



south ayrshire
health & social care
partnership

Equality Outcomes and Mainstreaming Report 2016-2021



1.0 Introduction

Welcome to the first South Ayrshire Health and Social Care Partnership (SAHSCP) Equality Outcomes Report 2016-2021.

On 01 April 2015 the new arrangements for the integration of Health and Social Care came into effect. This happened as a result of the framework laid down by the Public Bodies (Joint Working) (Scotland) Act 2014. The Act replaced Community Health Partnerships with Health and Social Care Partnerships across Scotland and joined together adult health and social care budgets. The Integration Joint Board is a separate legal entity from both NHS Ayrshire and Arran and South Ayrshire Council and its key responsibilities are to:

- Prepare a [Strategic Plan](#) for Integrated Functions that is in accordance with National and Local Outcomes and Integrated Principles.
- Allocate the Integrated Budget in accordance with the Strategic Plan.
- Oversee the delivery of services within the scope of the Partnership.

This report is the first Equality Outcomes report for SAHSCP and covers the period 15 September 2016 to 31 March 2021. It is produced in compliance with the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 and 2016. The report seeks to update on the SAHSCP Equality Outcomes 2016-2017 and integrate this with work to develop outcomes to 2021. This report also meets the requirements of the Equality and Human Rights Commission for Scotland and sets out what the SAHSCP wants to achieve in respect of the nine protected characteristics over the next four years. This nine protected characteristics as laid down in the Equality Act are:

- ❖ Age
- ❖ Disability (learning difficulties, mental health, physical and sensory)
- ❖ Gender re-assignment
- ❖ Marriage and Civil Partnership (restricted to elimination of unlawful discrimination in employment)
- ❖ Pregnancy and Maternity
- ❖ Race
- ❖ Religion of Belief (including Non Belief)
- ❖ Sex (formerly known as gender)
- ❖ Sexual Orientation

The South Ayrshire Health and Social Care Partnership is fully committed to the content of this report and will continue to have meaningful engagement throughout the term to ensure that this report remains current and relevant to the people of South Ayrshire.

2.0 Background

Equality Act 2010

The Equality Act came into force in October 2010 and replaced all previous equality legislation in Scotland. Since April 2011 public bodies in exercise of their functions are required to publish a set of equality outcomes and have reporting arrangements in place that can evidence how they:

Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;

Advance equality of opportunity between people who share a protected characteristic and those who do not; and

Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 includes a requirement to publish employee information if an employer has 150 or more employees. However, as the Integration Joint Board (IJB) does not directly employ staff it is not required to meet the various employee reporting regulations that apply to other public bodies. The South Ayrshire Integrated Joint Board acknowledges its contribution in the recruitment, support and development of the workforce and has considered this in the development of its outcomes.

Integration Joint Board

The IJB came into effect on 01 April 2015 and comprises of four elected members of South Ayrshire Council and four non-executive/executive members of the NHS Board as voting members. Membership also includes a number of non voting members from other sectors and stakeholder groups, such as the Third Sector, Independent Sector, Patients and Service Users, Carers and Staff.

The IJB is committed to promoting equality, which means recognising that everyone has different needs and taking positive action to ensure that these are met through the statutory obligations placed upon the IJB

At its meeting on 20 April, 2016 the IJB was made aware of the equality duties and set out to meet its equality duties by creating its equality outcomes for 2016-2017. Following consultation, the outcomes were agreed and adopted at the IJB meeting on 15 September 2016. Part of this work also detailed the intention to work collaboratively with other public body partners across Ayrshire to explore a shared set of equality outcomes.

3.0 Ayrshire Equality Outcomes 2017-2021

A number of organisations across Ayrshire deliver public services to local communities. In delivering services, these organisations must ensure that no person or group are discriminated against on the basis of any protected characteristics they may possess.

In Ayrshire, each public sector organisation, has a requirement to develop and publish a set of equality outcomes. Considering the often close working links between many of the public sector organisations, it was proposed that closer working around the development of equality outcomes should be undertaken. More importantly, as all organisations are delivering, or supporting the delivery of, services to the same communities, their experience could be improved if approaches were consistent and this could be driven through the development of joint equality outcomes. Therefore, a decision was taken that public sector organisations across Ayrshire could develop a shared set of equality outcomes whilst still maintaining individual accountability for their part. South Ayrshire Council already have in place a 10 year equality outcome plan, and have therefore not adopted the shared equality outcomes. However, over the next four years South Ayrshire Council will progress its Medium Term Equality Outcomes, which are broadly consistent with the shared outcomes, and support partnership working where appropriate.

On 13 June 2016, an event was held to consider the possibility of developing a set of shared equality outcomes. The event sought to elicit the benefits and risks of taking a joint approach to setting equality outcomes as well as the broad themes emerging for each of the organisations. Overall it was clear that there were more benefits than there were risks, coupled with the fact that a previous mapping exercise highlighted strong similarities in priorities and themes.

In a changed landscape, having so many different sets of equality outcomes represents a challenge in mainstreaming equalities. A shared set of equality outcomes between the Ayrshire public sector organisations would help facilitate the cultural shift required to mainstream equalities.

The outcome from the discussions and workshops was clear consensus for progressing the development and delivery of equality outcomes for April 2017 on a partnership basis. With regards to the need to show clear lines of accountability, it was agreed that this would be shown through the specific actions to be taken forward by each partner that would ultimately result in the overarching delivery of the outcomes. The public body partners who form part of this are:

- ❖ South Ayrshire Health and Social Care Partnership
- ❖ South Ayrshire Council
- ❖ East Ayrshire Council
- ❖ East Ayrshire Health and Social Care Partnership
- ❖ North Ayrshire Council
- ❖ North Ayrshire Health and Social Care Partnership
- ❖ Ayrshire College
- ❖ Ayrshire Valuation Joint Board
- ❖ Community Justice Authority
- ❖ NHS Ayrshire and Arran

The SAHSCP would also like to acknowledge the contribution and support from Police Scotland during this process.

To this end, a core group of staff from the Partners established a working group to drive this forward and on 26 January 2017, the final set of Shared Ayrshire Equality Outcomes was finalised. Work has also incorporated a range of shared actions where the group felt joint effort would be productive and enable resources to be brought together for best effect.

4.0 Evidence review and Consultation

As public bodies, the foundation of existing good practice on equalities, established and committed to through previous equality outcomes, allowed those participating to build upon and reinforce taking this agenda forward. Given this, it makes sense to ensure that equality outcomes are aligned explicitly with existing Scottish Government policy priorities, as well as evidence from local engagement, and integrated into current performance management systems.

This approach to implementation aims to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into business across Ayrshire.

A joint approach was taken to the development of equality outcomes including:

- a desk-based research and evidence review, across community planning partners, that presented a baseline selection of the key facts and figures about groups that meet one or more of the protected characteristics. The review drew on the evidence collected from previous engagement and consultation exercises as well as the wider national policy context;

- an online survey monkey questionnaire seeking views from communities to build upon previous discussion and consultation with equality groups. As well as the online survey, this was mirrored through the use of paper based survey forms which were available at various locations across Ayrshire. This form of consultation elicited over 250 responses;
- a further desk-based exercise in collaboration with community planning partners to review and consider local comment, intelligence and evidence gathered from the consultation and engagement work was carried out to help shape the final outcomes and actions to deliver on these; and
- face to face discussion with equalities groups and individuals with protected characteristics. Some groups were not able or did not wish to be directly involved and asked that the notes of previous discussions be used to inform our work.

In this way our first set of equality outcomes were identified and agreed, and represent outcomes that can be achieved in the short to medium term and that, between the whole set, cover all of the protected characteristics.

The outcomes that have been agreed are:

- 1. In Ayrshire people experience safe and inclusive communities.**
- 2. In Ayrshire people have equal opportunities to access and shape our public services.**
- 3. In Ayrshire people have opportunities to fulfil their potential throughout life.**
- 4. In Ayrshire public bodies will be inclusive and diverse employers.**

In working with these four outcomes, the Ayrshire partners were able to explore key actions that could be implemented on a collaborative approach. The South Ayrshire IJB would then be able to consider additional actions that would be specific to the HSCP. These actions are detailed within appendix 1 and contain both the shared actions across the Ayrshire Partners and the South Ayrshire specific actions

5.0 Supporting Mainstreaming

In addition to the work undertaken the SAHSCP has taken additional steps in South Ayrshire to support the mainstreaming of equalities. All senior staff involved in the production and implementation of strategies and policies have recently participated in Equality Impact Assessment training. This is to ensure that a robust approach to this duty is in place and to improve the quality of assessments.

In recognition of the fact that South Ayrshire has a growing diversity, the Partnership is engaged in a programme of developing models of collaborative working between mainstream and race equality sectors for a more inclusive approach to health and social care implementation. This is funded by the Scottish Government and supported by the Council of Ethnic Minority Sector Organisations Scotland.

It is also important to note that many of the actions to achieve outcomes are also prevalent within the work undertaken in the Health and Social Care Partnership Strategic Plan.

6.0 Monitoring of SAHSCP Outcomes

The SAHSCP is an active member of the Ayrshire Equality Partnership which has recently formed and provides a useful support and guidance in taking the outcomes forward. In addition, it is the aspiration to form a South Ayrshire HSCP specific champions group that will support the implementation of the action plan.

Regular reporting of progress to the Senior Management Teams and the IJB will take place.

7.0 Alternative Formats

If you require this document in another language or format, please email billy.fisher@south-ayrshire.gov.uk or phone 01292 616424