



Integration Joint Board

26<sup>th</sup> January 2017

This Report relates to  
Item 7 on the Agenda

# *Equality Outcomes Programme*

*(Paper presented by Linda Davidson)*

## *For Approval*

<b>Approved for Submission by</b>	Linda Davidson, Deputy Director of Workforce
<b>Author</b>	Lorrain Hyland, Equality Lead, IJB
<b>List of Background Papers</b>	
<b>Appendices</b>	1. Draft Communication and Engagement Action Plan

## SECTION 1: REPORT CONTENT

<b>Title/Subject:</b>	Supporting the Equality Outcomes for the IJB
<b>Meeting:</b>	Integration Joint Board
<b>Date:</b>	26 <sup>th</sup> January 2017
<b>Submitted By:</b>	Lorrain Hyland
<b>Action:</b>	Approval

### 1. Introduction

- 1.1 The purpose of this report is to outline the approach proposed to the Integration Joint Board (IJB) to meet the IJB's legal duties for mainstreaming equality into the every day functions of all health and social care delivery in Dumfries and Galloway.
- 1.2 With priority on developing an Equality Outcomes Mainstreaming Report, and embedding equality into service delivery with clear links to the Nine National Outcomes of the Dumfries and Galloway Health and Social Care Strategic Plan.
- 1.3 This must happen over the coming six months through the implementation of a Communication and Engagement plan with intention of the IJB acting as champions for the work going forward.
- 1.4 Publishing a set of Equality Outcomes is a legal requirement and the IJB for Dumfries and Galloway have already approved key milestones for integrating equality into the everyday business of partners delivering health and social care services for 2016 - 2017.
- 1.5 This paper outlines the key areas of work which seek approval for 2017 - 2021 and requires ownership by all key partners. This programme will improve effective and equal access to services that support people to manage their own health and well being.

### 2. Recommendations

- 2.1 **The Integration Joint Board is asked to:**
- 2.2 **Support the key themes of the Equality Outcomes Agenda**
- 2.3 **Champion the mainstreaming of equality into daily business**
- 2.4 **Support and approve the draft Communication and Engagement plan**

### 3. Background

- 3.1 The Equality Act became law in 2010 and replaced previous anti-discrimination laws with a single Act. It simplified the law into a single source and ensures that everyone who is protected under law from discrimination, harassment or victimisation is afforded the same level of protection.

- 3.2 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.
- 3.3 The Equality Act 2010 introduced a new public sector equality duty (also known as the general duty). The public sector equality duty requires 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 protected characteristic and those who do not
  - Foster good relations between people who share a protected characteristic and those who do not
- 3.4 These requirements apply across the 'protected characteristics' of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Only the first requirement to eliminate discrimination applies to the protected characteristic of marriage and civil partnership.
- 3.5 The public sector equality duty is supported by the Equality Act (Specific Duties) (Scotland). Regulations came into force in May 2012. The Specific Duties placed upon public bodies, including the Integration Joint Board are as follows:
- Duty to report on main streaming the equality duty
  - Duty to publish equality outcomes and report progress
  - Duty to assess and review policies and practices
  - Duty to consider award criteria and conditions in relation to public procurement
  - Duty to publish in a manner that is accessible
  - Duty to consider other matters
  - Duty of the Scottish Ministers to publish proposals to enable better performance

#### **4. Main Body of the Report**

- 4.1 The IJB have a legal duty to demonstrate that equality is considered and embedded through its daily functions and the wider approaches that are carried out through the IJB's partnerships with both their clinical and community key partners.
- 4.2 There are a number of pieces of work which are already making an impact on equality issues for Dumfries and Galloway, for example:
- The IJB relationship with the Community Planning Partnership Equality and Diversity Working Group
  - Impact Assessments on proposed policy, engagement or service changes
  - Equality and Diversity Staff Training

- 4.3 An initial report was approved which outlined the outcomes for the year 2016 – 2017 in tandem with a six month programme of communication and engagement across staff and members of the public.
- 4.4 This review is fundamental to understanding the progress made on the 2016 - 2017 outcomes and the lessons learned to then inform the development of equality outcomes for 2017 – 2021.
- 4.5 The six current equality outcomes for the IJB are mapped from the NHS and The Council and are as follows:
- Healthcare services, developments and policies are better able to meet the diverse health needs of local communities, promote wellbeing and reduce health inequalities, and those who require health services will have more equal access to them
  - The people who are deemed most at risk from harm will be identified, supported and protected
  - Person centred care is delivered and meets best practice standards in relation to equality and diversity, where patients can be confident that health services delivered and staff will respect their dignity and identity
  - The life chances of our people will be improved by providing opportunities, information, advice and support from our most vulnerable and disadvantaged people
  - The people of Dumfries and Galloway, including those with protected characteristics experience an improved sense of community cohesion through working in partnership across local public and third sector organisations
  - The ageing population of Dumfries and Galloway is supported to lead healthy lives in their own community
- 4.6 The IJB Equality Outcomes for 2016 - 2021 will be implemented and monitored through performance management structures and reported at the end of this first year period.
- 4.7 The purpose of embedding an equality outcomes approach to service delivery, is ultimately to ensure people of one or more protected characteristics receive the same opportunity of access to health and social care services as all people across the population.
- 4.8 Ensuring everyone, regardless of their diversity, have equal rights to the same outcomes of safe, dignified and person-centred support through health and social care service delivery.

## **SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS**

### **5. Resource Implications**

- 5.1. Implications of championing and embedding equality into mainstream business may incur the following resource needs:
- Financial Support for programme implementation
  - Adaptation of team meetings to include Equality and diversity on agendas
  - Management support
  - Dissemination of engagement resources
  - Staff training on equality & diversity monitoring and conversations

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

- 6.1. The 2016 - 2017 equality outcomes have been mapped to the Nine National Outcomes, local key principles and strategic 'we will' delivery plan measures and indicators. This means equality actions will contribute to the outcomes and vision of the Dumfries and Galloway Strategic Plan for Health and Social Care.
- 6.2. The 2017 - 2021 equality actions will also directly contribute to the shared measures and indicators within the strategic plan with specific priorities to further inform and support localities and key partners in how equality actions can be both implemented and mainstreamed

### **7. Legal & Risk Implications**

- 7.1. The legal aspects for each of the nine protected characteristics put a high level of risk on the IJB and key stakeholders to ensure that the changing and evolving population of Dumfries and Galloway have fair and equal access to services both in health and social care
- 7.2. If the needs of the diverse population are not considered at all points of planning, delivery and evaluation and monitoring of service delivery, the IJB and key stakeholders may be at risk of direct and / or indirect unlawful discrimination.
- 7.3. The strategic plan advocates the delivery of services in a person-centred way, and that person centred approaches must be central to all that it implements. Ensuring equality of access and understanding the diverse needs of every individual is the only way that this can be truly accomplished.

### **8. Consultation**

- 8.1. The Communication and Engagement Plan lays out co-ordinated and planned activities that will ensure an optimal level of engagement over six months. It sets out the requirement for the communication and engagement programme activity schedule to be effectual. See Appendix 1. It outlines three objectives:

- a) **Ensure that staff, partners, community groups, and individuals have access to the review of the existing IJB Equality Outcomes**
- b) **Ensure that staff, partners, community groups, and individuals have an opportunity to participate and engage in shaping the new draft IJB Equality Outcomes**
- c) **Ensure that the Communication and Engagement Action Plan adheres to the National Standards for Community Engagement, including the remote & rural advice note and protects the diversity of members under the nine characteristics**

**8.2** The programme has been aligned to the National Standards for Community Engagement and the supporting Remote and Rural Advice note, as well as being reported through the online community planning tool Visioning Outcomes in Community Engagement Online Tool (VOiCE)

Review Link: <http://system.voicescotland.org.uk/engagements/1780/>

Develop Link: <http://system.voicescotland.org.uk/engagements/1781/>

## **9. Equality and Human Rights Impact Assessment**

9.1 The programme of work of the equalities lead and the engagement and communication plan will be impact assessed, as will the main action points drafted for the 2017 – 2021 draft equality outcomes for the IJB before they can be approved.