



Dumfries and Galloway
Integration Joint Board

4th March 2025

This Report relates to
Item 5d Appendix 1a

Specific Duty Reports 2025

Paper presented by Lynsey Fitzpatrick

For Approval

Author:	Lynsey Fitzpatrick, Equality and Diversity Lead, NHS Dumfries and Galloway lynsey.fitzpatrick@nhs.scot
Approved for Submission by:	Pamela Jamieson, Workforce Director, NHS Dumfries and Galloway pamela.jamieson@nhs.scot
List of Background Papers:	Public Sector Equality Duty in Scotland
Appendices:	Appendix 1 – Equality Mainstreaming and Outcomes Report 2025

Direction Required to Council, Health Board or Both		
	Direction to:	
	1. No Direction Required	X
	2. Dumfries and Galloway Council	
	3. NHS Dumfries and Galloway	
	4. Dumfries and Galloway Council and NHS Dumfries and Galloway	

1. Introduction

- 1.1 Mainstreaming equality should be part of the day to day structures, behaviour and culture of an organisation, and contributes towards continuous improvement and better performance. The purpose of this paper is to outline the legal duties on the Integration Joint Board (IJB) to comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The attached report will provide the IJB with information on the steps taken to comply with the legislation, particularly around the publication of a mainstreaming report and the development of a set of equality outcomes for 2025-2029.

2. Recommendations

- 2.1 **The Integration Joint Board is asked to:**
- **Approve publication of the attached joint NHS/IJB Equality and Diversity Mainstreaming and Equality Outcomes Report for 2025**

3. Background and Main Report

- 3.1 This paper supports the implementation of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 3.2 The Specific Duties have been developed to help public bodies in their performance of the Public Sector Equality Duty (PSED), also referred to as the 'general equality duty'.
- 3.3 The PSED requires public bodies to:
- Eliminate unlawful discrimination, harassment and victimisation
 - 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 The onus is on public bodies to take a proactive approach to tackling 'institutional discrimination' and to focus on organisational change. The duties require public bodies to 'mainstream' equality in practical and demonstrable ways.
- 3.5 The PSED is supported by **Specific Duties**, set out in regulation, which came into force on 27 May 2012. The requirements of the Specific Duties are as follows:
- Duty to report progress on mainstreaming the equality duty
 - Duty to publish equality outcomes and report progress
 - Duty to assess and review policies and practices
 - Duty to gather and use employment information
 - Duty to publish gender pay gap information
 - Duty to publish statements on equal pay, etc
 - 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.

<p>4. Conclusions</p> <p>4.1 The Specific Duties require NHS Dumfries and Galloway and the IJB as 'listed authorities' to publish a Mainstreaming Report every two years and a refreshed set of Equality Outcomes every four years. The Mainstreaming Report should document progress made in integrating the public sector equality duty into the exercise of their functions and day to day business, so as to better perform the duty. By mainstreaming equality, both the IJB and the NHS Board will experience improved quality of service design and delivery i.e. equitable access and equity of informed, person-centred care that can support the diverse needs of the Dumfries and Galloway population. This leads to improved outcomes for patients and service users, as well as staff.</p> <p>4.2 The attached draft Equality Mainstreaming and Equality Outcome report (Appendix 1) outlines the NHS/IJB approach to mainstreaming equality and details a number of practical examples from 2023-25. Links to updated information on the Gender Pay Gap and Equal Pay statement as well as Dumfries and Galloway Council reports will be added once approved.</p> <p>4.3 It is a legislative requirement that these documents are published by 30 April 2025.</p>
<p>5. Resource Implications</p> <p>5.1 There are no direct financial implications as part of the approval of the documents attached to this paper, however ongoing resource may be required in order to continue to implement, support and make meaningful change to tackle inequalities in future such as:</p> <ul style="list-style-type: none"> • Financial support for programme implementation • Adaption of agendas include equality and diversity • Management Support • Dissemination of resources • Implementation of different ways of working, e.g. around equality monitoring • Staff training on equality and diversity, particularly around the requirement of impact assessment
<p>6. Impact on Integration Joint Board Outcomes, Priorities and Policy</p> <p>6.1 The IJB, NHS D&G and D&G Council are all subject to the requirements of the Public Sector Equality Duty and Specific Duty requirements under the Equality Act 2010. The work to tackle inequalities and mainstream this work into day to day business cuts across all areas of Health and Social Care.</p>
<p>7. Legal and Risk Implications</p> <p>7.1 Potential risk if requirements of the legislation are not met. The Health and Social Care Partnership must be able to evidence ongoing progress towards the equalities agenda.</p>
<p>8. Consultation</p> <p>8.1 A number of engagement opportunities took place across the region as part of the development of the 2025-2029 draft Equality Outcomes. 5 events were held face to face in different towns within D&G, two online events were held in the daytime</p>

and in the evening for those who wanted to engage but were unable to attend the face-to-face events and a survey was available and promoted as another way to engage and to provide feedback.

- 8.2 Internal consultation has included to date:
- NHS Board Management Team
 - Health and Social Care Leadership Group
 - IJB Transformation, Innovation and Futures Committee

9. Equality Impact Assessment

9.1 The main purpose of this report is to demonstrate that the NHS/IJB are meeting the aims of the PSED and Specific Duties.

9.2 An Equality Impact Assessment has been carried out on the draft Equality Outcomes.

10. Glossary

EHRC	Equality and Human Rights Commission
EQIA	Equalities Impact Assessment
IJB	Integration Joint Board
LGBT	Lesbian, Gay, Bisexual, Transgender
PSED	Public Sector Equality Duty

