

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 and 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 classed as a public body under the regulations, albeit with less than 150 employees, and was required to publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

This revised Equality Mainstreaming report and equality outcomes outlines the the proposed Equality Outcomes for the IJB in Perth and Kinross for 2021-2025. These take account the revised equality outcomes published in 2021 by our partner bodies, NHS Tayside & Perth & Kinross Council.

Services within health and social care integration

The services provided by the Health & Social Care Partnership includes services provided by Perth & Kinross Council and NHS Tayside as set out in the table below.

A key challenge for the partnership continues to be ensuring 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.

P&K HSCP works within a locality model to deliver the following delegated services and hosted services:

Perth City Locality	<ul style="list-style-type: none"> Community Nursing, Community Mental Health Teams (Adult and Older Peoples), Community Allied Health Profession Teams Integrated Drug & Alcohol Recovery Team, Advanced Nurse Practitioners, Community Hospitals (x4), Community Care & Treatment Teams, Community Learning Disability Services, Adult Social Work Teams Respiratory Team Care Home Liaison (Mental Health) 	Delegated
North Locality		
South Locality		
Perth Royal Infirmary	<ul style="list-style-type: none"> Stroke Ward Medicine for the Elderly Ward Discharge Liaison Team Allied Health Profession Team (Inpatients) Allied Health Professions (Outpatient Teams) 	Delegated
Murray Royal Hospital	<ul style="list-style-type: none"> 3 Older Peoples Mental Health Inpatient Wards 	Delegated
Commissioned Services	<ul style="list-style-type: none"> Care at Home, 42 Care Homes, Supported Accommodation 	Delegated
Registered Services	<ul style="list-style-type: none"> Dalweem & Parkdale Care Homes, Day Care, HART 	Delegated
Equipment & TEC	<ul style="list-style-type: none"> Joint Equipment Loan Store, 	Delegated

	<ul style="list-style-type: none"> Community Alarm 		
Mental Health Officer Team	<ul style="list-style-type: none"> Mental Health Officers across P&K 		Delegated
Prison Healthcare	<ul style="list-style-type: none"> HMP Perth and HMP Castle Huntly Pharmacy Team Primary Care Medical & Nursing Team Integrated Mental Health & Substance Misuse Team Occupational Therapy Team 	<ul style="list-style-type: none"> Physiotherapy Clinical Psychology In-reach Podiatry In-reach Dental In-reach Blood Borne Virus 	Hosted
Public Dental Service	<ul style="list-style-type: none"> Tayside wide Services 		Hosted
Podiatry	<ul style="list-style-type: none"> Tayside wide Services 		Hosted

Current Position

Both NHS Tayside and Perth & Kinross Council have published equality outcomes and mainstreaming reports. These have recently been revised for both organisations, and the outcomes for each organisation remain relevant and are noted below.

NHS Tayside Equality Outcomes (Extract from [NHS Tayside's Mainstreaming Report and Equality Outcomes 2021-2025](#))

“For this Mainstreaming Report we have developed Equality Outcomes for each of the nine protected characteristics to allow us to be more explicit with our actions. Each outcome will therefore contribute to advancing the equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

For each of NHS Tayside’s 11 Equality Outcomes there are a number of supporting actions which will be monitored and reported on through our governance structure for Equality and Diversity. More importantly, the intention is to further develop actions during the four year period to ensure we respond to developing priorities.”

- **Equality Outcome 1** - Legal duty to comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
- **Equality Outcome 2** - Age equality outcomes
- **Equality Outcome 3** - Disability equality outcomes
- **Equality Outcome 4** - Gender reassignment outcomes
- **Equality Outcome 5** - Marriage and civil partnership outcomes
- **Equality Outcome 6** - Pregnancy and maternity outcomes
- **Equality Outcomes 7 & 8** - Race equality outcomes
- **Equality Outcome 9** - Religion or belief outcomes
- **Equality Outcome 10** - Sex equality outcomes
- **Equality Outcome 11** - Sexual orientation outcomes

Perth & Kinross Council Equality Outcomes ([Extract from P&K Council Equalities Mainstreaming Report 2021-2025](#))

“We believe that ‘equality is at the heart of what we do’ and our revised equality aims and outcomes for 2021-25 reflect this by making our intentions clear and setting measurable actions for meeting our commitments. We also want our aims and outcomes reflected in our everyday deeds and actions - how we work with our communities to consider equalities and equity of opportunity in all that we do.

To ensure we are clear about how to meet the needs of our employees, communities, residents, businesses and visitors in relation to equality, we need to know what is important to them. We have undertaken extensive engagement and consultation over the past year to hear what matters to these groups and have committed to progressing these actions within Perth and Kinross. Our equality aims and outcomes, set for the next four years, reflect their lived experiences, ideas and suggestions.

Equality Outcome 1 - People from equality protected groups will be made welcome and respected in the area

Equality Outcome 2 - Staff from equality-protected groups will be made welcome and respected in the Council workplace

Equality Outcome 3. Reduce and remove physical and social barriers for those with disabilities to access public spaces

Equality Outcome 4 - People from equality-protected groups have increased confidence to report hate crime and/or bullying incidents

Equality Outcome 5 - Support is provided to those at risk of or who are survivors of gender-based violence

Equality Outcome 6 - Pupils from equality-protected groups will have a positive school experience and will feel safe and respected in school and when online

Equality Outcome 7 - Multi-cultural and equality-related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted

Equality Outcome 8 - People from equality-protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency

Equality Outcome 9 - People from equality-protected groups will be supported to digitally participate

Equality Outcome 10 - People from equality-protected groups are supported to access employment opportunities

Equality Outcome 11 - People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer

Equality Outcome 12 - People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion

Equality Outcome 13 - A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations

Equality Outcome 14 - Our school curriculum will include equality and diversity topics

Equality Outcome 15 - Our employment policies will reflect that we are a fair and inclusive employer

Equality Outcome 16 - People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity

Although both organisations outcomes have changed, 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*

In reviewing the IJB's existing quality outcomes, 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. We have also sought to ensure that all of the IJB's outcomes capture and satisfy all relevant outcomes within each of our partner organisations.

IJB outcome	NHST Outcomes covered	PKC Outcomes covered
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	<ul style="list-style-type: none"> • Equality Outcomes 1-11 	Equality Outcomes 1,3,4,5,8,9,10,12
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	<ul style="list-style-type: none"> • Equality Outcomes 1-11 	Equality Outcomes 9,11,12
Equality Outcome 3 – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice	<ul style="list-style-type: none"> • Equality Outcomes 1-11 	Equality Outcomes 2,15,16
Equality Outcome 4 – Data collected, information provided and communications issued by health and social care partners will be accessible and inclusive	<ul style="list-style-type: none"> • Equality Outcomes 1-11 	Equality Outcomes 7,8,12
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	<ul style="list-style-type: none"> • Equality Outcomes 1-11 	Equality Outcomes 7,11

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

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

Equality Outcome 3 – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice

Equality Outcome 4 – Data collected, information provided and communications issued by health and social care partners will be accessible and inclusive

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

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.

Perth and Kinross Health and Social Care Integrated Joint Board - Equality Outcomes Action Plan

	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.		
	<i>Context: Many people do not know how to get help from the Partnership. Many people do not know which services the Partnership provides or whether those services are available for them. Many people face barriers such as living in rural areas where transport and internet connectivity may be more difficult to access or because their age may prevent them having access to services. Some communities or individuals may not seek help if information is not available in relevant formats or community languages (for people with disabilities or minority ethnic groups) and may struggle at first point of contact if interpreting support is not available to them.</i>		
	Relevant Strategic Plan Priorities: <i>Prevention and Early Intervention</i> <i>Person centred health, care and support</i> <i>Inequality, inequity and healthy living</i>	*Relevant Protected Characteristics: <i>All</i>	Relevant Aspects of General Duty: <i>- Eliminate Discrimination</i> <i>- Advance equality of opportunity</i> <i>- Foster Good Relations between communities</i>
	Action	Evidence of Progress	Delivery timescales and future actions
PKC	All clients assessed by the Social Work Early Intervention and Prevention team are subject to an individual needs assessment	Client details recorded on SWIFT system	Ongoing
PKC	All staff in the Council have access to Council Guidance and Standards on Translation, Interpreting and Communications in other formats for use as required	Perth & Kinross Council monitor usage of Language Line (telephone interpreting support) and Language Base (face-to-face interpreting/translation support) Main service usage (Housing/Homelessness and Welfare Rights) Main Language usage as at March 2021 – Romanian, Polish, Bulgarian	Ongoing
PKC/NHS	Production of BSL Action Plan for both partner organisations in accordance with Scottish Government requirements	Both NHST and PKC have published a BSL plan. PKC - https://www.pkc.gov.uk/BSL NHST- https://youtu.be/m43T-N2e-4c	
NHS	To ensure that all staff within the IJB are aware of their responsibilities in relation to identifying and meeting the reasonable adjustment needs of patients with communication requirements.	It is important that all staff know that it is not an option or choice to have an interpreter, but a legal requirement to provide an interpreter to ensure the delivery of fair, equitable and non-discriminatory services for patients that are safe, effective and person centred. The NHST Interpretation and Translation LearnPro module has been reviewed and updated, and is available for all staff to complete. All GP practices have been informed of the LearnPro and are encouraged to complete it.	Reinforce the key message to all staff who have contact with patients and members of the public, about the importance of staff undertaking and completing the Interpretation and Translation LearnPro module.

		<p>The module contains a section on Discrimination Law and our legal responsibilities with regard to making reasonable adjustments for profoundly deaf patients and their carer's, and in some circumstances where family and friends who have Power of Attorney or legal guardianship of a patient. It highlights the roles and responsibilities for all staff along with their accountability and responsibilities to ensure that I&T services are provided at point of need.</p>	
NHS	To ensure that all services within the IJB are able to provide reasonable adjustment needs of patients with communication requirements.	<p>The NHS Tayside Interpretation and Translation (I&T) service is now into its third year of service having been established on 1 November 2017. The service is well used and is now being used more widely by Primary Care and by the Health and Social Care Partnerships (HSCPs) in Tayside.</p> <p>The service now directly employs in house interpreters covering seven out of Tayside's top ten community languages which includes Cantonese, Urdu and Romanian.</p> <p>An in-house learning and development trainer has been recruited to the team and all spoken language interpreters who have not undertaken the training leading to Diploma in Public Service Interpreting (DPSI) will be required to undertake this training. DPSI is a nationally recognised qualification that serves as a benchmark for professional standards in the interpreting profession. This training is also provided to our bank interpreters.</p> <p>COVID-19 has had an impact on the interpretation and translation service with a reduction in face-to-face appointments. However progress has been made as more Near Me appointments are now offered across NHS Tayside. These appointments are undertaken by both our in-house and bank interpreters but all languages are supported through agency staff where necessary.</p> <p>The Service has provided BSL Interpreters at the two largest vaccination centres in Tayside to facilitate the ease of access for BSL users.</p>	
PKC	Keep Safe Scheme	<p>People with disabilities have the opportunity to sign up to the Keep Safe Scheme, which also has our own local Safe Place branding. Individuals with Keep Safe cards currently total 111 and there are 47 organisations designated as Safe Places. The number of Venues did not increase during the Pandemic, as many businesses were not fully operational although the number of individuals rose by 5.</p>	

	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		
	<i>Context: Some individuals or community groups may be under-represented in different parts of the local community and may not have the same opportunity to have their ‘voice’ heard or understand how they can put their points of view forward.</i>		
	Relevant Strategic Plan Priorities: <i>Person centred health, care and support</i> <i>Inequality, inequity and healthy living</i> <i>Work together with communities</i> <i>Making the best use of available facilities, people and resources</i>	*Relevant Protected Characteristics: All	Relevant Aspects of General Duty: <i>- Eliminate Discrimination</i> <i>- Advance equality of opportunity</i>
	Action	Evidence of Progress	Delivery timescales and future actions
PKC	Undertake consultation events with equalities groups as part of strategy/policy development	<p>Continuation of a Safe Place programme of meetings for adults with disabilities in partnership with Centre for Inclusive Living. Recent sessions focussed on Self-Directed Support; Access to Ambulance services; Access to social care services.</p> <p>Continuation of a Equalities Governance Structure reporting to the Community Planning Partnership Executive Officer Group - this involved Perth & Kinross Council and NHS Tayside membership of the 2 key groups (Equalities Strategic Forum and Community Equalities Advisory Group). These meetings were put on hold for a short time during the initial stages of the COVID pandemic, but both restarted in October 2020.</p> <p>Establishment of a Brexit group, which had a focus on the EU settlement scheme and it's Brexits wider impact.</p> <p>This group now also addresses issues in relation to Migrant Workers (which previously had a standalone group).</p> <p>Perth & Kinross Council updated figures below for the period ending 31 March 2021:</p> <p>1. Number of applications at 9,940 from this area – we remain the 8th highest local authority area in Scotland in</p>	Ongoing programmes of work

		<p>terms of applications made (and remain highest of the 3 Tayside authorities)</p> <p>2. Our 3 main applicant countries in this area are still Poland (3,420), Romania (2,140) and Bulgaria (1,300)</p> <p>3. Breakdown of applications by age from this local authority area are Under 18 (1,410), 18-64 (8,310) and 65+ (220)</p> <p>4. Breakdown of application decisions: Total concluded (9,470) Settled (5,010), Pre-settled (4,100) Other outcome(370)</p> <p>Continuation of an LGBT+ Development Group with representation from statutory and third sector groups to respond to issues affecting the local LGBT+ community</p> <p>Monitoring of those voluntary organisations which have a Service Level Agreement that work specifically with an equality protected characteristic group</p> <p>Continued participation with Syrian and Afghan Refugee families and Unaccompanied Asylum Seeker programmes in Perth and Kinross</p> <p>Continued engagement with Perth Islamic Society regarding relocation to new Mosque.</p> <p>Us and the Housing Group for people with learning disabilities continues. This has recently celebrated its 10 year anniversary.</p> <p>Homeless Voice Group continues</p> <p>Regular tenant participation continues</p> <p>Digital participation working group is established in direct response to COVID.</p>	
NHS		Community Engagement Workers recruited through PKAVS who are linking with communities across P&K, and this includes minority groups. These workers now form part of the partnership planning and commissioning service.	The feedback feeds into the Strategic Plan.
		Locality participation framework which includes ensuring engagement with minority groups.	Local Action Partnerships now in place

Equality Outcome 3 – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice			
<i>Context: As major local employers the Council and NHS wishes to play their part in encouraging a thriving, expanding local economy with suitable employment opportunities and development opportunities for staff and a diverse workforce which reflects the local population.</i>			
	Relevant Strategic Plan Priorities: <i>Making the best use of available facilities, people and resources</i>	Relevant Protected Characteristics: All	Relevant Aspects of General Duty: - <i>Eliminate Discrimination</i> - <i>Advance equality of opportunity</i>
	Action	Evidence of Progress	Delivery timescales and future actions
PKC	Provision of an employment support service which will assist people with disabilities to access employment opportunities	<p>The Council also provides an employment support service (Employment Support Team) which assists people with learning disabilities, autism, acquired brain injury, or mental ill health to access employment opportunities. Nine people (13% of the total number in paid employment on their caseload) have become paid Council employees because of the actions of the service. 25 people (45% of the total number of people supported in voluntary/work experience on their caseload are in a voluntary position within the</p> <p>Council including 14 in projects directly supported by the service such as Working Roots and Green2Go).</p> <p>The Employment Support Team supported 148 individuals to prepare for, access or retain paid employment. The EST supported 8 individuals employed by PKC and 4 to undertake work experience/volunteering/employability activities within PKC.</p> <p>Modern apprentice scheme which intends to have a more targeted approach to seeking applicants from Equality Groups.</p>	Ongoing programme
	Ensure equality issues are a key element of staff learning and development programme	<p>PKC training and events:</p> <p>We ensure that equality issues are a key element of our staff learning and development programme. During 2020/21 670 staff completing the e-learning module.</p>	Ongoing programme

		<p>173 staff were ‘in progress’ during this period. Our equalities learning programme continued virtually during 2020/21 with 268 staff attending 14 different sessions delivered by a range of external organisations free of charge – programme included anti-sectarianism (online abuse); HIV awareness; new immigration proposals; challenging stereotypes and prejudice; LGBT awareness; digital skills; inclusive communications; Deaf and BSL Awareness; Trans Awareness; Wearing the Hijab.</p> <p>The method of delivery in many instances has had to change by necessity due to COVID, this being virtually. It has been found that attendance has increased after this change, and it seems the extra flexibility has been of benefit.</p> <p>LGBT+ staff network and a disability staff network now in place within PKC, and this is open to all staff within the HSCP.</p> <p>A third staff network for black and ethnically diverse colleagues was established in October 2020. This is the “Belong Staff Network”</p>	
NHS	Workforce Diversity Data Collection and Equality of Opportunity in Employment Policy and Practice.	<p>It has been widely recognised during the COVID-19 pandemic that ethnicity has been a factor associated with increasing risk for staff. There has also been a wider national debate about inequality in society and the differential impact it has across different ethnic groups and those with other protected characteristics.</p> <p>During the COVID-19 pandemic evidence arose that age, sex and ethnicity all contributed to an individual’s risk of developing severe illness. As a result NHS Tayside managers were asked to undertake and record risk assessments for their staff in order to identify if they were in a higher risk category. These risk assessments were used to identify if action(s) should be taken to mitigate any identified risks. These risk assessments will continue to be reviewed.</p>	

		<p>NHS Tayside has implemented a range of initiatives to support the wellbeing of staff. These have included:</p> <ul style="list-style-type: none"> • The provision of 14 Rest, Recovery and Recuperation rooms (RRR rooms). • 24 hour online counselling service. • Flexible and agile working, including working from home • Provision of specialty occupational health service • Promotion of the NHS Tayside Wellbeing Centre and also the National Wellbeing Hub. 	
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	Equality Outcome 4 – Data collected, information provided and communications issued by health and social care partners will be accessible and inclusive		
	<p><i>Context: People who cannot speak English or have limited understanding of English will have access to effective and inclusive communication which will meet their individual needs. Inclusive communication means we will share information in a way that everyone will understand and enable people to express themselves in the way they find easiest. Inclusive communication is written information, online information, telephone and face to face information.</i></p> <p><i>We will provide and publish information in an accessible format that is easy to understand, in different languages, easy to read and in plain language. for all</i></p> <p><i>The partners will monitor, collect, record and analyse appropriate data on protected characteristics.</i></p>		
	<p>Relevant Strategic Plan Priorities:</p> <p><i>Person centred health, care and support</i></p> <p><i>Inequality, inequity and healthy living</i></p> <p><i>Making the best use of available facilities, people and resources</i></p>	<p>*Relevant Protected Characteristics: All</p>	<p>Relevant Aspects of General Duty:</p> <p><i>- Foster Good Relations Between communities</i></p> <p><i>- Advance equality of opportunity</i></p>
	Action	Evidence of Progress	Delivery timescales and future actions
PKC / NHS	Ensure internal and external communications are provided in accessible formats if required	We have a Communications Plan which is equality proofed for both electronic and written communications.	Ongoing
	With regards data collected, ensure race/ethnicity of patient is recorded.	Race/Ethnicity is continuing to be collected, with recording levels for the last 4 years as follows:	

	<table><tr><th></th><th>January 2017 - December 2017 (Average %)</th><th>January 2018 - December 2018 (Average %)</th><th>January 2019 - December 2019 (Average %)</th><th>January 2020 - November 2020 (Average %)</th></tr><tr><td>% of SMR01 activity with ethnicity recorded</td><td>87%</td><td>85%</td><td>87%</td><td>89%</td></tr><tr><td>% of SMR02 activity with ethnicity recorded</td><td>91%</td><td>84%</td><td>84%</td><td>83%</td></tr><tr><td>% of SMR04 activity with ethnicity recorded</td><td>85%</td><td>83%</td><td>88%</td><td>86%</td></tr><tr><td>%of SMR00 activity with ethnicity recorded</td><td>77%</td><td>74%</td><td>77%</td><td>79%</td></tr></table> <p>NHST will continue to engage in national initiatives regarding data collection and in collaboration with our national partnerships including the National NHS Ethnic Minority Forum, further explore ways in which we can record ethnicity in order to improve clinical outcomes. For example, we would welcome a change to Community Health Index recording to include ethnicity. Through our partnerships, in the early stages of exploring ways to increase diversity by using data more effectively to reach out to protected groups who are currently under-represented in areas such as clinical trials.</p>		January 2017 - December 2017 (Average %)	January 2018 - December 2018 (Average %)	January 2019 - December 2019 (Average %)	January 2020 - November 2020 (Average %)	% of SMR01 activity with ethnicity recorded	87%	85%	87%	89%	% of SMR02 activity with ethnicity recorded	91%	84%	84%	83%	% of SMR04 activity with ethnicity recorded	85%	83%	88%	86%	%of SMR00 activity with ethnicity recorded	77%	74%	77%	79%	
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Ensure that all patient / client information leaflets and publications are in an accessible format and is made available in different languages.	<p>NHS Tayside has a wealth of healthcare information in printed format. Making this information accessible to people whose first language is not English is important. Some literature is available through NHS Inform and NHS Tayside Board translates information for patients on an individual basis.</p> <p>Information can be produced in BSL upon request.</p> <p>PKC considered communication requirements when preparing information leaflets and publications, and would seek to accomodate requests for translated publications.</p>																										

	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		
	Context: <i>Context: An increased migration to the area in recent years has seen the local population become more diverse. We want everyone to have the opportunity to be fully involved in events and activities which take place in the area</i>		
	Relevant Strategic Plan Priorities: <i>Prevention and early intervention</i> <i>Inequality, inequity and healthy living</i> <i>Work together with communities</i> <i>Making the best use of available facilities, people and resources</i>	*Relevant Protected Characteristics: <i>All</i>	Relevant Aspects of General Duty: <i>- Foster Good Relations Between communities</i> <i>- Advance equality of opportunity</i>
	Action	Evidence of Progress	Delivery timescales and future actions
PKC	Co-ordinate annual programme of ‘see me’ activities (mental health anti-stigma campaign)	The Council committed to the ‘See Me In Work’ programme in 2017 and formalised a partnership agreement in February 2020.	Annual programme
	Co-ordinate multi-cultural events programme in partnership with PKAVS Minority Communities Hub and MECOPP Gypsy/Traveller Carers Project	Celebrating Diversity We continue to arrange delivery of an extensive and popular multi-cultural events and community lunch club programme with our communities and partner organisations in the third sector.	Ongoing programme of events
PKC	Co-ordinate programme of LGBT History month events	Annual LGBT History month programme of community and internal staff events held February 2019. Independently evaluated as being top local authority programme in Scotland for the seconds year running.	Ongoing annual programme
PKC / NHS	Co-ordinate minority ethnic community lunch club programme in partnership with PKAVS Minority Communities Hub and MECOPP Gypsy/Traveller Carers Project	Regular programme of activities continues for minority ethnic community lunch clubs programme in place	Co-ordinate minority ethnic community lunch club programme in partnership with PKAVS Minority Communities Hub and MECOPP Gypsy/Traveller Carers Project
	Provision of funding towards the SAINTS (Saints Academy Inclusion Through Sport) Project	Increased sporting opportunities and activities for those with learning disabilities, autism or mental wellbeing issues – ongoing programme. Now part of St. Johnstone Community Trust also delivering Street Sports and Football Memories (as well as Show Racism the Red Card)	Ongoing programme

	Contribute to ongoing support to LGBT+ community	LGBT+ Development Group in place to identify specific actions, improvements, events or initiatives which are required for our LGBT+ community to ensure that our services are inclusive, safe and welcoming for anyone who needs to access them or who live in or comes to visit Perth and Kinross.	Ongoing programme
		Through PKAVS participate in events such as carers and participatory budgeting.	
		TullochNet is a network which offers guidance support to minority groups in the community (particularly those who are vulnerable and those from more deprived areas)	
		Perth and Kinross “Your Community” website.	
PKC		Continuation of a Golf Memories group for adults with dementia which has involved them being able to meet weekly at a Golf Driving Range to hit a golf ball and reminisce	Ongoing programme