

Argyll and Bute Health and Social Care Partnership Integrated Joint Board

MAINSTREAM REPORT AND EQUALITIES OUTCOME FRAMEWORK – 2016 - 2020

1. Summary and Introduction

On 1 April 2016 the Integration Joint Board (IJB) of Argyll and Bute's Health and Social Care Partnership was formed by NHS Highland and Argyll and Bute Council, as required by the Public Bodies (Joint Working) (Scotland) Act 2014. The IJB has responsibilities to improve the health and wellbeing outcomes of people living in Argyll and Bute and to deliver health and social care services. The mechanism for doing this is to implement a formally agreed Strategic Plan.

The IJB is committed to ensuring equality is "mainstreamed" in our business and that everyone in Argyll and Bute has equal opportunities regardless of their age, ability, gender, sexual orientation, race, belief, childbearing status or marital status. There is considerable evidence that discrimination and harassment negatively impacts health, particularly mental wellbeing, and contributes directly to inequalities in life opportunities and health outcomes.

The IJB also recognises individuals, groups and communities who routinely face such disadvantages also experience inequalities in how they access and experience health and social care services. We are committed therefore to making a real and lasting contribution to creating a fairer Argyll and Bute, and to reducing inequalities in health, access and opportunity for our whole population.

2. Background

2.1. Requirement for an Equalities Outcome Framework

The Equality Act (2010) became law on 1 October 2010 and replaced previous anti-discrimination laws with a single Act. It simplified the law to ensure everyone

who is protected from discrimination, harassment or victimisation is afforded the same level of legal protection.

The IJB of Argyll and Bute HSCP is classed as a “public body” under the Equality Act. As such, we are required to ensure that equality and diversity are embedded into all our functions and activities. The Public Bodies Specific Duties lay out that all Scottish Public authorities must publish a report on ‘mainstreaming’ equality; identifying 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). This is subject to review every 2 years.

The Equality Act (2010) also introduced a new public sector equality duty (also known as the general equality duty). This requires Scottish public authorities to pay 'due regard' to the need to:

- Eliminate unlawful discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a relevant protected characteristic and those who do not

The means to achieve all of the above duties are:

- Report on mainstreaming equalities, and
- Publish equality outcomes and report on progress every 2 years.

Protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion and belief; sex and sexual orientation; and marriage and civil partnership (only in relation to the requirement to have due regard to the need to eliminate discrimination).

2.2. IJB functions and processes relevant to equalities

The role of Argyll and Bute’s IJB is to provide leadership and governance for the delivery of health and social care in Argyll and Bute. This delivery of health and social care is determined by the Strategic Plan 2016 – 2019. Available here:

http://www.healthytogetherargyllandbute.org.uk/images/upload/files/strategic-plan_pdf_534.pdf

The development of the Strategic Plan was informed by a Joint Strategic Needs Assessment. Formal consultation with communities took place between September and November 2015, a report of which is available here:

http://www.healthytogetherargyllandbute.org.uk/images/upload/files/progress-updates-details_538_pdf_473.pdf

The Strategic Plan will be delivered in local communities by Locality Planning Groups via a Locality Action Plan. These plans will be in place by October 2016 and will include equalities issues.

The measurement of the impact of health and social care service delivery will be done using a Priorities and Performance Framework. A scorecard will be developed for the equalities objectives in this framework to enable routine reporting to take place.

2.3. Position in Argyll and Bute Council and NHS Highland

Both Argyll and Bute Council and NHS Highland have published outcomes frameworks for equalities and they are available here:

NHS Highland

Equality Outcomes Report 2013 – 2015

<http://www.nhshighland.scot.nhs.uk/publications/pages/equalityoutcomesreport20132015.aspx>

Equality Outcomes Progress Report April 2016

<http://www.nhshighland.scot.nhs.uk/Meetings/BoardsMeetings/Documents/Board%20Meeting%205%20April%202016/5.2%20Equality%20Outcomes%20report.pdf>

NHS HIGHLAND EQUALITY OUTCOMES	
1.	Health Improvement: Everyone will feel able to access screening and health improvement support.
2.	Access to Services: Everyone will be able to access services when they need them.
3.	Patient Experience: Everyone will have a positive experience of using NHS Highland services.
4.	Involvement: Everyone will have the opportunity to be involved in the planning, delivery and evaluation of services.
5.	Workforce: All staff will feel that they are treated with dignity, respect and due regard for their needs as employees.
6.	Community: People in Highland will feel that they live in a safe, inclusive and fairer community.

Argyll and Bute Council

Equalities Mainstreaming Report and Progress on Equalities Outcomes 2015

<https://www.argyll->

[bute.gov.uk/sites/default/files/equalities_mainstreaming_report_2015_v3_final_2.pdf](https://www.argyll-bute.gov.uk/sites/default/files/equalities_mainstreaming_report_2015_v3_final_2.pdf)

ARGYLL AND BUTE COUNCIL EQUALITY OUTCOMES	
1.	More people are actively engaged in local decision making.
2.	More people are confident that service delivery is sensitive to their needs.
3.	Carers are more confident that their needs are recognised.
4.	People who use social care are more confident that their personal outcomes are being recognised because they feel they are at the centre of decision making about their lives and the supports that are in place.
5.	The gap in educational attainment between people with protected characteristics has been reduced.
6.	Bullying of young people in schools is reduced.
7.	Our approach to engagement reflects the diversity of all our communities.

2.4 Mainstreaming Equalities Commitments for Argyll and Bute IJB

- The IJB upholds the rights of all people, regardless of protected characteristics, to lead healthy and fulfilled lives and to have appropriate health and care services available when they need it.
- The IJB firmly believes that by integrating health and social care services there is potential to improve health and social care outcomes for the whole population and narrow the gap between the better off and worse off in Argyll and Bute.
- The IJB will provide strategic leadership for equalities and work toward consistent approaches in the parent organisations. It will also act as a role model to partners in Argyll and Bute.
- The IJB recognises the importance of equality being embedded in day to day service delivery. This will be achieved via the 8 Locality Action Plans.
- The IJB has to report annually on the progress of the implementation of the Strategic Plan. Equalities will be one element of the report.
- The IJB will be sighted on the impact of service changes on people with protected characteristics and will require heads of service to carry out EQIA's.

Existing reporting arrangements for NHS and Council equality activity will remain in place. The IJB will not duplicate existing activity, rather it will add value and ensure consistency across the 2 organisations.

3. Consultation, reporting and governance

This report and framework is adopted and ratified by the IJB according to the following timeline:

Action	Date
Development of report and framework	April – May 2016
Ratification by IJB	June 2016
Dissemination to LPGs	June – August 2016
Incorporation of equalities issues in Locality Action Plans, following local consultation	October 2016

Annual review of equality outcomes (to bring into line with NHS and Council timeline)	May 2017
Review and refresh	2019

4. Equality Outcomes for Argyll and Bute Health and Social Care Partnership

The approach to this framework has been to map high level outcomes and to identify a realistic number of achievable actions and objectives. It is recognised that this list is not exhaustive and that there is not necessarily a set answer to reducing inequalities. The objectives to deliver the outcomes will be monitored over time and added to where appropriate. Equally, objectives can be removed if the outcome has been achieved.

High Level Outcome	
1. Improve health and wellbeing outcomes for people with protected characteristics	
Objectives	Existing activity
<ul style="list-style-type: none"> Reduce gap in life expectancy between men and women 	Men's Shed Community resilience targeted at men via ICF
<ul style="list-style-type: none"> Improve physical health and wellbeing outcomes for people with mental health problems 	Branching Out
<ul style="list-style-type: none"> Improve quality of life for carers 	Carers Strategy Carers Centres
<ul style="list-style-type: none"> Increased ability of people to self-manage long term health conditions 	ICF funded activity
<ul style="list-style-type: none"> Reduce loneliness in at risk groups 	Reach Out Pledge
Data sources to support the above include: <ul style="list-style-type: none"> ScotPHO health profiles Qualitative project or service evaluations Locality health profiles 	
2. Empowering people with protected characteristics to have an influence on how services are delivered	
Objectives	Existing activity
<ul style="list-style-type: none"> Engagement and consultation on Locality Action Plans to ensure they are representative of local needs and aspirations 	LPGs to have communication strategy for their actions plans i.e. engage, inform and consult community groups and people. Principles of co-production are embedded in service delivery. Development sessions to take place with LPGs in 2015-16.
<ul style="list-style-type: none"> Increased promotion and uptake 	IJB should have a strategic overview of

of Self Directed Support (SDS)	uptake across Argyll and Bute.IJB should ensure staff are fully informed about SDS in order to appropriately advice people who would benefit from this
Data sources to support the above: <ul style="list-style-type: none"> • Qualitative feedback on locality engagement events • Numbers of people using SDS 	
3. Increasing access to services for people with protected characteristics	
Objectives	Existing activity
<ul style="list-style-type: none"> • Health and care services delivered in a person centred and compassionate manner. 	IJB to provide strategic leadership on this agenda e.g. review how Person Centred Coaches have been used to date and embed this model across all health and social care delivery
<ul style="list-style-type: none"> • Services targeted at those most in need of these services 	LPGs leading this and to be delivered via the Locality Action Plans ensuring equalities sensitive practice
<ul style="list-style-type: none"> • Ensure we meet the health and social care needs of new residents of Argyll and Bute and respond to humanitarian need 	Refugee strategy for Argyll and Bute
<ul style="list-style-type: none"> • Ensure appropriate translation services are in place 	At the moment separate approaches by ABC and NHS Highland. Review and consider joint contract for IJB
<ul style="list-style-type: none"> • Unpaid or family carers are supported in their caring role 	Carers assessments Anticipatory care planning Planned respite and short breaks
Data sources to support the above: <ul style="list-style-type: none"> • ScotPHO health profiles • Qualitative project or service evaluations • Locality health profiles 	
4. Improving experience of services for people with protected characteristics	
Objective	Existing activity and actions required
Satisfaction surveys	Existing activity has ceased. IJB should review how they want to review user satisfaction e.g. should LPGs lead on this.
Review where health and social care is going well and not going well	Patient Opinion Case studies
Review complaints procedures to identify if people with protected characteristics are identifying areas for improvement	IJB should ensure the monitoring of the new unified process for submitting health and care complaints.

Data sources to support the above:

- Complaints
- Patient Opinion feedback

Appendix 1: Abbreviations used

IJB	Integrated Joint Board
HSCP	Health and Social Care Partnership
LPG	Locality Planning Group
Scot PHO	Scottish Public Health Observatory
EQIA	Equality and Diversity Impact Assessment