



Integration Joint Board

30<sup>th</sup> March 2017

This Report relates to  
Item 10 on the Agenda

# **IJB Equality and Diversity Outcomes 2017 - 2021**

*(Paper presented by Linda Davidson)*

*For Approval*

<b>Approved for Submission by</b>	Linda Davidson, Deputy Director of HR
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<b>List of Background Papers</b>	The Facts of the Matter – evidence review
<b>Appendices</b>	Appendix 1 - Draft IJB Equality and Diversity Outcomes 2017 - 2021

## SECTION 1: REPORT CONTENT

**Title/Subject:** IJB Equality and Diversity Outcomes 2017-2021

**Meeting:** Integration Joint Board

**Date:** 30<sup>th</sup> March 2017

**Submitted By:** Linda Davidson, Deputy Director of Human Resources & Workforce Development

**Action:** For Approval

### 1. Introduction

- 1.1 This Report provides Integration Joint Board (IJB) Members with a draft of the 2017 – 2021 Equality and Diversity Outcomes Report for the IJB

### 2. Recommendations

- 2.1 **The Integration Joint Board is asked to:**
- 2.2 **Approve the content of the report for next stage of graphical input and final draft digital circulation**

### 3. Background

- 3.1 The IJB have a legal duty to outline the main priority outcomes for the next four years which will dovetail with the NHS and Local Authority Mainstreaming report, that will demonstrate a commitment to embedding equality and diversity into the delivery of all health and social care services.

### 4. Main Body of the Report

- 4.1 See Section 2.

## SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS

### 5. Resource Implications

- 5.1 The IJB have a legal duty to outline the main priority outcomes for the next four years which will dovetail with the NHS and Local Authority Mainstreaming report, that will demonstrate a commitment to embedding equality and diversity into the delivery of all health and social care services.

### 6. Impact on Integration Joint Board Outcomes, Priorities and Policy

- 6.1 The nine national health and well being outcomes provide a strong strategic position to create equal access to services that are diverse aware and deliver a model of excellence in practice. In Dumfries and Galloway, the key to making sure that people with one or more protected characteristic are effectively and appropriately supported is by addressing both locally identified equality outcomes and mainstreaming the key principles of equality and diversity to serve an evolving and diverse population.
- 6.2 The following new set of equality and diversity outcomes have been developed to support the implementation of the strategic plan, and contribute towards each of the local delivery plan priorities. The outcome measures and indicators are matched to the system measures and indicators already being reported through the governance of the strategic plan and therefore can also be used, alongside qualitative evaluation to inform progress on this programme of work.
- 6.3 **Workforce:** Embedding acceptance, awareness and the championing of equality and diversity issues into the Dumfries and Galloway workforce is the underpinning approach that can make a difference to people's lives, both those who work for health and social care services, and those who access them.
- 6.4 The IJB are not responsible for workforce outcomes. They are reported here to enable a clear over view of the intention to mainstream equality and diversity governance through the daily functions of all Health and Social Care Integration key partners. The four new Outcomes for 2017 – 2021 are as follows:
- 6.5 **EDO1 - Service providers are better at using the equality information they collect to provide services that meet individual need**  
**EDO2 - The new hospital will help to make sure that all different kinds of people feel safe, respected and supported: including staff, patients and visitors**  
**EDO3 - All people, no matter their sexuality, gender or sexual expression will experience less unfair treatment (for example, staff not assuming another's sexual orientation or asking questions about a person's sex life when not appropriate)**  
**EDO4 - Young people and disabled people will be successfully supported to access work place opportunities, reducing barriers, so they feel part of the working community.**

**6.6 Each new outcome has been matched to the measures and indicators of the Nine National Health and well-being outcomes.**

<b>EDO 1</b>	<b>Service providers are better at using the equality information they collect to provide services that meet individual need</b>	<i>Please see Appendix 2 for mapping</i>
<b>EDO 2</b>	<b>The new hospital will help to make sure that all different kinds of people feel safe, respected and supported: including staff, patients and visitors</b>	<i>Please see Appendix 2 for mapping</i>
<b>EDO 3</b>	<b>All people, no matter their sexuality, gender or sexual expression will experience less unfair treatment (for example, staff not assuming another's sexual orientation or asking questions about a person's sex life when not appropriate</b>	<i>Please see Appendix 2 for mapping</i>
<b>EDO 4 (NHS)</b>	<b>Young people and disabled people will be successfully supported to access work place opportunities, reducing barriers, so they feel part of the working community.</b>	<i>Please see Appendix 2 for mapping</i>

**7. Legal & Risk Implications**

7.1 Dumfries and Galloway Integration Joint Board as a public body is required to ensure that equality and diversity is embedded into all of its functions and activities in line with the Equality Act 2010. The public sector equality duty is supported by the Equality Act (Specific Duties) (Scotland). Regulations came into force in May 2012.

7.2 The public sector equality duty requires public authorities to pay 'due regard' to the need to:

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

**8. Consultation**

8.1 The consultation period began in August 2016 with communication with existing closed groups from across the region. As well as going out to talk to people with one or more protected characteristic officers undertook an evidence review of national and local reports, need assessments, strategies and began to pull together evidence and data that was important to reflect upon from the perspective of current progress and future priorities.

8.2 During the months of February 2017 – March 2017 a public consultation took place in partnership with each locality development team and key IJB partners.

This included activities such as:

- Online Survey consultation
- Focus Groups
- A full day Public Event in each four localities
- Closed group discussions

8.3 **Gaps identified for further engagement over year one are as follows:**

- Postcodes: (less than 5) DG4 / DG5 / DG6 / DG8 / DG13 / DG14 / DG16 -0
- Age: Under 15 / 75 – 84 / Over 85
- Despite the fact that 16% of the total number of responses indicated that they have a disability, there were particular disabilities that were not represented: Visual Impairment – 2 / Learning Disability – 1 / Dementia – 0 / Hearing Impairment – 3
- Numbers were also low across the themes of: Gender, Transgender, Sexual Orientation and with some religious or faith groups and ethnicity.

8.4 These groups will be specifically targeted over the duration of the year one and their responses added into the two year review.

## 9. Equality and Human Rights Impact Assessment

9.1. The IJB will be a public body, for the purposes of the Equality Act 2010. Members must ensure that equalities implications have been considered and that an equalities impact assessment is completed, where appropriate.

## 10. Glossary

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|-------|-----|-------------------------|
| 10.1. | IJB | Integration Joint Board |
| 10.2. | D&G | Dumfries and Galloway   |