

Scottish Borders Health & Social Care Integration Joint Board



Meeting Date: Monday 23rd April 2018

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EQUALITY MAINSTREAMING PROGRESS REPORT

Purpose of Report:	To provide the Integration Joint Board (IJB) with an update on progress of the Health and Social Care Partnership's approach to mainstreaming equality.
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Recommendations:	Health & Social Care Integration Joint Board is asked to: <ul style="list-style-type: none"> a) Note the Equality Mainstream Report; b) Approve the draft Progress Report for publication.
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Personnel:	<i>n/a</i>
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Carers:	<i>n/a</i>
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Equalities:	A comprehensive Equality Impact Assessment was completed as part of the strategic planning process.
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Financial:	<i>n/a</i>
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Legal:	Equality Outcomes Progress report requires to be published by end of April 2018 as per the Equality Act (2010) and (Specific Duties)(Scotland) Regulations 2012
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Risk Implications:	<i>n/a</i>
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Background

- 1.1 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 which are detailed below:
1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
 2. Advance equality of opportunity between persons who share a relevant characteristic and persons who do not
 3. Foster good relations between people who share a protected characteristic and those who do not
- 1.2 In April 2015 the Scottish Government added Integration Joint Boards (IJB) to Schedule 19 of the Equality Act 2010 and to The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015.

The amendment regulations required IJB's to publish the following information by the 30 April 2016:

- A report on mainstreaming the equality duty;
- A set of equality outcomes.

- 1.3 The Scottish Borders Integration Joint Board (IJB) are fully committed to the values and ethos placed upon them by the Equality Act 2010 and have identified equality outcomes for the period 2016-2020 in an Equality Mainstreaming Report (Appendix 1).

- 1.4 The Scottish Borders IJB equality outcomes are:

- 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**

- 1.5 The equality outcomes are designed to help the Partnership achieve its vision of providing the best possible health and wellbeing for our communities set out in the Strategic Plan as well as meet its duty to eliminate discrimination and harassment, promote equality of opportunity and foster good relations between groups.

Progress Report

- 2.1 As stated the legislation required that the IJB published a set of equality outcomes and mainstreaming report by 30 April 2016 (Appendix 1). Thereafter, at intervals of not more than 2 years a progress report on its approach to mainstreaming equality is required.
- 2.2 In line with this requirement work has been underway in the Scottish Borders to develop a progress report for publication by 30 April 2018, a draft of which can be seen in Appendix 2.
- 2.3 The progress report covers the period 2016-18 and outlines statistical information relating to equality and diversity in the Scottish Borders, the approach the Partnership has taken to mainstreaming equality across health and social care and the benefits of doing so. The report also demonstrates a number of examples of the approach taken to mainstream equality within health and social care against the equality outcomes.