



REPORT TO: MORAY INTEGRATION JOINT BOARD ON 29 APRIL 2021

SUBJECT: EQUALITIES MAINSTREAMING PROGRESS REPORT 2019-2021

BY: CHIEF OFFICER

1. REASON FOR REPORT

- 1.1 To seek approval of the revised Moray Integration Joint Board (MIJB) Equality Mainstreaming Progress Report 2019-21.
- 1.2 To inform the MIJB of planned work in relation to equalities mainstreaming and outcomes for 2021/22.

2. RECOMMENDATION

2.1 It is recommended that the MIJB:-

- i) consider and approve the revised MIJB set of equality outcomes and the specific focuses;
- ii) consider and approve the revised MIJB Equality Mainstreaming Progress Report 2019-21 (APPENDIX 1); and
- iii) approve the further development of the work required to be undertaken in relation to the Equality Outcomes, in tandem with the development of re-mobilisation plans and the Strategic Transformation Implementation Plan and a progress report be submitted to the Board by March 2022.

3. BACKGROUND

The Public Sector Equality Duty

- 3.1 The Public Sector Equality Duty, laid out in the Equality Act 2010 (the Act), came into force in Scotland in April 2011. This equality duty is often referred to as the “general duty” and it requires public authorities to have “due regard” to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;

- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and,
 - Foster good relations between people who share a protected characteristic and those who do not.
- 3.2 The general duty covers the following protected characteristics: age; disability; sex; gender reassignment; pregnancy and maternity; sexual orientation; marriage and civil partnership; religion, belief or lack of religion/belief; and, race.

Equalities Outcomes

- 3.3 Integration Joint Boards were added to the list of public authorities subject to the requirements of the Act in 2015 and were required to publish Equality and Mainstreaming Outcomes plans by the end of April 2016.
- 3.4 The first MIJB Equality Outcomes and Mainstreaming Equalities Framework was published in April 2016 following approval by the Board on 28 April 2016 (para 7 of the minute refers). The Equality Outcomes contained within the framework were subject to consultation, including representation from people who have protected characteristics, and were intended to contribute to the strategic priorities and shifts identified within the Strategic Commissioning Plan. A report on progress was submitted to the MIJB on 26 April 2018 and further work was required (para 8 of the minute refers) with a final report being agreed by the Board on 28 June 2018 (para 11 of the minute refers).
- 3.5 In the 2018 report it was identified that the wording of the outcomes was too specific to facilitate reporting of the progress made across the wider service. It was agreed that revised outcomes should be developed in tandem with the development of the new Strategic Plan and presented for consideration prior to March 2019. There were delays in the compilation and approval of the Strategic Plan and Transformation Plan which impacted on the ability to progress the revision of equality outcomes prior to the Coronavirus Pandemic.
- 3.6 The Pandemic impacted on all aspects of work for Health and Social Care Services and will continue to do so with regard to the health debt that has accrued, some of which is known but most of which is currently unquantified and some of it is not yet known.
- 3.7 There is a requirement to review Equality and Mainstreaming Outcomes at least every four years; meaning the first substantive review in Moray was due by 1 April 2020. A short life working group was established early 2021 to rework the outcomes and provide a basis for reporting performance and demonstrating implementation across the whole of Health and Social Care services, whilst ensuring alignment to the “Partners in Care” Strategic Plan 2019-29. The outcomes are intended to be high level statements that will be underpinned by key areas of focus that will be reflective of the areas of work that are being undertaken.

The proposed Outcomes

- 3.8 **Equality Outcome 1: Everyone across Moray (including those who share a protected characteristic and those who do not) has the opportunity for good health and wellbeing across their lifespan.**
- 3.9 This outcome seeks to empower individuals to take charge of their own health and wellbeing; be active, make positive choice and feel connected within their communities; But also recognises that wider inequalities that effect Health and wellbeing as well as the need for prevention and early intervention to mitigate health consequences.
- 3.10 Specific key focuses:-
- Health & Social Care Moray (HSCM) will mitigate or minimise health inequalities across the life span
 - HSCM enables individuals to self-manage their conditions
 - HSCM supports individuals to make positive Health and Wellbeing choices
 - Individuals are connected with communities
- 3.11 **Equality Outcome 2: Everyone across Moray (including those who share a protected characteristic and those who do not) has equitable access to Health and Social Care Services and are supported to live as independently as possible.**
- 3.12 This includes having the opportunity:-
- to access to person led Health and Social Care Services;
 - being supported to make informed decisions about their care, and
 - to feel more in control of their lives.
- 3.13 Specific Focuses:-
- Service users and their carers, are supported in accessing services. Services work proactively to develop ways for people to access services remotely, reducing the need for people to travel.
 - Services support individuals to identify and achieve their support outcomes using a variety of options. Self-Direct Support is promoted
 - Service users should have a say in local service delivery services and more in involvement in designing and delivering these services
 - HSCM Services understand and support the needs of communities and individuals
 - Informal carers are treated with values and principles of HSCM. They are supported and respected
- 3.14 **Equality Outcome 3: Health and Social Care staff understand the needs of people with different protected characteristics, are able to support them and promote diversity in the work they do.**
- 3.15 Specific Focuses:-
- All staff to receive feedback and are given development opportunities aligned to the common values and principles of HSCM.
 - All staff are aware of issues affecting health equalities and receive training, appropriate for their roles.

- The health and wellbeing of staff is prioritised and supported. Opportunities for personal well-being, development and learning are provided for all employees.
- 3.16 The proposed outcomes have been reviewed by service managers but there has not yet been sufficient consultation and engagement with people with protected characteristics or those who represent them. It is intended that this consultation and engagement be progressed during this year, and that this prioritisation will be aligned to the Strategic Transformation Implementation Plan and performance measures will be clearly defined and an update will be provided to the Board by March 2022.

Equality Mainstreaming Progress Report 2019-21

- 3.17 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the Regulations) impose “specific duties” on Scottish public authorities to publish a set of Equality Outcomes and a report showing progress being made in mainstreaming equality at intervals of not more than two years.
- 3.18 A progress report was submitted to the Board in April 2018 and following additional work was approved at the MIJB meeting on 26 June 2018 (para 11 of the draft Minute refers). The next report was due to be submitted in April 2020 but this was delayed due to the priority of responding to the pandemic.
- 3.19 The report demonstrates the significant amount of work undertaken, and improvements made, across services to reduce inequalities in general, and there has been a concerted effort to address the particular challenges presented by the pandemic.
- 3.20 The Regulations specify that Equality Mainstreaming Progress Reports must be clearly identifiable and accessible to any member of the public who may have an interest in them. The Equality and Human Rights Commission recommends that reports are published on websites in a location that is easy to find and in a format that is compatible with accessibility features, such as screen reading facilities for people with sight impairments. It is therefore intended that, following approval, the report will be designed in compliance with accessibility standards, and uploaded onto the HSCM website. In addition, copies will be offered in appropriate formats to organisations and identifiable community groups who are known to have a specific interest in the rights of people with protected characteristics.

4. KEY MATTERS RELEVANT TO RECOMMENDATION

Equalities Mainstreaming and Outcomes Priorities for 2021/22

- 4.1 A key priority during 2021/22 will be to progress the review of the MIJB’s Equality Outcomes to reflect the desired outcomes of affected communities. It is intended that the Strategic Planning and Commissioning Group will give clear recommendations in relation to how equalities issues are supported, governed, monitored and driven forward by HSCM. This group will review the equality outcomes and key focus areas ensuring alignment to the Strategic Transformation Implementation Plan.

- 4.2 It is intended that an update on the Equality outcomes be available for submission to the MIJB by March 2022.

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Plan “Moray Partners in Care 2019 – 2029”

This report forms part of the governance arrangements of MIJB Strategic Plan.

(b) Policy and Legal

It is recognised that the MIJB is directly subject to the Public Sector Equality Duty and therefore continues to address equalities matters through integration arrangements to ensure compliance with the Equality Act 2010 (specific duties) (Scotland) Regulations 2012.

(c) Financial implications

None directly arising from this report.

(d) Risk implications

Failure to comply with the commitments of the Public Sector Equality Duty would result in services delegated to the MIJB not meeting the needs of people who share protected characteristics, leading to poorer outcomes and a widening inequality gap.

(e) Staffing implications

None directly arising from this report.

(f) Property

None directly arising from this report.

(g) Equalities/Socio Economic Impact

None directly arising from this report.

(h) Consultations

Consultations have been undertaken with the Senior Solicitor (Litigation and Social Care), Equal Opportunities Officer, Moray Council, Chief Financial Officer, MIJB and Tracey Sutherland, Committee Services Officer, Moray Council who are in agreement with the content of this report where it relates to their area of responsibility.

6. CONCLUSION

- 6.1 This report outlines the proposed revised Equalities Outcomes and the MIJB Equality Mainstreaming Progress Report 2019-21. This report also describes further development work to be undertaken in relation to the Equality Outcomes, in tandem with the development of re-mobilisation plans and the Strategic Transformation Implementation Plan. A report on progress on refining the outcomes be submitted to this committee by March 2022.**

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Background Papers:	Held with author
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