care home placements • Care at Home • Reablement services Respite and day care 	<ul style="list-style-type: none"> • Community palliative care services • Community learning disability services • Community mental health services • Community continence services • Community kidney dialysis services • Public health promotion • Allied health professionals • Community hospitals 	<ul style="list-style-type: none"> • Services provided in a hospital in relation to an addiction or dependence on any substance • Mental health services provided in a hospital, except secure forensic mental health services • Pharmaceutical services
---	--	---

The following services are currently planned and delivered on a pan-Tayside basis, and are included in the Integrated Functions. The Perth and Kinross Integration Joint Board will host these services on behalf of the other Tayside Integration Joint Boards:

- Learning disability inpatient services
- Substance misuse inpatient services
- Public dental services/Community dental Services
- General Adult Psychiatry (GAP) inpatient services
- Prisoner healthcare
- Podiatry

Current Position

Both NHS Tayside and Perth & Kinross Council have published existing equality outcomes and mainstreaming reports. The equality outcomes for each organisation remain relevant and are noted below.

NHS Tayside Equality Outcomes (Extract from [NHS Tayside's Mainstreaming Report and Equality Outcomes 2017-2021](#))

NHS Tayside currently has four equality outcomes. A decision was taken through the Equality and Diversity Steering Group in December 2016 that NHS Tayside will continue to work on meeting the requirements of the current equality outcomes so further progress can be made for each outcome.

The learning from NHS Tayside and the Equality and Human Rights Commission Section 23 Agreement (2014-2016) requires to be embedded into meeting the objectives of the current equality outcomes, this will allow NHS Tayside to build an infrastructure with robust systems and processes in place for equality and diversity so NHS Tayside can monitor and show continuous improvement in delivering on meeting the current outcomes.

Equality Outcome 1 - We will ensure that care is person-centred and meets the service needs of people with relevant protected characteristic(s).

Equality Outcome 2 – Data Collection and Monitoring Patient Diversity Information

Equality Outcome 3 – Accessible Information and Inclusive Communication

Equality Outcome 4 – Workforce Data Collection and Equality of Opportunity in Employment Policy and Practice

Perth & Kinross Council Equality Outcomes (Extract from [Equalities Outcomes Progress Report](#))

Each service in the Council has a Business Management and Improvement Plan (BMIP) which annually reports on progress and performance, including specific actions which have been progressed to meet one or more of the Equality Outcomes, thus ensuring a fully mainstreamed approach. The responsibility for this lies with lead service equality contacts in each individual service. Additionally, everyone working for, or with Perth & Kinross Council has responsibility for promoting equality of opportunity in their everyday business activity, be it through day-to-day service delivery, strategic planning systems, service support or partnership work.

Equality Outcome 1 – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics

Equality Outcome 2 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate and influence Council decisions

Equality Outcome 3 – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace

Equality Outcome 4 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area

There is clearly some correlation between the respective equality outcomes from each organisation and in addition all must satisfy at least one aspect of the General Duty of the Equality Act, 2010, namely:

- *Eliminate discrimination, or*
- *Advance equality of opportunity, or*
- *Foster good relations between communities*

By setting Equality Outcomes for the Health and Social Care Integration Joint Board in Perth and Kinross we have strived to ensure that there is an element of consistency with the existing equality outcomes for each organisation and how they are reported.

Health and Social Care Integration Board Equality Outcomes

Equality Outcome 1 – Health and social care partners will ensure that care is person-centred and services are accessible to individuals and community groups with relevant protected characteristics *(Cross reference to NHS Tayside Equality Outcome 1 and PKC Equality Outcome 1)*

Equality Outcome 2 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate in and influence Integration Joint Board decisions *(Cross reference to PKC Equality Outcome 2)*

Equality Outcome 3 – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice *(Cross Reference to NHS Tayside Equality Outcome 3 and PKC Equality Outcome 3)*

Equality Outcome 4 – Data collected, information provided and communications issued by health and social care partners will be accessible and inclusive *(Cross reference to NHS Tayside Equality Outcomes 2 and 3)*

Equality Outcome 5 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area relevant to the work of the health and social care partnership *(Cross reference to PKC Equality Outcome 4)*

Each of these outcomes will contribute towards the ensuring the overall Health and Wellbeing Outcomes within the Joint Strategic Plan are achieved.

Progress in response to these Equality Outcomes will be reported on an Annual Basis to the Integration Joint Board using an agreed format which evidences the outputs / actions, timeframes, targets or other measurement criteria to address any specific inequalities.