



Report

Mainstreaming Equalities

Edinburgh Integration Joint Board

13 May 2016

Executive Summary

- 1.1 In order to meet the obligations placed on public bodies by the Equality Act 2010 and associated regulations, the Integration Joint Board must publish a set of equality outcomes and a report setting out how it will mainstream the Public Equality Duty into its day-to-day functions by 1 April 2016.
- 1.2 In order to meet the legislative timescales the attached draft report has been published on the Transform Edinburgh website. This report seeks the Board's approval for this report following which the status of the published report will be changed to 'final'.

Recommendations

- 2.1 The Integration Joint Board is asked to approve:
 - i. the proposed Equality Outcomes detailed in section 4.2
 - ii. the equalities mainstreaming report attached as Appendix 1
 - iii. the recommendation that the progress in delivering the Equalities Outcomes is overseen by the Strategic Planning Group

Background

- 3.1 The Public Sector Equality Duty requires public bodies in the exercise of their functions to have due regard to the need to:
 - i. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
 - ii. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - iii. Foster good relations between people who share a protected characteristic and those who do not

- 3.2 The term 'protected characteristic' refers to the following characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The public sector equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.
- 3.3 Mainstreaming the equality simply means integrating equality into the day-to-day working of an authority. This means taking equality into account in the way the authority exercises its functions. For the Integration Joint Board this means taking of the three needs set out in section 3.1 when producing the strategic plan, setting budgets and planning significant changes to services without revising the strategic plan.

Main report

- 4.1 Tackling inequalities is one of the key priorities within the Strategic Plan approved by the Board on 11 March 2015. The development of the plan, the production of the Joint Strategic Needs Assessment and the Integrated Impact Assessment, that is the subject of a separate report mean that the Board is in a good position to comply with the requirements of the equalities legislation.
- 4.2 The draft Equalities and Rights mainstreaming report is attached as Appendix 1 and includes the following proposed outcomes:
- **Equality Outcome 1** - Effective and Visible Leadership is in place to ensure all health and social care policies, plans and decisions take account of the diversity of needs and characteristics of the community.
 - **Equality Outcome 2** – People with protected characteristics are directly able to influence the way in which Health and Social Care services are planned and delivered at both local and citywide level.
 - **Equality Outcome 3** – All health and social care services are accessible, appropriate and inclusive to the needs of all with no barriers which can limit access for those with protected characteristics.
 - **Equality Outcome 4** – Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised.
 - **Equality Outcome 5** - Prevention measures and activities to reduce inequalities are inclusive to all.
- 4.3 A set of actions have been identified in order to deliver these outcomes drawn largely from the actions contained within the strategic plan itself and the

associated Integrated Impact Assessment action plan. The actions are set out in the table beginning on page 7 of the Mainstreaming Report attached as Appendix 1.

- 4.4 Delivery of the action plans in order to achieve the five outcomes will be monitored through the performance assessment framework and overseen by the Strategic Planning Group.

Key risks

- 5.1 Failure to publish an Equalities mainstreaming report will mean that the Integration Joint Board is not meeting its obligations under the Equality Act 2010.
- 5.2 Failure to take account of the impact of the strategic plan on people with protected characteristics may lead to the Integration Joint Board unwittingly acting unlawfully.

Financial implications

- 6.1 There are no specific financial implications arising from this report.

Involving people

- 7.1 This report details proposals for ensuring that all citizens including those with protected characteristics can be involved in the planning of health and social care services.

Impact on plans of other parties

- 8.1 The recommendations in this report have no adverse impact on the plans of other parties and take account of the Equality Outcomes of both the City of Edinburgh Council and NHS Lothian.

Background reading/references

[The Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#)

[Equality and Human Rights Commission Non-statutory guidance for Scottish public authorities](#)

Appendices

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Links to priorities in strategic plan

This report impacts on all priorities within the strategic plan.

Edinburgh Integration Joint Board

Equality and Rights - Mainstreaming and Outcomes

Introduction

1. As a listed public authority in Schedule 19 of the Equality Act 2010 the Edinburgh Integration Joint Board (EIJB) must report on how it proposes to meet the equality duty and set out the equality outcomes and mainstreaming actions for the coming year.
2. As the Edinburgh IJB does not currently have any employees of its own it is not required to meet the various employee reporting regulations, which only apply to listed authorities with 150 or more employees.

The General Equality Duty

3. The general equality duty requires public authorities, in the exercise of their functions, to have due regard to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
4. The public sector equality duty covers the following protected characteristics; age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The EIJB also considers the impact of intersectionality and poverty on all protected characteristics.

Meeting the Equality Duty

What does “mainstreaming the equality duty” mean?

5. Mainstreaming the equality duty means integrating equality and rights into the day-to-day working of the integration authority. The benefits include:
 - Equality becomes part of the structures, behaviours and culture of the authority
 - in carrying out its functions the authority can demonstrate how, it is promoting equality
 - Mainstreaming equality contributes to continuous improvement and better performance.

Board structure

6. The Public Bodies (Joint Working) (Act) 2014 sets out who the members of IJBs should be as a minimum and which members should have a vote. Membership includes citizens with lived experience of using health and care services and/or experience of caring for those who use health and care services. Responsibility for chairing the Edinburgh Board rotates between the Council and NHS Lothian every 2 years. The Board membership is set out in Appendix 1.
7. The Board meets every 2 months and these meetings are open to the public. Deputations can be made by an office bearer or spokesperson of an organisation or group. Every alternative month is a development session which is closed to the public. All EIJB papers are on the Council web-site. The IJB has 4 sub-groups these are given in Appendix 1.

Partnership Working

8. Edinburgh is a diverse city with many different equality communities that have varying levels and types of needs in terms of health, social care and wellbeing. In many cases these needs can best be addressed by a range of services and agencies. The Edinburgh Partnership (EP), the community planning partnership for the City, brings together partners such as Health Board, the City of Edinburgh Council, Fire and Rescue Service and Police. The EP's vision for Edinburgh is as a thriving, successful and sustainable capital city in which all forms of deprivation and inequality are reduced. In January 2016 the EIJB agreed to become a formal member of the Edinburgh Partnership Board. In order to empower communities and work more closely with local people and existing groups, all members of the Edinburgh Partnership have agreed to focus service planning and delivery in localities. Partners have adopted the same four geographic locality boundaries.
9. Operating in localities will help health and social care teams to work more effectively with other service providers and community groups and build on local knowledge and connections. The aim is to foster healthy neighbourhoods and resilient communities that respond to wishes expressed in the strategic plan consultation.
10. Locality plans will be prepared during 2016/17 for each of the 4 localities. They will include consideration of those with protected characteristics

Leadership

11. Within its Strategic Plan, the EIJB sets out its core value to “respect the principles of equality, human rights, independent living and will treat people fairly”. The EIJB is committed to integrating equality and rights and will ensure equality and rights are reflected in corporate reporting, corporate plans and target setting.
12. Senior managers will give clear and consistent messages about the importance of the public sector equality duty and ensure that it is given an appropriate profile and emphasis and that equality and rights becomes embedded in day-to-day activities.

Staff Training, Awareness and Understanding

13. The EIJB will build the capacity of all staff to ensure that they recognise the relevance and importance of considering and promoting the public sector equality duty when carrying out their own roles. Staff will feel empowered to broaden their understanding of the people they work with and the issues they face as well as the range of services available to them. Building expertise across the authority will help ensure that equality and rights is embedded in design and service delivery
14. All staff will have access to appropriate equality and rights training to develop the knowledge and skills they require, including, training courses, equality awareness campaigns, on-line training and guidance, mentoring and on-the-job support.

Development of an Integrated Impact Assessment (IIA)

15. In 2015 the Councils, Health & Social Care Partnerships and Health Services in the Lothians jointly developed an Integrated Impact Assessment. The Integrated Impact Assessment (IIA) aims to enable the partners to meet the legal duties to consider equality, human rights, sustainability and the environment in planning decisions. It also creates an opportunity to identify and tackle unanticipated impacts on wider causes of poor outcomes in our communities, such as inadequate housing, low educational achievement, low income, transport and pollution, poverty, stigma and social inequality. Guidance on the use of the IIA and templates are available on-line.
16. The EIJB has undertaken an IIA on the Strategic Plan and will introduce procedures to ensure that an Integrated Impact Assessment is carried out before any new policy the IJB.

Procurement

17. Procurement and monitoring procedures will be implemented which will ensure that partner organisations and suppliers operate in a way that is consistent with the EIJB's approach to the promotion of equality and rights and comply with the Procurement Reform (Scotland) Act (2014).

Engagement

Consultation Strategy

18. The EIJB has a dedicated structure and resourcing budget for a new communications team to support the EIJB to develop a communication strategy. The strategy will ensure that promotional campaigns, consultations and engagements are inclusive to all. Any additional efforts which may be required to reach specific groups of the community will be considered and implemented where practical. Procedures are in place in CEC and NHS to monitor the engagement of individuals with protected characteristics to help ensure participation from all members of the community. All people who need social care and health services will be able to access good quality information and advice appropriate to their needs, with account taken of disabilities, language barriers, literacy, numeracy and digital exclusion to enable equitable access to information.

Research and Evidence

Joint Strategic Needs Assessment (JSNA)

19. To inform the first draft of the EIJB's Strategic Plan, a Joint Needs Assessment was carried out which provided a comprehensive local picture of health and wellbeing needs.
20. The needs assessment consisted of 2 phases:
 - i. a desktop analysis of data; and
 - ii. engagement with a wide range of stakeholders to discuss the findings of phase 1, and more broadly, to use the knowledge and experience of clinicians, practitioners, residents, third sector organisations, service providers etc to form a broader and more complete assessment of needs and priorities.
21. The findings of the needs assessment covered four broad themes:

- A profile of Edinburgh and its four localities: its current and forecast population structure incorporating levels of poverty, the labour market, housing, education, children in need and the health of the population
- An overview of the current and forecast levels of need of specific groups together with a summary of current priorities for each group including older people, people with disabilities, people with mental health problems, unpaid carers, people with addictions, people in the LGBT community, people with complex needs and people with palliative care needs –
- Profiles of current resource use and activity including:
 - spending profiles on NHS and social care services and the third and independent sectors in Edinburgh
 - activity profiles for health and social care, and analyses of specific groups – those people who are at risk of emergency hospital admission, and people who use relatively high levels of support
- A summary of known pressures within the health and social care system.

Strategic Plan

22. A first draft of the Edinburgh Health and Social Care Partnership Strategic was subject to a 3 month public consultation from August to October 2015. This provided an opportunity to identify equality and rights issues. The draft plan set out the vision and key priorities for the Partnership together with the high level actions to deliver them.
23. To encourage the engagement of as wide a range of audiences as possible in the consultation process three separate versions of the draft strategic plan were produced (full, summary and easy read). The consultation was advertised through the distribution of 10,000 fliers, 400 posters and a local press release. People and organisations could take part in the consultation online through the Council's Consultation Hub, by requesting and completing a paper copy of the consultation documents and questionnaire or through one of the 75 groups and meetings where the plan was discussed. Workshops for staff working in the Council, NHS Lothian and the voluntary and independent sectors were also held in each of the four localities.
24. Feedback received was considered and used to inform the development of the final Strategic Plan and help shape the Equality and Rights outcomes and mainstreaming actions.

Equality and Rights Outcomes 2016/17

25. The Equality and Rights outcomes and mainstreaming actions have been developed in tandem with the development of the Strategic Plan and have been chosen based on a number of considerations namely;

- Information, feedback and intelligence gathered whilst preparing the Strategic Needs Assessment and the Strategic Plan including feedback from engagement with people with protected characteristics.
- The National Health and Wellbeing Outcomes
- The priorities of the strategic plan and the action plan
- CEC equality Outcomes
- NHS Equality Outcomes

26. There are 5 Equality outcomes as follows:

- **Equality Outcome 1** - Effective and Visible Leadership is in place to ensure all health and social care policies, plans and decisions take account of the diversity of needs and characteristics of the community.
- **Equality Outcome 2** – People with protected characteristics are directly able to influence the way in which Health and Social Care services are planned and delivered at both local and citywide level.
- **Equality Outcome 3** – All health and social care services are accessible, appropriate and inclusive to the needs of all with no barriers which can limit access for those with protected characteristics.
- **Equality Outcome 4** – Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised.
- **Equality Outcome 5** - Prevention measures and activities to reduce inequalities are inclusive to all.

Presenting Equality Outcomes

27. The key activities and outputs to deliver the Equality Outcomes are set out in the table below. Performance measures will be contained in the IJB's annual performance reports.

Equality Outcome	Key Activities/Outputs	Link to Strategic Plan Action Plan
Equality Outcome 1 Effective and Visible Leadership is in place to ensure all health and social care policies, plans and decisions take account of the diversity of needs and characteristics of the community	Adequate staff is identified to carry out the Equality Act 2010 legal duties.	
	Ensure that the emphasis on equality and rights is connected from the strategic level through to the operational level.	
	Managers give clear and consistent messages re the importance of the public sector equality duty.	
	Equality training is included in the Leadership Development Programme. Training to include competency around all aspects of equality and diversity and the use of tools such as “teach back” to support staff in the delivery of high quality person centred care.	Contained in Strategic Plan Integrated Impact Assessment (IIA) Action Plan
	Equality and rights will be an integral part of corporate reporting, communication plans, corporate plans and target setting.	IIA
	A communication and engagement strategy for the Partnership for 2016/17 will be developed.	
	Procurement and monitoring procedures should ensure that partner organisations and suppliers operate in a way that is consistent with the IJB’s approach to the promotion of equality and rights.	
	Develop an integrated workforce strategy which will pay due regard to equality and rights.	41b
Equality Outcome 2: People with protected characteristics are directly able to influence the way in which Health and Social Care services are	Continue to develop the Joint Strategic Needs Assessment to improve understanding of emerging needs and strengths, such as the needs of asylum seekers and refugees.	40
	Utilise the knowledge, experience and information held by all partners, including local people and those with protected characteristics, to ensure that all people are able to fully participate in service delivery planning, co-production and locality level partnerships on an equal footing and without discrimination.	8c,

Equality Outcome	Key Activities/Outputs	Link to Strategic Plan Action Plan
planned and delivered at both local and citywide level.	Use locality level forums to assist organisations, including those which represent people with protected characteristics, to come together	6, 11c
Equality Outcome 3: All health and social care services are accessible, appropriate and inclusive to the needs of all, with no barriers which can limit access for those with protected characteristics.	Increased person centred care which will take account of individuals' specific needs and circumstances.	12b
	Continue to support the 17 Headroom practises to explore new ways of working with economically disadvantaged communities and to test arrangements which can inform the 2017 GP contract.	16b
	Understand better the issues for minority ethnic communities through the development of the JSNA and as part of service delivery plans	6, IIA
	Monitor the impact of redesigned services on different sections of the population through the new performance framework	8 c, IIA
	Maintain and strengthen links with Community planning, Neighbourhood Partnerships and other service delivery partnerships.	1, IIA
Develop improved pathways for people with autism, physical disabilities, diabetes, alcohol related brain injury and mental health problems and dementia, from assessment, diagnosis and post-diagnostic support to ensure individuals get the specialist support they require in a timely way.	23a, 25a, 26b, 27, 28,31, 33, 35 & 37	
Equality Outcome 4: Awareness and understanding of the challenges and needs faced by those	Raise awareness and provide training on key initiatives identified in the Strategic Plan such as autism, mental health, dementia, LGBT and older people services.	23c,26a,12
	Raise awareness of and provide training in the use of tools developed by projects such as Edinburgh LGBT Age.	12a,
	Continue to develop the award winning Dementia Friendly Edinburgh Programme	23d

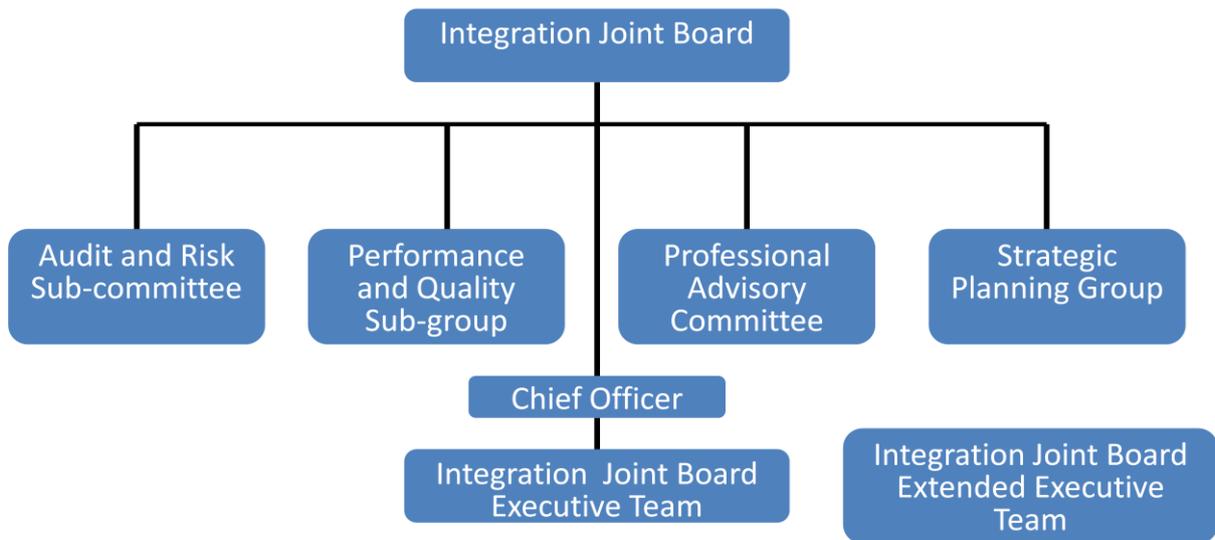
Equality Outcome	Key Activities/Outputs	Link to Strategic Plan Action Plan
with protected characteristics is raised	Work with housing providers to support the development of dementia friendly, accessible and affordable housing.	23e, 21e,27
	Deliver a programme of activity using the Scottish Government's sensory awareness training tools.	28
	Work with partners to support people with a range of needs such as young adult carers, people with learning disabilities and people with autism, and people with mental health problems to be able to access work, training or volunteering.	
Equality Outcome 5: Prevention Measures and activities to reduce inequalities are inclusive to all.	Build on the experience of the Headroom practices and other initiatives to develop the benefits and applications of social prescribing.	9
	Support initiatives such as Inclusive Edinburgh, the Patient experience and Anticipatory Care Team (PACT) and the Health Inequalities and Learning Disability Group to address health inequalities.	10
	Develop coproduced and fully inclusive innovative solutions to build community capacity, tackle social isolation and promote healthy lifestyles.	13e
	Build on the development of the LOOPS (Local Opportunities for Older People) initiative to enhance the opportunities for older people to retain socially connected and independent lives within the localities where they live and continue to raise awareness across the public, staff and volunteers of opportunities locally.	13c

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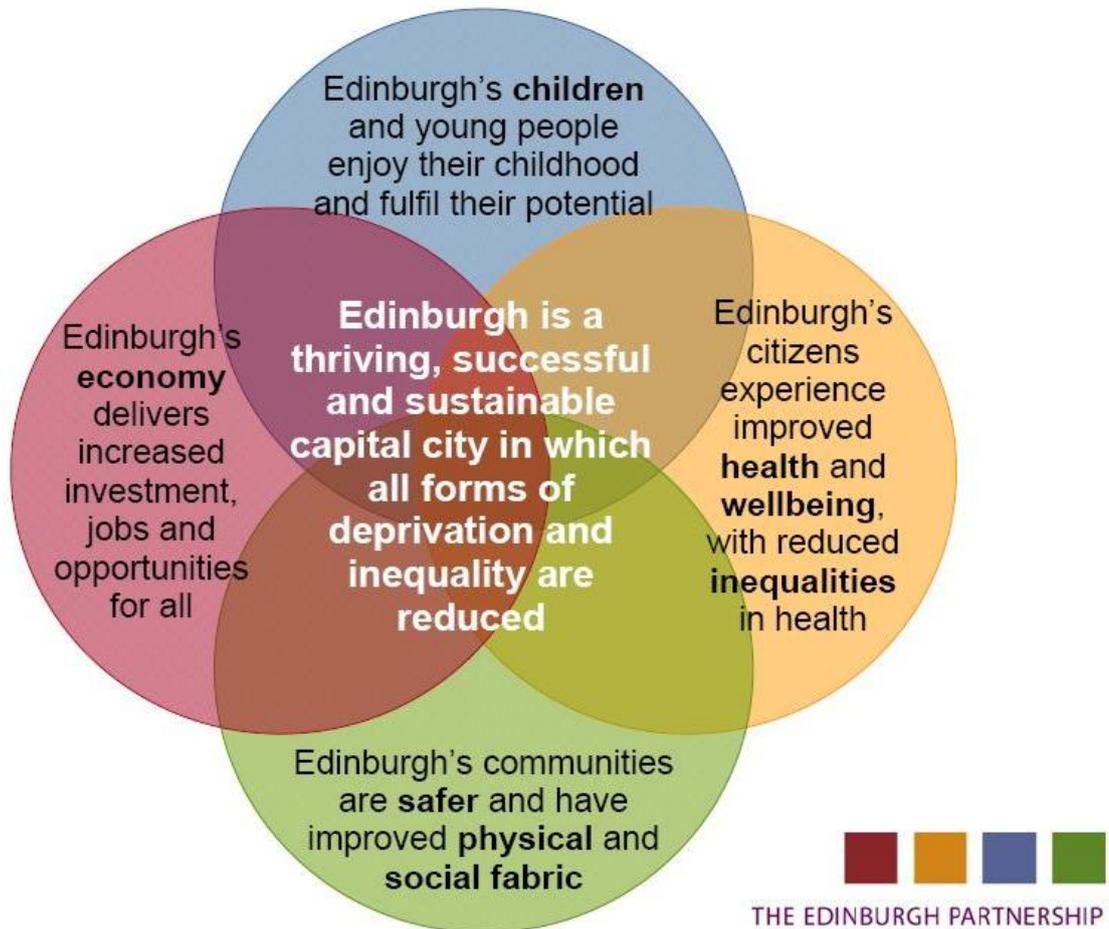
Appendices:

- 1 The EIJB Board Structure and sub groups
- 2 The Edinburgh Partnership Vision and Strategic Outcomes
- 3 Existing related outcomes

The EIJB Board Structure



The Edinburgh Partnership Vision and Strategic Outcomes



Existing related outcomes

The priorities of the EIJB Strategic Plan i.e.:

The equality and rights outcomes, and associated mainstreaming actions, are aligned to the IJB's Strategic Plan key priorities:

- Tackling priorities
- Managing resources effectively
- Making best use of capacity across the system
- Right care, right place, right time
- Person centred care
- Prevention and early intervention

These priorities will be delivered through actions listed under the 12 areas of focus set out in the Strategic Plan:

- Localities
- Tackling inequalities
- Consolidating our approach to prevention and early intervention
- Ensuring a sustainable model of primary care
- Improving care and support for frail older people and those with dementia
- Transforming services for people with disabilities
- Supporting people living with long term conditions
- Redesigning mental health and substance misuse
- Using technology to support independent living and efficient and effective ways of working
- Improving our understanding of the strengths and needs of the local population
- Integrated workforce development
- Living within our means

Appendix 3

City of Edinburgh Council Equality and Rights Outcomes

The Council is an efficient and effective organisation and a great place to work	Improved employee equality and rights data collection		Ensuring equal pay		Improved diversity of the Council's workforce	Improved knowledge of city population equality and rights issues		Council services and information meet communication and accessibility needs
Edinburgh's children and young people enjoy their childhood and fulfil their potential	Sustained positive destinations for young people across protected characteristics	All children achieve their potential regardless of race, disability, sex or looked after status	Improving children's mental health and wellbeing	Improving parents confidence	Children in Council schools say their school is good at dealing with bullying, racism and homophobia	The school and life experience for children with a disability is improved	Other achievement of children with protected characteristics is improved	Children's outcomes and life chances are not undermined by poverty
Health and wellbeing are improved in Edinburgh and there is a high quality of care and protection in place for those who need it	The impact of Welfare Reform change is monitored and vulnerable clients are supported		People receive personalised services which maintain independence		Good advice and guidance networks in place for vulnerable clients to maintain choice and safety	Improved quality of life for people across all protected characteristics through reductions in social isolation		The rights, health and wellbeing of the Gypsy Traveller community are understood and met
Edinburgh is an excellent place in which to live, study, work, visit and invest	Individuals and communities who are vulnerable to, or victims of, hate crime feel safe and secure.		Adults vulnerable to, and survivors of, domestic abuse feel safe, have access to support and feel confident in reporting issues of domestic abuse and forced marriage. Children affected by domestic violence are identified and have access to support.		People can live in a home they can afford that meets their needs		There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks	
Edinburgh's Economy Delivers increased investment, jobs and opportunities for all	Across the protected characteristics people are able to access job opportunities in Edinburgh							

NHS Equality Outcomes

Outcomes relating to the way NHS Lothian develop their policies and strategies, and the way it employs its workforce:

- 1.1 All healthcare developments, policies and plans take account of the diversity of needs and characteristics of patients and the community
- 1.2 The NHS Lothian workforce better reflects the diversity of the population it serves, and staff with protected characteristics are represented more appropriately at all levels of the organisation
- 1.3 The pay gap between staff of different genders, ethnicity and for disabled staff is reduced
- 1.4 There is improved dignity at work for all staff and volunteers Outcomes relating to access to NHS Lothian's healthcare services.
- 2.1 Access to health services is more equitable for people with protected characteristics
- 2.2 NHS Lothian has minimised architectural, environmental and geographical barriers to its services
- 2.3 Health promotion and public health campaigns are inclusive, reach all intended audiences and address stigma in the community

Outcomes relating to equitable quality of care for all patients:

- 3.1 Patients with a protected characteristic have a more personalised, individualised service where they are better able to exercise their independence, control and autonomy with an advocate if needed, and where their Human Rights or Children's Rights are protected
- 3.2 People in Lothian are more assured that health services will respect their dignity and identity
- 3.3 Staff are better equipped to deliver health care that takes into account patients' protected characteristics, health literacy needs and dignity

Outcomes relating to the way NHS Lothian involves and consults with people when developing services or policies:

- 4.1 NHS Lothian involves with people in a more inclusive and equitable way, including people with all protected characteristics and from across the socio-economic spectrum
- 4.2 NHS Lothian ensures that any individual can provide feedback or make a complaint and this is addressed equitably and transparently

Outcomes relating to the way NHS Lothian promotes equality and diversity in its work with partners, in its contracts and in its procurement of goods and services:

- 5.1 NHS Lothian's partner organisations and suppliers operate in a way that is consistent with its approach to the promotion of equality
- 5.2 Individuals and communities who are vulnerable to, or victims of hate crime feel safer and more secure