

This paper relates to
Agenda Item 17



Title/Subject: Equality Outcomes and Mainstreaming Report
Meeting: Integration Joint Board
Date: 3 June 2016
Submitted By: Chief Officer
Action: For Noting

1. INTRODUCTION

- 1.1 The purpose of the report is to provide the Integration Joint Board with information on the Equality Outcomes and Mainstreaming Report which all Integration Joint Boards were required to publish by 30 April 2016.

2. RECOMMENDATION

The Integration Joint Board is asked to

- 2.1 note the content of the report.

3. BACKGROUND

- 3.1 The Integration Joint Board (IJB) received a report at its March meeting setting out its requirements relating to the Equality duties. The Board agreed that the Chief Officer would prepare and publish the information required to fulfil the Boards specific duties in relation to mainstreaming and outcomes.

4. IJB EQUALITY OUTCOMES AND MAINSTREAMING REPORT

- 4.1 Both the NHS Forth Valley and Falkirk Council have published reports and have their own respective organisational reporting structures for them, which will still be required for the services not in scope of the IJB.
- 4.2 The IJB report has been prepared to ensure this is in line with the Partnership's Integration Scheme and the Strategic Plan and that there remains an element of consistency with the existing equality outcomes for each organisation. The Equality Outcomes and Mainstreaming report is attached at Appendix 1 for information.
- 4.3 Reporting to the Integration Joint Board on these Equalities Outcomes will be completed as part of the Performance Management reporting arrangements.

5. CONCLUSIONS

- 5.1 The Board are asked to note the preparation and publication of the Equality Outcomes and Mainstreaming report.

Resource Implications

There are no resource implications arising from this report.

Impact on IJB Outcomes and Priorities

The Equality Outcomes and Mainstreaming report has been prepared in line with the IJB outcomes and priorities.

Legal and Risk Implications

The production of the Equality Outcomes and Mainstreaming report ensures the Board is compliant with its legislative requirements.

Consultation

There was significant consultation on the development of the local outcomes that form the Equality Outcomes.

Equalities Assessment

The production of the Equality Outcomes and Mainstreaming report ensures the Board is compliant with its legislative requirements

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Date: 7 April 2016

List of Background Papers:

IJB report: 24 March 2016 – Equality Duties



Falkirk Integration Joint Board
Equality Outcomes and Mainstreaming Report

April 2016 – April 2017

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FOREWORD

The integration of health and social care will see the establishment of a Falkirk Health and Social Care Integration (HSCI) Partnership with its own Integration Joint Board (IJB). The IJB is responsible for a wide range of Health and Social Care services delegated by NHS Forth Valley and Falkirk Council and for ensuring that these are delivered in a way that best achieves the aims set out in the its Strategic Plan.

The Strategic Plan aims to ensure that people who use Health and Social Care Services get the right care and support, whatever their needs, at any point in their care journey. The Strategic Plan describes how the Partnership will deliver services to adults who use health and social care services. This will “**enable people to live full, independent and positive lives within supportive communities**” which is the vision described in the plan.

The IJB has produced a first Equality Outcomes and Mainstreaming Report covering the period 1 April 2016 to 31 March 2017. It is produced in compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The Strategic Plan is clear that equality will be at the heart of everything that we do as a Partnership, and how we will take into account the protected characteristics in the planning and delivery of health and social care services. These protected characteristics are:

- Race
- Disability
- Age
- Gender
- Sexual Orientation
- Gender Reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership
- Religion or Belief

1. INTRODUCTION

The Equality Outcomes and Mainstreaming Report sets out, firstly, the progress of the Falkirk Integration Joint Board (IJB) in making the public sector equality duty integral to its functions and, secondly, the outcomes the outcomes which it considers will enable it to better perform that duty.

1.1 Legislative Context

The Public Sector Equality Duty set out in s149 of the Equality Act 2010 places an obligation on public authorities, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups and
- foster good relations between different groups.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 place specific equality duties on public authorities, including the Integration Joint Board

Not all of the duties are relevant as the Integration Joint Board is not an employer. The specific duties which are relevant to note include:

- reporting on the mainstreaming of the equality duty
- agreeing and publishing equality outcomes and
- assessing and reviewing policies and practices.

The Public Bodies Specific duties lay out that all Scottish public authorities must publish a report on mainstreaming equality and identify a set of equality outcomes. This is subject to being reviewed every 2 years within its 4 year cycle.

1.2 Health and Social Care Integration Context

The Public Bodies (Joint Working) (Scotland) Act 2014 places a duty on Councils and Health Boards to delegate health and social care functions to an Integration Joint Board where that partnership has agreed to utilise a body corporate model.

2. BENEFITS OF MAINSTREAMING EQUALITY AND DIVERSITY

The Equality and Human Rights Mainstreaming Guidance identifies that mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of everything we do, within our structures, behaviours and culture
- We are more transparent and can demonstrate how, in carrying out our functions, we are promoting and embedding equality
- Mainstreaming equality contributes to continuous improvement and better performance.

3. FALKIRK HEALTH AND SOCIAL CARE PARTNERSHIP

Falkirk Integration Joint Board is made up of 19 members and these are listed on the Falkirk Integration web-pages. The Integration Joint Board controls an annual budget of £200 million, and is responsible for the provision of health and social services for the population of Falkirk.

There is already a foundation of existing practice good practice relating to equalities within the Council and the Health Board. The IJB will build on these foundations, embedding them within our existing and emerging plans and priorities. It is also important to acknowledge that the IJB will not deliver the services for which it is responsible; this will be done by the Council and the Health Board. The IJB will, however, play the key role in allocating resources within the shared health and social care budget and taking decisions on the redesign and commissioning of services to achieve better outcomes for the people of Falkirk. In taking these decisions, it will be important that the IJB has the public sector equality duty at the forefront of its thinking and has information available to it of the impact of these decisions on those who share protected characteristics.

3.1. Strategic Vision, Outcomes and Objectives

The Falkirk Integration Joint Board Strategic Plan sets out the vision and priorities for the period 2016 - 2019. This is in line with the Scottish Government's 20:20 vision and the local vision, outcomes and objectives are as follows:

Vision: enable people in the Falkirk area to live full and positive lives within supportive communities.

Local Outcomes:

- **Self-Management** - Individuals, their carers and families are enabled to manage their own health, care and well-being.
- **Autonomy and Decision Making** – Where formal supports are required, people are enabled to exercise as much control and choice as possible over what is provided.
- **Safe** - Health and social care support systems help to keep people safe and live well for longer.

- **Experience** – People have a fair and positive experience of health and social care.
- **Community based Supports** – Informal supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community.

Objectives:

- Putting individuals, their carers and families at the centre of their own care by prioritising the provision of support which meets the personal outcomes they have identified as most important to them.
- Recognising the importance of encouraging independence by focusing on re-ablement, rehabilitation and recovery.
- Providing timely access to services, based on assessed need and best use of available resources.
- Providing joined up services to improve quality of lives.
- Reducing avoidable admissions to hospital by ensuring that priority is given to strengthening community based supports.
- Sharing information appropriately to ensure a safe transition between all services.
- Encouraging continuous improvement by supporting and developing our workforce.
- Identifying and addressing inequalities.
- Building on the strengths of our communities.
- Planning and delivering Health and Social Care in partnership with Community Planning Partners.
- Working in partnership with organisations across all sectors e.g. Third Sector and Independent Sector.
- Communicating in a way which is clear, accessible and understandable and ensures a two way conversation.

3.3 Profile of the Falkirk HSC Partnership

The Integration Joint Board Strategic Plan and [Joint Strategic Needs Assessment](#) provide further information on the profile of population and evidence used to develop the plan.

The [Strategic Plan Consultation and Engagement](#) report and Staff engagement report provides evidence of the range of work carried out over 2014 - 2016 to engage with stakeholders to develop the Strategic Plan then consult with interested parties.

4. MAINSTREAMING

Mainstreaming is a specific requirement for public bodies in relation to implementing the Equality Duty 2010. It requires the integration of equality into day-to-day working, taking equality into account in the way we exercise our functions.

The IJB is at an early stage of its development. It was incorporated in October 2015 and took on responsibility for the delegated functions on 1 April 2016. The following sections set out how the IJB has thus far mainstreamed equalities into its activities to date

The IJB has recognised its equality duties in the preparation of its key planning document, the Strategic Plan which has been informed by a strategic needs assessment to provide a fuller picture of the profile of the local population. The IJB will build upon this and ensure that a better understanding of the needs of its communities, including those who share protected characteristics, informs its future plans.

4.1 Board Reports

The Falkirk Integration Joint Board has met on a regular basis and further information is available [online](#).

To ensure that the needs of the general Equality Duty are considered in exercising our business functions and processes, including budget setting and project planning, there is a mandatory "Equalities Assessment" section within the IJB reports, which identifies if the papers have been assessed for equality and diversity and what the outcome has been.

Equality and Poverty Impact Assessments will be published online and will be available on the Falkirk Integration web-page.

4.2 Partnership Working

The HSC Partnership is committed to building on our existing arrangements to work with service users and carers, employees and other agencies and organisations from the public, Third and Independent sector to plan and deliver services.

Our aim is to ensure that our services meet the needs of the whole community in the most effective way.

Through our partnership work we have been able to look at creative ways of involving communities in consultation and dialogue, as well as allowing us to actively promote the 3 principles of the General Duty.

4.3. Monitoring and recording

Consultation and Engagement

Processes are available within partner bodies which enables monitoring and recording of the profile of people attending general consultation and engagements events. Completion of an equalities monitoring form has been encouraged to maintain and develop our understanding of the local population involved in engagement events.

Service delivery

Understanding how different people use our services is an important step in mainstreaming the Equality Duty in our service delivery functions. We are aware that gathering and using evidence is crucial to gaining this understanding. This information is currently collated by partner bodies and will continue to be so.

4.4. Mainstreaming Duty and Employment

The Integration Joint Board is not an employing body and therefore is not subject to this duty.

4.5. Procurement

Procurement will be undertaken by the Council or the Health Board in line with their procurement strategy / policy. More information can be found on the partners web sites.

www.nhsforthvalley.com

www.falkirk.gov.uk

5. EQUALITY AND POVERTY IMPACT ASSESSMENT

As a public body we are required to assess the impact of our decisions, changes to policies and practices and services against the requirements of the public sector equality duty

The equality impact assessment process is a way of examining new and existing policies, strategies, and changes or developments in service provision to assess what impact, if any, they are likely to have. In doing this we will consider the evidence of that impact on those who share a protected characteristic including feedback from consultation or engagement received from people sharing that characteristic.

Our legal requirement to do this covers only those individual characteristics identified in the Equality Act. However, in Falkirk, we recognise that these categories are only one element of the inter-related determinants of health, social care and life experience. We have reflected this in our impact assessment process by including categories to reflect the cross cutting issues which may affect people including poverty, homelessness, carers etc.

The aim of the Equality and Poverty Impact Assessment process is to anticipate whether the proposed policy, strategy, service or function has the potential to affect groups differently and to identify any likely positive or negative impact(s) that may be experienced. By following this process, we can ensure that we are better able to take advantage of every opportunity to promote equality and can embed plans to avoid disadvantage and discrimination.

The Partnership had agreed to use the Falkirk Council Equality and Poverty Impact Assessment (appendix 1) covering all protected characteristics and other factors in relation to inequalities.

The impact assessment tool and previous assessments completed are available on the Falkirk Integration web page.

6. EQUALITY OUTCOMES

In setting equality outcomes for the IJB consideration was given to the work done to develop local outcomes for the Falkirk Partnership Integration Scheme and the Strategic Plan. These local outcomes are aligned to the National Health and Wellbeing outcomes and are described in section 3.

6.1. Current Positions

Both NHS Forth Valley and Falkirk Council have published existing Equality Outcomes and Mainstreaming Reports and have reviewed the progress towards the equality outcomes by 30 April 2015.

In developing the IJB equality outcomes, there was the need to reflect the existing equality outcomes for each partner organisation to ensure that there is an element of consistency.

The equality outcomes for each organisation are noted below:

- [NHS Forth Valley](#)
- [Falkirk Council](#)

6.2 NHS Forth Valley Equality Outcomes

- Outcome One: Within NHS Forth Valley, everyone has the best start in life and is able to live longer and healthier lives
- Outcome Two (a): Within NHS Forth Valley, everyone has a positive experience of health care
- Outcome Two (b): All health care developments, policies and plans are informed by information on profile/ protected characteristics of patients in the community
- Outcome Three: Within NHS Forth Valley, people are able to live well in the community

- Outcome Four: In collaboration with partner agencies, NHS Forth Valley will improve the early identification of women and men experiencing gender based violence within local health services, particular focus on A&E, Mental Health, Substance Abuse, Community Care, Sexual Health and Women and Children Services
- Outcome Five: Through Keep Well health promotion initiative NHS Forth Valley in partnership with other agencies will increase opportunities for health improvement in disease prevention in deprived and vulnerable populations

6.3 Falkirk Council Equality Outcomes

- Increased understanding of the people profile and experiences of Falkirk residents
- Elderly People, Gypsy Travellers, Minority Faith Communities having improved access to services
- Minority Ethnic Groups, Disabled People, Elderly People, Young People and LGBT People are fully integrated and participating citizens, felt valued, their differences are respected, and they can live in dignity
- Housing for older people meets their needs and allows them to remain in their own homes for as long as possible.

Work has been done to align the National Health and Wellbeing Outcomes and the local outcomes contained in the Strategic Plan, align these to the partner equality outcomes, and identify which part of the Duty and which protected characteristic they address– this is set out in Appendix 2. These will be refined over 2016/17.

The equality outcomes for the IJB will be the five Strategic Plan Outcomes noted below with the addition of a further specific outcome of the people profile and experiences of Falkirk residents. This will be crucial to the role of the IJB as a decision maker on the future shape of health and social care services in the area.

The IJB has agreed that the outcomes will be reviewed prior to 30 April 2017.

National Health & Wellbeing Outcomes	Falkirk Partnership Strategic Plan Outcomes	Partner Equality Outcomes aligned to the Strategic Plan	Component Duty	'Protected Characteristic'	Sources of evidence justifying identification as a priority
<p>People are able to look after and improve their own health and wellbeing and live in good health for longer.</p>	<p>Self-Management - Individuals, their carers and families are enabled to manage their own health, care and well-being.</p>	<p>Elderly People, Gypsy Travellers, Minority Faith Communities having improved access to services</p> <p>Minority Ethnic Groups, Disabled People, Elderly People, Young People and LGBT People are fully integrated and participating citizens, feel valued, their differences are respected, and they can live in dignity</p> <p>Within NHS Forth Valley, everyone has the best start in life and is able to live longer and healthier lives</p>	<p>Advance equality of opportunity</p>	<p>All (Age, Disability , Gender Reassignment, Pregnancy & Maternity, Race, Religion & belief) Sex , Sexual Orientation), particularly elderly and disabled - Age and Disability</p>	<p>Joint Strategic Needs Assessment</p> <p>Evidence / data may also assist in identifying delivery targets and performance measurement</p>
<p>Health and social care services are centred on helping to maintain or improve the quality of life of service users</p>	<p>Autonomy and Decision Making Where formal supports are required, people are enabled to exercise as much control and choice as possible over what is provided</p>	<p>Housing for older people meets their needs and allows them to remain in their own homes for as long as possible</p> <p>All health care developments, policies and plans are informed by information on profile/ protected characteristics of patients in the community</p>	<p>Advance equality of opportunity</p> <p>Eliminate discrimination , harassment and victimisation</p>	<p>All – as above, particularly elderly, disabled and carers</p> <p>- Age and Disability</p>	<p>Joint Strategic Needs Assessment</p>

National Health & Wellbeing Outcomes	Falkirk Partnership Strategic Plan Outcomes	Partner Equality Outcomes aligned to the Strategic Plan	Component Duty	'Protected Characteristic'	Sources of evidence justifying identification as a priority
Health and social care services contribute to reducing health inequalities	Safe - Health and social care support systems help to keep people safe and live well for longer.	In collaboration with partner agencies, NHS Forth Valley will improve the early identification of women and men experiencing gender based violence within local health services, particular focus on A&E, Mental Health, Substance Abuse, Community Care, Sexual Health and Women and Children Services	Advance equality of opportunity	All – as above , particularly vulnerable elderly and disabled - Age and Disability	Joint Strategic Needs Assessment
People who use health and social care services have positive experiences of those services, and have their dignity respected.	Experience – People have a fair and positive experience of health and social care.	Increased understanding of the people profile and experiences of Falkirk residents Within NHS Forth Valley, everyone has a positive experience of health care	Advance equality of opportunity Eliminate discrimination , harassment and victimisation	All - as above, particularly elderly, disabled and LGBTI – Age, Disability, Gender Reassignment and Sexual Orientation.	Joint Strategic Needs Assessment User satisfaction survey results. Complaints
People, including those with disabilities, long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.	Community based supports – Informal supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community.	Within NHS Forth Valley, people are able to live well in the community Through Keep Well health promotion initiative NHS Forth Valley in partnership with other agencies will increase opportunities for health improvement in disease prevention in deprived and vulnerable populations	Advance equality of opportunity Foster good relations	All - as above, particularly elderly and disabled - Age and Disability.	Joint Strategic Needs Assessment

