

**DRAFT: HEALTH AND SOCIAL CARE INTEGRATION PARTNERSHIP
MAINSTREAMING REPORT AND EQUALITY OUTCOMES 2016/17**

Aim

- 1.1 To provide the Integration Joint Board (IJB) with information regarding the legislative context for the Mainstreaming Report and to seek agreement on the draft Equality Outcomes for the Scottish Borders Health & Social Care Partnership.

Background

- 2.1 The Scottish Borders Integration Joint Board (IJB) is fully committed to the values and ethos placed upon them by the Equality Act 2010. The Partnership, made up of Scottish Borders Council and NHS Borders along with third and independent sector organisations, aim to work together to deliver joined up services that ultimately will be in the best interest of staff, service users, patients, families and carers. The Partnership's Equality Outcomes are directly tied into that overarching goal.
- 2.2 All public bodies across Scotland are required to comply with the three aims of the Public Sector General Duty, Equality Act (2010) and (Specific Duties) (Scotland) Regulations 2012.
- 2.3 The Equality Act (2010) is the law which bans unfair treatment and helps achieve equal opportunities in the workplace and in wider society. This single Act replaces previous antidiscrimination laws to make the legislation simpler, to remove inconsistencies and to provide specific protection to people who are discriminated against on the basis of a defined set of nine "protected characteristics".
- 2.4 In Scotland, an additional set of specific duties were created by secondary legislation: the Equality Act (2010) (Specific Duties) (Scotland) Regulations 2012, which came into force in May 2012.
- 2.5 The legislation further requires that the set of equality outcomes and mainstreaming report is published no later than **30th April 2016** and subsequently at intervals of not more than 2 years a progress report on its approach to mainstreaming equality and at intervals of not more than 4 years for progress against its equality outcomes.

Summary

- 3.1 Both NHS Borders and Scottish Borders Council have published existing equality outcomes and they are outlined in Appendix 1. In mapping these outcomes against the Strategic Plan the proposed set of equality outcomes for the Health and Social Care Partnership are as follows:-

Users of health and social care services, their families and carers will:

- experience fair access to services that mitigate the impact of any protected characteristics under the Equality Act (2010) **Equality Outcome 1**
- be supported to access education, training and employment **Equality Outcome 2**
- have improved physical and mental wellbeing, experience fewer health inequalities and will be able to live independently **Equality Outcome 3**

- experience a workforce that feel valued, are skilled, competent, and reflect the diversity of the populace across the Scottish Borders **Equality Outcome 4**
- feel safe, be safe, healthy, achieving, respected and included **Equality Outcome 5**
- experience services that reflect the needs of the communities, address health inequalities, and which shift the balance of these services towards early intervention and prevention **Equality Outcome 6**
- be confident that the information they provide, particularly in relation to the protected characteristics, will be used to make improvements to services and the way they are planned and delivered. **Equality Outcome 7**

3.2 Each of the outcomes will contribute towards the national health and wellbeing outcomes and local objectives outlined in our Strategic Plan.

Recommendation

The Health & Social Care Integration Joint Board is asked **to agree** the equality outcomes outlined in paragraph 5.8 and Appendix 1 and **to note** the review by April 2017 to inform the development of the revised outcomes for 2017 onwards.

Policy/Strategy Implications	Meet legislative requirement and supports delivery of the Strategic Plan
Consultation	Linked to the consultation and engagement re Strategic Plan
Risk Assessment	To be reviewed in line with IJB risk approach
Compliance with requirements on Equality and Diversity	Meets legislative requirements for Equality and Mainstreaming report
Resource/Staffing Implications	Supporting delivery of the Strategic Plan

Approved by

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