



PERTH & KINROSS INTEGRATION JOINT BOARD

23 MARCH 2016

EQUALITY OUTCOMES AND MAINSTREAMING REPORT

Report by Chief Officer

PURPOSE OF REPORT

The report asks the Board to approve the Equality Outcomes and Mainstreaming Report which are required to be published by all Integration Joint Boards by 30 April 2016.

1. BACKGROUND

- 1.1 The public sector equality duty in the Equality Act 2010 came into force in Scotland in April 2011 – this is often referred to as the general duty. Scottish public authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.
- 1.2 The Public Bodies Specific Duties lay out that all Scottish Public authorities must publish a report on mainstreaming the equality duty; a set of equality outcomes; employee information; gender pay gap information (for authorities with more than 150 staff) and a statement on equal pay (for authorities with more than 150 staff).
- 1.3 The Integration Joint Board is now classed as a public body under the regulations, albeit with less than 150 employees, and must therefore; publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

2. INTEGRATION JOINT BOARD EQUALITY OUTCOMES

- 2.1 Both NHS Tayside and Perth & Kinross Council have published existing equality outcomes and have their own respective organisational reporting structures for them which will still be required in the future.
- 2.2 The Integration Joint Board Equality Outcomes have been established to ensure there remains an element of consistency with the existing equality outcomes for each organisation.
- 2.3 There are 5 Equality Outcomes which are proposed for the Integration Joint Board and they are cross-referenced as appropriate to the existing equality outcomes for NHS Tayside and Perth & Kinross Council.
- 2.4 It is proposed that progress in response to these Equality Outcomes is reported on an Annual Basis to the Integration Joint Board using an agreed format which evidences the outputs / actions, timeframes, targets or other

measurement criteria to address any specific inequalities. This format will be agreed between both organisations in due course.

- 2.5 The Integration Joint Board Equality Outcomes are detailed in full in Appendix 1.

3. EQUALITY MAINSTREAMING REPORT

- 3.1 Both NHS Tayside and Perth & Kinross Council have published their own existing Equality Mainstreaming Reports and have their own respective organisational reporting structures for them which will still be required in the future.

- 3.2 The Integration Joint Board Equality Mainstreaming Report focuses on the range of existing joint work which is already underway (and will continue) by the partner organisations. In particular, this work will evidence that the strategic priority of 'Tackling Inequalities' is being addressed in accordance with the Joint Strategic Plan.

- 3.4 The Integration Joint Board Equality Mainstreaming Report is detailed in full in Appendix 2. The range of activities and strategies described in Perth and Kinross illustrate a well-established approach to equalities across both Partners.

4. CONSULTATION

- 4.1 The Integration Joint Board Equality Outcomes and Mainstreaming Report were shared in draft format with the Community Equality Advisory Group (CEAG) at their meeting on 18 February. The CEAG comprises of a range of equality interest groups and individuals working across all of the equality characteristics (including both local and national organisations). Feedback from this consultation will be taken forward during the year ahead and reported in the Annual Report.

- 4.2 The Integration Joint Board Equality Outcomes and Mainstreaming Report were shared with the Equalities and Human Rights Commission (EHRC) during their preparation and whilst they have made it clear that they not currently resourced to provide bespoke feedback on draft outcomes / mainstreaming reports ahead of the April 2016 publication date they did provide some informal feedback which has been taken into account both now and for the reporting period ahead.

5. CONCLUSION AND RECOMMENDATION

5.1 It is recommended that the Board:

- (a) Notes the strong basis for continuing Joint Equalities activity and approves the Integration Joint Board Equality Outcomes and Equality Mainstreaming Report.
- (b) Agrees that reports be submitted on an annual basis in relation to progress in response to these Equality Outcomes in a format which will be agreed between both organisations in the year ahead.

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Date of Paper: 23 March 2016

HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD

EQUALITY OUTCOMES

Background

The public sector equality duty in the Equality Act 2010 came into force in Scotland in April 2011 – this is often referred to as the general duty. Scottish public authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

The Public Bodies Specific Duties lay out that all Scottish Public authorities must publish a report on mainstreaming the equality duty; a set of equality outcomes; employee information; gender pay gap information (for authorities with more than 150 staff) and a statement on equal pay (for authorities with more than 150 staff).

The Integration Joint Board is now classed as a public body under the regulations, albeit with less than 150 employees, and must therefore; publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

This report outlines the proposed Equality Outcomes for the Health and Social Care Integration Joint Board in Perth and Kinross.

Services within health and social care integration

The services provided by the new partnership will include services provided by Perth & Kinross Council and NHS Tayside as set out in the table below. A key challenge for the partnership will be to ensure services are integrated and meet the needs of people and communities in our localities and make the shift towards prevention and early intervention.

Services currently provided by Perth & Kinross Council	Community Services currently provided by NHS Tayside	Hospital Services currently provided by NHS Tayside (for planning purposes)
<ul style="list-style-type: none"> • Social work services for adults with physical disability and older people • Services and support for adults with learning disabilities • Mental Health Services • Drug and Alcohol Services • Adult Protection and Domestic Abuse • Carers Support Services • Health Improvement Services • Housing Support Services 	<ul style="list-style-type: none"> • District nursing services • Substance misuse services • Primary medical services • General dental services • Ophthalmic services • Community geriatric medicine • Primary medical services to patients out-of-hours • Community palliative care services • Community learning disability services 	<ul style="list-style-type: none"> • Accident and Emergency services provided in a hospital • Inpatient hospital services relating to the following areas: <ul style="list-style-type: none"> - general medicine; - geriatric medicine; - rehabilitation medicine; - respiratory medicine; and - psychiatry of learning disability. • Palliative care services provided in

<p><i>(in Sheltered Housing)</i></p> <ul style="list-style-type: none"> • Aids and adaptations equipment and telecare • Residential care homes/nursing care home placements • Care at Home • Reablement services Respite and day care 	<ul style="list-style-type: none"> • Community mental health services • Community continence services • Community kidney dialysis services • Public health promotion • Allied health professionals • Community hospitals 	<p><i>a hospital</i></p> <ul style="list-style-type: none"> • Inpatient hospital services provided by GPs • Services provided in a hospital in relation to an addiction or dependence on any substance • Mental health services provided in a hospital, except secure forensic mental health services • Pharmaceutical services
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The following services are currently planned and delivered on a pan-Tayside basis, and are included in the Integrated Functions. The Perth and Kinross Integration Joint Board will host these services on behalf of the other Tayside Integration Joint Boards:

- Learning disability inpatient services
- Substance misuse inpatient services
- Public dental services/Community dental Services
- General Adult Psychiatry (GAP) inpatient services
- Prisoner healthcare
- Podiatry

Current Position

Both NHS Tayside and Perth & Kinross Council have published existing equality outcomes and mainstreaming reports. The equality outcomes for each organisation remain relevant and are noted below.

NHS Tayside Equality Outcomes (Extract from [NHS Tayside's Mainstreaming Report and Equality Outcomes 2013-2017](#))

NHS Tayside Equality Outcome 1

We will ensure that care is person-centred and meets the service needs of people with relevant protected characteristic(s).

The delivery of person centred care (PCC) is a key outcome for NHS Tayside and forms part of the strategic commitment to improving quality. Crucial to this is the recognition that a 'one size does not fit all', and that our person centred approach would need to consider people's characteristic/s that are personal to them such as Age, Disability, Gender Reassignment, Pregnancy/Maternity, Race/Ethnicity, Religion/Belief, Sex and Sexual Orientation.

Long Term NHS Outcome

- Healthcare is safe and efficient

- People will have a positive experience of healthcare
- Improve health outcomes for disadvantaged groups and communities

This high level outcome 1 will be supported by the implementation and delivery of the other 3 NHS Tayside Equality Outcomes below.

Equality Outcome 2 – Data Collection and Monitoring Patient Diversity Information

Equality Outcome 3 – Accessible Information and Inclusive Communication

Equality Outcome 4 – Workforce Data Collection and Equality of Opportunity in Employment Policy and Practice

Perth & Kinross Council Equality Outcomes (Extract from [Equalities Outcomes Progress Report](#))

The Service Equality Action Plan for each service in the Council will detail specific actions for that service which must relate to one or more of the agreed Equality Outcomes.

The Council originally published its equality outcomes in April 2013 however, recently undertook a review of the outcomes and our revised equality outcomes are now:

Equality Outcome 1 – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics

Equality Outcome 2 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate and influence Council decisions

Equality Outcome 3 – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace

Equality Outcome 4 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area

There is clearly some correlation between the respective equality outcomes from each organisation and in addition all must satisfy at least one aspect of the General Duty of the Equality Act, 2010, namely:

- *Eliminate discrimination, or*
- *Advance equality of opportunity, or*
- *Foster good relations between communities*

By setting Equality Outcomes for the Health and Social Care Integration Joint Board in Perth and Kinross we have strived to ensure that there is an element of consistency with the existing equality outcomes for each organisation and how they are reported.

Health and Social Care Integration Board Equality Outcomes

Equality Outcome 1 – Health and social care partners will ensure that care is person-centred and services are accessible to individuals and community groups with relevant protected characteristics *(Cross reference to NHS Tayside Equality Outcome 1 and PKC Equality Outcome 1)*

Equality Outcome 2 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate in and influence Integration Joint Board decisions *(Cross reference to PKC Equality Outcome 2)*

Equality Outcome 3 – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice *(Cross Reference to NHS Tayside Equality Outcome 3 and PKC Equality Outcome 3)*

Equality Outcome 4 – Data collected, information provided and communications issued by health and social care partners will be accessible and inclusive *(Cross reference to NHS Tayside Equality Outcomes 2 and 3)*

Equality Outcome 5 – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area relevant to the work of the health and social care partnership *(Cross reference to PKC Equality Outcome 4)*

Each of these outcomes will contribute towards the ensuring the overall Health and Wellbeing Outcomes within the Joint Strategic Plan are achieved.

Progress in response to these Equality Outcomes will be reported on an Annual Basis to the Integration Joint Board using an agreed format which evidences the outputs / actions, timeframes, targets or other measurement criteria to address any specific inequalities.

HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD

EQUALITY MAINSTREAMING REPORT

Background

The public sector equality duty in the Equality Act 2010 came into force in Scotland in April 2011 – this is often referred to as the general duty. Scottish public authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

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The Integration Joint Board is now classed as a public body under the regulations, albeit with less than 150 employees, and must therefore; publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

This is the Equality Mainstreaming Report for the Health and Social Care Integration Joint Board in Perth and Kinross.

Services within health and social care integration

The services provided by the new partnership will include services provided by Perth & Kinross Council and NHS Tayside as set out in the table below. A key challenge for the partnership will be to ensure services are integrated and meet the needs of people and communities in our localities and make the shift towards prevention and early intervention.

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<ul style="list-style-type: none"> • <i>Social work services for adults with physical disability and older people</i> • <i>Services and support for adults with learning disabilities</i> • <i>Mental Health Services</i> • <i>Drug and Alcohol Services</i> • <i>Adult Protection and Domestic Abuse</i> • <i>Carers Support Services</i> • <i>Health Improvement Services</i> • <i>Housing Support Services (in Sheltered Housing)</i> 	<ul style="list-style-type: none"> • <i>District nursing services</i> • <i>Substance misuse services</i> • <i>Primary medical services</i> • <i>General dental services</i> • <i>Ophthalmic services</i> • <i>Community geriatric medicine</i> • <i>Primary medical services to patients out-of-hours</i> • <i>Community palliative care services</i> • <i>Community learning disability services</i> • <i>Community mental health</i> 	<ul style="list-style-type: none"> • <i>Accident and Emergency services provided in a hospital</i> • <i>Inpatient hospital services relating to the following areas:</i> <ul style="list-style-type: none"> - <i>general medicine;</i> - <i>geriatric medicine;</i> - <i>rehabilitation medicine;</i> - <i>respiratory medicine; and</i> - <i>psychiatry of learning disability.</i> • <i>Palliative care services provided in a hospital</i>

<ul style="list-style-type: none"> • <i>Aids and adaptations equipment and telecare</i> • <i>Residential care homes/nursing care home placements</i> • <i>Care at Home</i> • <i>Reablement services Respite and day care</i> 	<ul style="list-style-type: none"> <i>services</i> • <i>Community continence services</i> • <i>Community kidney dialysis services</i> • <i>Public health promotion</i> • <i>Allied health professionals</i> • <i>Community hospitals</i> 	<ul style="list-style-type: none"> • <i>Inpatient hospital services provided by GPs</i> • <i>Services provided in a hospital in relation to an addiction or dependence on any substance</i> • <i>Mental health services provided in a hospital, except secure forensic mental health services</i> • <i>Pharmaceutical services</i>
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The following services are currently planned and delivered on a pan-Tayside basis, and are included in the Integrated Functions. The Perth and Kinross Integration Joint Board will host these services on behalf of the other Tayside Integration Joint Boards:

- *Learning disability inpatient services*
- *Substance misuse inpatient services*
- *Public dental services/Community dental Services*
- *General Adult Psychiatry (GAP) inpatient services*
- *Prisoner healthcare*
- *Podiatr*

Current Position

Both NHS Tayside and Perth & Kinross Council have published their existing Equality Mainstreaming Reports which are available in full here:

[NHS Tayside's Mainstreaming Report and Equality Outcomes 2013-2017](#)

[Perth & Kinross Council Equality Mainstreaming Report](#)

NHS Tayside currently report on their progress on equality to an Equality and Diversity Steering Group whilst similarly Perth & Kinross Council report to an Equality and Diversity Member Officer Working Group. These reporting structures will continue for the respective organisations within the health and social care partnership. There will be a requirement however, to ensure that there is also a joint reporting structure in place to ensure that the Integration Board Equality Outcomes are being met.

Joint Working in Reducing Inequalities

'Reducing Inequalities' is a strategic priority at the heart of the Joint Strategic Plan for the Integration Joint Board. There are a number of areas of existing work which both partner organisations are involved in which will contribute to evidencing progress in relation to reducing inequalities locally and to contributing towards the Integration Joint Board Equality Outcomes.

Both NHS Tayside and Perth & Kinross Council are members of the Community Planning Partnership and contribute towards the Single Outcome Agreement for Perth and Kinross. As such they play their part in committing to working together with other partners to achieve positive changes in people's lives and health and wellbeing locally.

Perth and Kinross has a population of 147,740 living and working across its expansive 5,000 square kilometres. Over the coming decades the area is expected to experience significant demographic change, especially in relation to older people, the majority of whom are increasingly fit and active until much later in life and are an important and significant resource, with a great contribution to make in their local communities. Dealing with the significant challenges faced by an increasing ageing population is a key area of partnership work.

Each of the care group strategies in Perth and Kinross are already delivered jointly as follows:

[Joint Mental Health and Wellbeing Strategy](#)

[Joint Strategy for Learning Disability Services](#)

[Joint Strategy to Support Independent Living & Quality of Life for Adults with a Physical Disability and / or Sensory Impairment](#)

Both partners have also responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration.

Migrant populations include a combination of seasonal migrant workers, new migrants, and settled communities from different minority ethnic communities. They are working in critical sectors of employment which for us locally is agriculture, tourism, hospitality and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may be studying here.

97.97% of the population of Perth and Kinross categorised themselves as 'White' (slightly above the national average of 96.02%) however, this figure included some 2,482 people categorised as 'White Polish' (1.69% of the total population above the national average of 1.16% and the 4th highest local authority population in Scotland), 3,130 categorised as 'Other White' which would include other Eastern European countries of origin (2.13% of the total population above the national average of 1.93%). Our Asian population in Perth and Kinross totalled 1,852 (1.26% of the total population below the national average of 2.66%) – this figure includes 585 Indian, 461 Chinese and 331 Pakistani. Similar figures at the 2001 Census were 135 Indian, 310 Chinese and 135 Pakistani. Across all groups it is clear that there has been a significant increase between the 2 census periods and beyond.

In particular the specific work with PKAVS Minority Communities Hub at which both organisations are represented on their Steering Group has been the key for partners

to know and understand the needs of our minority ethnic communities and what we need to do to make our services as inclusive as possible.

Both partners are members of a multi-agency group led by the PKAVS Minority Communities Hub and that partnership approach is vital to ensuring our communities feel welcome and are as aware as possible of the help that is available to them when they may need it. Specific information materials, roadshows for new and seasonal workers and employability events are amongst the positive pieces of work which have arisen from this multi-agency group. The group is now focussing on responding to the recommendations within the [Migration Matters Report](#) published by CoSLA with Perth and Kinross being one of the participating pilot areas within the project.

Joint work has also taken place in relation to the Bridging the Gap Project (funded through the Integrated Care Fund in response to this [research](#) into the Ageing Minority Ethnic population in Perth and Kinross and most recently in response to the integration of a number of Syrian Refugee families in the area under the Home Office Re-settlement Programme.

Perth and Kinross also has a vibrant and successful community lunch club programme which has led to the development of a multi-cultural events programme which has seen our streets host events as diverse as a Chinese New Year Parade, a Polish St Nicholas Day Celebration and Diwali festival at our local college. These activities and events contribute to the fostering of good relations between our different communities and to the wider health and wellbeing of these communities.

Perth and Kinross is also home to the highest individual local authority Gypsy/Traveller population according to the 2001 Census with 415 people classifying themselves as Gypsy/Travellers and both partners also work closely on the delivery of the Action Plan within the local [Gypsy/Traveller Strategy](#)

Perth & Kinross Council has also been the pilot authority for the Equality and Human Rights Innovation Forum and this is a key area of work which both partners will work closely together on as the Action Plan is implemented.

A further area of joint work which should be explored by both partners in terms of appropriate access to health and social care services is an appropriate response to a recent [study](#) by Stonewall Scotland 'Unhealthy Attitudes – the treatment of LGBT people in health and social care settings in Scotland'

Perth & Kinross Council are already part of Stonewall Scotland' Diversity Champions programme and were the first Council in Scotland to sign up to their 'No Bystanders' campaign.

Joint Reporting

As well as continuing to report appropriately within their respective organisations it is recommended that an annual joint report on equality outcomes is submitted to the Integration Joint Board using an agreed format which evidences the outputs / actions, timeframes, targets or other measurement criteria to address any specific inequalities. These reports will be made publically available in appropriate formats.

Both partners are also represented at the local Community Equality Advisory Group (CEAG) which comprises a wide range of equality community interest groups meeting 3 times per year to share information and good practice and consult on items of mutual interest. This group, which is chaired by a local elected member and a representative from Police Scotland, will also have a critical role to play in ensuring some independent probity that the Integration Joint Board Equality Outcomes are satisfactorily evidenced.

