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**To: Renfrewshire Integration Joint Board**

**On: 2 October 2020**

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**Report by: Chief Officer**

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**Heading: Equality Outcomes 2020-2024 Action Plan**

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Direction Required to Health Board, Council or Both	Direction to:	
	1. No Direction Required	<b>x</b>
	2. NHS Greater Glasgow & Clyde	
	3. Renfrewshire Council	
	4. NHS Greater Glasgow & Clyde and Renfrewshire Council	

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## 1. Summary

- 1.1 This report provides members of the Integration Joint Board (IJB) with a final draft of the Equality Outcomes 2020-2024 Action Plan (Appendix 1) for approval.
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## 2. Recommendation

It is recommended that the IJB:

- Approve the final draft Equality Outcomes 2020-2024 Action Plan;
  - Note that regular updates, in line with statutory requirements, will be provided to the IJB.
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## 3. Background

- 3.1 The IJB has a statutory duty to publish a set of Equality Outcomes every 4 years in line with The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 legislation. At its meeting in March 2020, the IJB approved their 2020-2024 Equality Outcomes and Mainstreaming Progress report. The report has subsequently been published on the Health and Social Care Partnership (HSCP) website as agreed, and a draft action plan based on the outcomes has now been developed and is attached in Appendix 1.

## 4. Equality Outcomes 2020-2024

- 4.1 Detailed below are the five equality outcomes agreed:

- Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life;
- Our workforce are better informed and have confidence to make equality and human rights central to the way we work;
- Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care;
- People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services;
- People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.

4.2 The Equality Outcomes were developed in consultation with a number of stakeholders including staff, senior management, the Diversity, Equality and Alliance in Renfrewshire (DEAR) Group and the Strategic Planning Group (SPG). Responses and outcomes of discussion were incorporated into the consultative draft of the Equality Outcomes 2020-2024, approved by the IJB on 20 March 2020. The draft action plan based on these equality outcomes has now been developed, closely aligned to our Strategic Plan Priorities and principles:

- We share responsibility and ownership with our communities;
- We take a person-led approach to public health and wellbeing;
- We provide realistic care; and
- We deliver the right services at the right time and in the right place.

## 5 **Next Steps**

5.1 The pandemic has exposed and exacerbated deep-rooted health and social inequalities, with the impact of COVID-19 felt more acutely by the most vulnerable and those in poverty. The HSCP recognises the critical work required to deliver on our Equality Outcomes, through the implementation of the action plan outlined in Appendix 1, and also the importance of closely monitoring and supporting those disproportionately impacted by COVID.

5.2 Community health and wellbeing is central to the HSCP's Recovery and Renewal Programme. Our plans recognise that a partnership, community led approach is pivotal to improving health and wellbeing outcomes. We are therefore working with our Strategic Planning Group (SPG) to identify where and how we can collectively make the greatest impact, through a focus on prevention and early intervention within community-based support. The SPG

has agreed 7 shared Community Health and Wellbeing priorities (listed below) which we will jointly work to address, one of which is Equalities:

### **7 Health and Wellbeing Priorities**

1. Loneliness and social isolation
2. Mental health and wellbeing
3. Housing as a health issue
4. Inequalities
5. Early years and vulnerable families
6. Healthy and active living
7. Collaborating for greater impact

- 5.3 As per legislation an update report highlighting activities within the Equality Outcomes Action plan will be presented to the IJB in September 2022 and an Equality Outcomes and Mainstreaming Progress report against these actions will be submitted in 2024.

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### **Implications of the Report**

1. **Financial** – Nil
2. **HR & Organisational Development** – Nil
3. **Community Planning** – Nil
4. **Legal** – Nil
5. **Property/Assets** – Nil
6. **Information Technology** – Nil
7. **Equality & Human Rights** –The details in this report relate to ongoing work to ensure those with protected characteristics (in line with the Equality Act 2010) are protected from discrimination. No negative impacts on those with protected characteristics or potential for infringement have been identified arising from the recommendations contained in the report.
8. **Health & Safety** – Nil
9. **Procurement** – Nil
10. **Risk** – Nil
11. **Privacy Impact** – Nil

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**List of Background Papers:** Equality Outcomes and Mainstreaming Progress Report and Consultation on Equality Outcomes 2020-2024 (Renfrewshire IJB, 20 March 2020)

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**Renfrewshire Health and Social Care Partnership Equality Outcomes 2020 – 2024**

This Action Plan provides details of activity relating to the following 5 equality outcomes:

1. Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life.
2. Our workforce are better informed and have confidence to make equality and human rights central to the way we work.
3. Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.
4. People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.
5. People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.



## Equality Outcomes 2020-2024 Action Plan

1	<b>Equality Outcome</b>	Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life.			
	<b>Health and Wellbeing National Outcome</b>	Health and social care services are centred on helping to maintain or improve the quality of life of service users.			
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>When we will have it done</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>
1.1	Update existing and develop new protocols on Gender Based Violence and contribute to the Renfrewshire's No to Gender Based Violence Strategy.	Gender	31/3/2022	Health Improvement Team	Actions from Renfrewshire's No to Gender Based Violence Strategy 2018-2021 completed and updated strategy developed.
1.2	Promote information for wider circulation on how to access support for long term conditions and health and wellbeing.	All	31/3/2021	Community Link Team	Renfrewshire Health and Social Care Partnership (RHSCP) staff/teams are provided with information on how to access support around health and wellbeing through Scotland's Service Directory ( <a href="https://www.nhsinform.scot/scotlands-service-directory">https://www.nhsinform.scot/scotlands-service-directory</a> ). Information collated from system on how many people access this resource.
1.3	Work in partnership with pharmacy to provide a drop in service in a deprived area to support those with a diagnosis of Type 2 Diabetes to manage their condition.	All	31/3/2021	RHSCP Diabetes Interface Group	Pre and post evaluation of all those attending the drop in service.

1.4	Undertake the LGBT Youth Scotland Charter of Foundations Award to increase LGBT inclusion in our services.	Sexual Orientation (LGBT+)	31/3/2024	Health Improvement Team	Actions from the LGBT Youth Scotland Charter award completed.
1.5	Improve communications with British Sign Language (BSL) users and prioritise Mental Health and wellbeing actions in the Renfrewshire British Sign Language plan 2018-2024.	All/ Disability	31/3/2024	Heads of Service	<p>BSL users will have access to the information and services they need to live active, healthy lives, and to make informed choices at every stage of their lives as follows:</p> <p>Website link made available to support and signpost BSL users to health and social care information available in BSL (to be produced by NHS Health Scotland and NHS24), and b) develop complementary information in BSL about local provision, as appropriate.</p> <p>Ensure that psychological therapies can be offered on a fair and equal basis to BSL users by gathering information from services.</p>

<b>2</b>	<b>Equality Outcome</b>	Our workforce are better informed and have confidence to make equality and human rights central to the way we work.			
	<b>Health and Wellbeing National Outcome</b>	People who work in health and social care services are supported to continuously improve the information, support, care and treatment they provide in the work they do.			
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>When we will have it done</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>
<b>2.1</b>	Ensure Renfrewshire Health and Social Care Partnership (RHSCP) staff are aware of Equality Impact Assessment (EQIA) process and can access the relevant guidance and training.	All	31/10/2021	Community Link Team	EQIAs are completed and Equality and Human Right processes are integrated into policies, plans and budget decisions.
<b>2.2</b>	Review and update the RHSCP Equality literature and website.	All	31/3/2021	Community Link Team	New literature published and website updated and regularly reviewed.
<b>2.3</b>	Investment in Digital Technology and transition to digital telecare.	All	31/3/2024	Eclipse Management Team	A new case management system for Adult social care established and operational. Greater opportunities to expand service provision to telehealth and improve available data.

<b>3</b>	<b>Equality Outcome</b>	Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.			
	<b>Health and Wellbeing National Outcome</b>	Health and social care services contribute to reducing health inequalities.			
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>When we will have it done</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>
<b>3.1</b>	Contribute to reducing Child Poverty in Renfrewshire through partnerships to tackle the three main drivers of child poverty: Income from Employment; Cost of Living; Income from social security and benefits in kind. Including jointly producing Renfrewshire Local Child Poverty action Report in partnership with Renfrewshire Council.	All	Annually	Health Improvement Team	Renfrewshire Local Child Poverty Action Report produced.
<b>3.2</b>	Support Health sub group of Renfrewshire Local Employability partnership to ensure identified groups with Scottish Government Employability Strategy “No One Left Behind” receive support to progress along the employability pathway.	All	30/6/2021	Health Improvement Team	Employability support provided for identified groups including those accessing HSCP Mental Health & Addictions services.
<b>3.3</b>	Support partnership work to implement any recommendations resulting from the COVID19 Recovery and Renewal Planning, and Transformation Programme and service reviews, and ensure any recommendations are subject to equality impact assessment.	All	31/3/2022	Heads of Services	Recommendations implemented to better meet the outcomes of service provision. Partnership Plans have evidence of equality impact assessment.

3.4	Work in partnership with third sector organisations to support the delivery of a healthy eating programme for those with Type 2 Diabetes.	All	31/3/2021	RHSCP Diabetes Interface Group	Evaluation of programme will inform current and future practice.
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4	<b>Equality Outcome</b>	People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.			
	<b>Health and Wellbeing National Outcome</b>	People who use health and social care services have a positive experience of those services, and have their dignity respected.			
	<b>What will we do</b>	<b>Protected Characteristics</b>	<b>When we will have it done by</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>
4.1	Establish an integration network project which will co-ordinate and promote partnership across a range of supports, resources and services available to people from black and minority ethnic communities in Renfrewshire.	Race	31/3/2022	Community Link Team	Integration network established and evaluated including monitoring increased service user access and participation.
4.2	Build capacity and empower under-represented groups to access funding opportunities to enable them to contribute and participate fully in their community.	All	31/3/2021	Community Link Team	Community and voluntary groups equipped to access funding to enable people to participate in their community, have a voice and express their views. Baseline of spend and increase year on year will be collated.

4.3	Public event to engage the local community, providing advice and information around wellbeing and mental health while having fun outdoors.	All	31/5/2021	Community Link Team/Disability Resource Centre Staff.	Wellbeing in the Park event May 2021.
4.4	We will work with the Renfrewshire Community Planning Partnership Alcohol and Drugs Commission following the publication of their report to implement any recommendations delegated to the HSCP to ensure that equalities is integral to the delivery of the actions.	All	31/3/2022	Renfrewshire Alcohol and Drug Partnership	Actions from recommendations in relation to equalities completed as reported to the Renfrewshire Community Planning Partnership Alcohol and Drugs Commission.

5	<b>Equality Outcome</b>	People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.			
	<b>Health and Wellbeing National Outcome</b>	People are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.			
	<b>What will we do</b>	<b>Protected Characteristics</b>	<b>When we will have it done by</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>
5.1	The Renfrewshire Dementia Strategy Group (RDSG) are working in partnership with voluntary, statutory, public and private organisations to develop a local Dementia Strategy that will ensure all of those with a	All	31/3/2024	Renfrewshire Dementia Strategy Group	EQIA of the strategy completed and actions implemented. Improved support and service user and carer feedback on experience.

	diagnosis of dementia are supported at every stage of their journey.				
<b>5.2</b>	Work with Children's Services to develop a pathway and protocol for young carer to adult carer transitioning planning.	Age	31/3/2021	Community Link Team	Feedback and survey of young adult carers to confirm transitions pathway and protocol developed and effective.
<b>5.3</b>	We will improve the transition process for children moving into adult learning and disability services.	Disability	31/3/2023	Learning Disability Service	Transitions protocol for children moving into adult services, reviewed in collaboration with education and social work children's services colleagues. Baseline identified by Learning Disability service to benchmark future improvements.