

Scottish Borders Health and Social Care Partnership

Appendix 3: Equality Outcomes and Mainstreaming Framework 2023-25

Mainstreaming the equality duty has several benefits including:

- Equality becomes part of the structures, behaviours and culture of an authority
- An authority knows and can demonstrate how, in carrying out its functions, it is promoting equality
 - Mainstreaming equality contributes to continuous improvement and better performance.

Source: Equality and Human Rights Commission

Our vision as a partnership is that “all people in the Scottish Borders are able to live their lives to the full.” Our strategic framework 2023-26 has a number of strategic objectives and ways of working that aim to ensure that this happens.

Working to achieve our vision, objectives and ways of working will increasingly promote equality and human rights as part of our core business.

For this reason, the Scottish Borders Health and Social Care Partnership’s (SBHSCP’s) Equality Outcome and Mainstreaming Framework (EOMF) directly aligns to three of our strategic objectives and 3 of our ways of working. However, we will work to ensure that we embed equalities and human rights across all of our objectives and ways of working.



The Independent Review of Adult Social Care in Scotland recommendations for establishing a human rights and equality approach to social care services and support are rooted in the work to consider incorporation of international treaties into domestic legislation, and the recent experiences during the pandemic that exposed structural inequalities and pre-existing inadequacies in the current social care support system:

1. Human rights, equity and equality must be placed at the very heart of social care and be mainstreamed and embedded. This could be further enabled by the incorporation of human rights conventions.
2. Delivering a rights based system in practice must become consistent, intentional and evident in the everyday experience of everyone using social care support, unpaid carers and families, and people working in the social care support and social work sector.
3. People must be able to access support at the point they feel they need it, including for advice and signposting to local community-based resources and help, and for barriers to this, such as the current eligibility criteria and charging regime, to be fundamentally reformed and removed, to allow a greater emphasis on prevention and early intervention.
4. People should understand better what their rights are to social care and supports, and “duty bearers”, primarily social workers, should be focused on realising those rights rather than being hampered in the first instance by considerations of eligibility and cost.
5. Where not all needs can be met that have been identified as part of a co-production process of developing a support plan, these must be recorded as unmet needs and fed into the strategic commissioning process.
6. Informal, community based services and supports must be encouraged, supported and funded to respond appropriately to the needs of local citizens, including for preventative and low level support.
7. A co-production and supportive process involving good conversations with people needing support should replace assessment processes that make decisions over people’s heads and must enable a full exploration of all self-directed support options that does not start from the basis of available funding. Giving people as much choice and control over their support and care is critical.
8. More independent advocacy and brokerage services, including peer services, must be made available to people to ensure that their voices are heard, and to help prepare for participation in planning and organising their support.
9. When things do not work well for people and their rights have not been upheld, they must have rapid recourse to an effective complaints system and to redress.
10. Packages of care and support plans must be made more portable and supported people should not have to fight to retain support because they have moved home.

Outcome 1 Improve access to services: Improving access and confidence in using health and social care services

<i>Output - What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>
1.1 Information and advice will be delivered in accessible formats that best suits people's needs	<p>SBHSCP adopt the 'Happy to Translate' logo for all publications</p> <p>Staff use of and understanding of Happy to Translate Logos to be reviewed before developing a staff focused communication and marketing event</p>	<p>Staff survey results and actions taken to address will be reported to the SPG Equality and Human Rights Subgroup.</p> <p>This will be repeated, 6 months after the first survey</p>	
	<p>Identify resource and capacity of translation services within the Partnership</p> <p>Staff use of and understanding of SBHSCP's Translation Services to be reviewed before developing a staff focused communication and marketing event</p>	<p>Official adoption of Logo and principles is publicised</p> <p>Use of logo across all publications</p> <p>Survey of partnership staff using the logo / creating publications shows increased awareness and actions taken to improve – reported to Equality and Human Rights Subgroup.</p> <p>This will be repeated, 6 months after the first survey</p>	
	<p>Proactive translation of information and advice relating to SBHSCP services into the most commonly spoken languages, after English in the Scottish Borders including Easy</p>	<p>Random sampling to be undertaken 6 monthly basis</p>	

	Read Versions		
	Explore and report on the provision of information in other formats e.g., AI Video and AI Chat		
	Creation of Diversity Directory by locality		
1.2 Proactive partnership arrangements which support SBHSCP demonstrate a welcoming environment with informed and understanding staff.	Development of Equality and Human Rights Staff Development Matrix to include but not limited to LGBTQ+ Mental Health Audit Tool, Health Literacy	Number of staff attending events	
		Gap analysis to support specific promotion and marketing events	
	Evaluation of the Staff Development Matrix to capture improvements made in the quality of life outcomes for people using partnership services post event attendance	Quarterly reports IJB Annual Report	
	Review current complaints procedures data sets and make recommendations, if required, to embed protected characteristics, lived experience and communities experiencing inequality in the system	Ability to interrogate the data from an equality perspective and carry out analysis of complaints across delegated services by protected characteristics, lived experience and communities experiencing inequality in the system	
1.3 All premises that the SBHSCP work out of or deliver services from have been collaboratively reviewed	Collation of all venues used for SBHSCP activity		


in terms of location, suitable environment, ramped access, signage, transportation links etc	Coproduce an audit action plan for inspection/review of suitability with Live Borders, Third Sector Interface Federation of Village Halls, Scottish Borders Council/NHS Estates		
	Assessment of GP surgeries and premises delivering mental health services to ensure that they meet the needs of people who have experienced trauma (e.g., Domestic Abuse, Survivors of Childhood Sexual Abuse)	Number of premises assessed as being Trauma Informed	Primary Care
1.4 SBHSCP adheres to the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018	Confirm accessibility status of existing NHS & SBC Websites		SBHSCP Communications
	Upskilling of staff in partnership with Scottish Accessible Information Forum		
1.5 2012 SSPSED embedded into the commissioning and procurement processes relating to the delivery of adult health and social care services – (<i>Fair Work Principles and Ethical Commissioning, Getting it Right for Everyone GIRFE</i>)	The Care at Home Collaborative Project Design Group will embed equality and human rights into the project design and modelling processes	Publication of the associated impact assessment and reporting against the recommendations identified	Strategic Commissioning and Performance
		Contracts will incorporate a statement regarding performance reporting against the equality outcomes and mainstreaming framework	
	The Equality and Human Rights Sub Group will seek assurance that	Lead commissioners will ensure that each tendering exercise is	Strategic Commissioning and Performance

	Procurement Staff are fully aware and able to reflect on of the duty imposed by the Scottish Specific Public Sector Equality Duties (2012) in the commissioning processes	supported by a robust Equality and Human Rights Impact Assessment (E&HRIA)	
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Outcome 2 Rising to the workforce challenge: A workforce that is reflective and representative of the communities we care for

<i>Output - What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>
2.1 Workforce data reflects SBHSCP service user data	Analysis of current service data collection	One data set used by all providers of health and social care services in the Scottish Borders	Integrated Workforce Plan Implementation Board
	Development of data gathering process to capture service user by protected characteristic and lived experience	Delivery of a cross sector analysis of workforce quarterly	
	Development of a data gathering process to be implemented across the sectors to gather workforce data	Delivery of a cross sector analysis of people using health and social care services quarterly	
2.2 Flexible and targeted recruitment drives to address current gaps identified in 5.1 above and the needs of current and future service users	Analysis of the cross sector data set to identify gaps and inform the improvement and changes required	Evidence of amendments to current recruitment materials to increase accessibility and engagement	Integrated Workforce Plan Implementation Board
		Review of applications by protected characteristic	
	Development of new and innovative partnerships with organisations representing the relevant protected characteristic to co-produce marketing and staff recruitment models	New partnerships established	

<p>2.3 Staff have a shared understanding of cultural diversity and difference</p>	<p>Cross Sector Equality and Human Rights Staff Development Matrix to be developed. Topics identified to date include but not limited to:</p> <p>LGBT Mental Health Tool</p> <p>LGBT Health and Wellbeing Dementia Took</p> <p>LGBT Age Audit Tool</p> <p>Addressing the findings of:</p> <p>Deaf people with dementia and care homes in Scotland report</p> <p> FINAL Deaf Dementia Research Summary Re</p> <p>Addressing the call to action from the Mental Welfare Commission to address Racial Inequality and Mental Health in Scotland</p>	<p>Material developed</p>	<p>Equality and Human Rights Sub Group</p> <p>Equality and Human Rights Service Specialists</p>
		<p>Partnerships developed to support delivery of awareness sessions</p>	
		<p>Events organised</p>	
		<p>Number of staff attending by service area</p>	
		<p>Improvement in the quality of the analysis in the impact assessments undertaken</p>	

Outcome 3 Reducing poverty and inequalities: Inclusive and co-productive approach to reducing poverty and increasing equality of outcome

<i>Output - What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>	
3.1 More people with the relevant protected characteristics and lived experience are engaged in exercise, self-care and meaningful activities	Review of current adult day service provision	Planning to include cognisance of the needs identified as part of the IIA	Locality Day Service Task and Finish Groups	
	Research into access to Self-Directed Support (SDS) for: LGBTQ+, Gypsy Travellers, ethnic minorities, families, young people transitioning to adult care services, homeless people, people living with addictions, people with long covid, veterans and ex-offenders	Co-produce a suite of outcome and output measures that reflect the lived experience of SDS and the experience of delivering SDS	Adult Social Work Services	
	Reduce employer discrimination faced by younger people diagnosed with dementia	Engagement with Scottish Borders Employers	Work with younger people to establish what support is required to sustain active and meaningful employment	
	Working jointly with Live Borders to support people post dementia diagnosis continue with existing activities	Number of sports and cultural organisations involved implementing reasonable adjustments to support current and increase future engagement in sport and leisure activities		

	<p>Motivational activities to be planned, designed, and developed in partnership with people with mental health and learning disabilities and organisations working with them e.g. Third Sector Mental Health Forum</p> <p><i>The principles of the Charter of Rights for people with Dementia and their carers will be adopted</i></p> <p><i>Embedding a human rights-based approach in practice and the Standards of Care for Dementia in Scotland</i></p>		
<p>3.2 Number of organisations and people participating in Social Prescribing initiatives</p>	<p><i>To be worked up with the Social Prescribing Delivery Group E&HRIA Subgroup and presented in the form of an update to the IJB in 2023</i></p>	<p>e.g. Number of older people supported when their partner moves into a care home</p>	<p>Strategic Commissioning and Performance</p>
<p>3.3 Reduction in the number of people with Learning Disabilities and or people with autism remaining hospital and an increase in the number being supported to live in the communities of the Scottish Borders</p>	<p><i>To be worked up with the Social Prescribing Delivery Group E&HRIA Subgroup and presented in the form of an update to the IJB in April 2023</i></p> <p><i>Coming Home – adult programme will review current provision in the Scottish Borders and develop an associated action plan to further increase provision beyond the provision in the Tweedbank Supported Living Service.</i></p>	<p>Reduction in the number of delayed discharges for people with learning disabilities and those with autism</p> <p>Reduction in the number of unnecessary long hospital stays</p> <p>Reduction in the number of adults with Learning Disability in placements out of area</p>	

<p>3.4 Young people leaving care transition seamlessly into adult services</p>	<p><i>To be worked up in partnership with the Promise Group</i></p>	<p><i>Service user feedback</i></p>	<p>Social Work and Practice</p>
<p>3.5 Young people with learning disabilities transition seamlessly into adult services</p>	<p><i>Learning disabilities transition</i></p>	<p><i>Service user and carer feedback</i></p>	<p>Learning disabilities service (HSCP delegated) in partnership with Children and Families Social Work (not delegated), and families.</p>
<p>3.5 SBHCSP's commissioning plans are based on the needs of our communities, and public feedback, including engagement with people with protected characteristics. SBHCSP's plan linked with Scottish Borders Council's Local Housing Strategy, Housing Need & Demand Assessment</p> <p><i>Quote from Derek Feeley Report: "People with lived experiences must be partners in the commissioning process and integral to decision making and prioritisation, monitoring process and making improvements; nothing about me without me as the saying goes"</i></p>	<p><i>Development of Health and Social Care Strategic Framework that pays due regard to these plans.</i></p> <p><i>To be worked with Strategic Commissioning and Performance and presented in the form of an update to the IJB in 2023</i></p>	<p>Strategic Framework based on needs of our communities, and public feedback, including engagement with people with protected characteristics.</p> <p>Inclusion of housing contribution statement in Strategic Framework.</p> <p>Operational commissioning informed by the same approach</p>	<p>Integration Joint Board Strategic Planning Group</p> <p>Strategic Commissioning and Performance</p>
<p>3.6 Information and qualifying criteria relating to disabled adaptations in private and social housing (both major and minor</p>	<p><i>To be worked up and presented in the form of an update to the IJB in 2023</i></p>		

adaptations) is promoted and easily accessed by all of Scottish Borders communities			
3.7 Equality of outcomes for all	<i>Continued work through the Joint Health Improvement Team</i>	<i>Health and Wellbeing outcomes Service data</i>	<i>Joint Health Improvement Team</i>

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Outcome 4 People at the heart of everything we do: Community engagement and empowerment across the Scottish Borders is inclusive, co-productive and fair

<i>Output - What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>
<p>4.1 Increased participation, influence and voice from people with protected characteristics, with lived experiences, in the Scottish Borders Locality Working Groups</p> <p><i>Derek Feeley Report quote</i> <i>At the population level, Integrated Joint Boards and Locality Planners need to do a better job of building the user voice into their considerations.</i></p>	SBHSCP Engagement and Communications Policy	Publication and marketing of new communications and engagement plan and associated guidance	Strategic Planning Group
		Review of SBHSCP engagement practices with a view to establishing if NHS Scotland and Voluntary Health Scotland's Engagement Matrix is embedded into all engagement processes	Equality & Human Rights Subgroup
		Number of organisations and individuals engaged in impact assessments, the views expressed, the recommendations and mitigating actions identified	Equality and Human Rights Service Specialists
	Establish a network of Equality and Human Rights Service Specialists	Number of Equality and Human Rights Service Specialists reported quarterly	Equality & Human Rights Subgroup
	Equality and Human Rights Service Specialists Programme Plan of Continuous Professional Development	Quarterly report to Strategic Planning Group Annual report to IJB	Equality & Human Rights Subgroup

	Development of localised diversity networks, organisations and contacts	5 Locality Directories – 1 for each locality via ALISS	Locality Working Groups working with the Equality & Human Rights Subgroup Equality and Human Rights Service Specialists
	Supporting the development of communities of interest, forums and networks to address gaps in the directory	Analysis and annual reporting on the additions to the diversity directories	Equality & Human Rights Subgroup Equality and Human Rights Service Specialists Community Led Support agenda
	Review of Locality Working Groups to scope out what supports are required to encourage people with protected characteristics and lived expertise to become members as a way of participating in and influencing local decision making processes	Locality Working Group reflects the local community	Locality Working Group Programme Manager
	Work with providers to raise awareness of their role in supporting people with protected characteristics to participate in and influence strategic and operational developments	Events organised Organisations in attendance Number of staff attending	Partners for Integration Borders Care Voice Third Sector Interface Primary and Community Services
	Impact Assessment Quality Assurance Framework	Number of impact assessments undertaken	Equality & Human Rights Subgroup Equality and Human Rights Service Specialists

		Quarterly analysis of IIA recommendations and progress against these	
	Establishment & promotion of an Equality & Rights Escalation Complaints Enquiry e-mail account	Number of emails received	Equality & Human Rights Subgroup
		Findings from analysis	
		Lessons learnt used to inform practice/policy	
		Corrective Actions implemented	
4.2 Adhere to the Planning with People guidance when engaging with communities of interest.	Development & awareness raising programme of events for Senior Staff, Equality and Human Rights Service Specialists and Community Representatives	Number of events delivered	Communications and Engagement
		Number of people attending	
	Build and sustain relationships between Partnership services and community groups	Number of community engagement events undertaken and who attended	Senior Managers Equality and Human Rights Service Specialists Community Led Support agenda
		Reporting against the recommendations of IIAs and the actions to be taken to address the needs and or issues that communities experience	
	Coproduction and launch of a service providers & forum directory (including representing protected characteristics) – use of ALISS ‘A Local Information System for Scotland’	Publication of the Directory	Locality Working Groups Community Led Support agenda and What Matters Hubs Social prescribing workstream
		Analysis of staff awareness and use of the directory	
Annual review of directory commencing 2024			
		Analysis of and feedback from	

		organisations invited to participate in Equality and Rights Impact Assessments annually in 2022 and 2023	Equality & Human Rights Subgroup
	Equality and Human Rights Service Specialists and service leads embed 'Planning with People' into the consultation element of the impact assessment process	Impact Assessment Quality Assurance Framework findings	Equality & Human Rights Subgroup
		Actions taken to address findings	Equality and Human Rights Service Specialists

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Outcome 5 Dignity and respect: All staff feel valued, respected and have their needs met appropriately

<i>Output What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>
5.1 Managers have a shared understanding of their responsibilities in relation to reasonable workplace adjustments	Review current processes and training	Number of managers undertaking/ attending sessions	Integrated Workforce Plan Implementation Board in conjunction with the SBH&SCP Equality Lead and the SPG's E&HR Subgroup
	Co production of a cross sector managers resource package with organisations and people with the relevant protected characteristics e.g., physical disability, hidden disabilities, learning difficulty, mental health, race, religion, pregnancy & maternity, menopause	Number of adjustments put into place	
	Cross sector survey via iMatter to gather views of staff and provide baseline to report progress against	Number of staff who feel supported in the workplace has increased	
5.2 Wellbeing initiatives to support an improvement in the mental health of women working across the health and social care sector will be coproduced and reviewed for effectiveness	Development of a data gathering process to be implemented across the sectors to gather workforce data	Review of absence by causation and analysis was undertaken in 2022 providing the baseline figure.	Integrated Workforce Plan Implementation Board

	Analysis, promotion and marketing of emotional and mental health wellbeing initiatives	A cross sector analysis of absence by causation will be undertaken annually.	
5.3 Compliance with A Fair Work Action Plan: Becoming a Fair Work Nation by 2025	This will be developed as part of the IWP Implementation Plan under the Attract and Employ Pillars. A future report on what will be done and how success will be measured is to be developed and included in a future version of the Mainstreaming Framework	To be confirmed	Integrated Workforce Plan Implementation Board
5.4 Embedding the requirements of the Scottish Government's Fairer Scotland for All: An Anti-Racist Employment Strategy into and across all employment policies	Review of policies and decisions undertaken on a 6 monthly basis to ensure each evidence an anti-racist statement	Publication of the associated equality and human rights impact assessments on the Partnership's website	Integrated Workforce Plan Implementation Board in conjunction with the SBH&SCP Equality Lead and the SPG's E&HR Subgroup
5.5 FREDIE Principles embedded into Integrated Workforce Plan's associated action plan	The benefits of achieving accreditation with the National Centre for Diversity to be explored with the newly formed IJB Equality Network and the Equality and Human Rights Commission.		Integrated Workforce Plan Implementation Board in conjunction with the SBH&SCP Equality Lead and the SPG's E&HR Subgroup

Outcome 6 Openness, honesty and responsibility: All staff fully understand their legal duties and other responsibilities in keeping people in the Scottish Borders safe and free from harm

<i>Output - What will success look like</i>	<i>What will be done to achieve success</i>	<i>How will success be measured</i>	<i>Lead Service</i>
6.1 Equalities and Human Rights Training delivered to HSCP staff	Standardised training programme developed and rolled out to staff	Number of participants in the training	Equalities Lead
<p>6.2 Interventions are early and effective, preventing domestic abuse, and maximising the safety and wellbeing of adults, children, and young people affected by domestic abuse.</p> <p>Awareness of violence/ abuse / public protection and related harms are better understood by staff working in Partnership services</p>	Working jointly with the Violence Against Women Partnership (VAWP) to develop, promote and market awareness raising campaigns to highlight what constitutes harmful behaviour.	Number of campaigns delivered and location of marketing events	Equality and Human Rights Subgroup in partnership with the Violence Against Women Partnership and the Integrated Workforce Plan Implementation Board
		Number of referrals made by staff delivering SBHSCP Services	
		Number of enquiries from people using health and social care services	
	Staff use of and understanding of Respect Helpline	Survey of staff delivering Partnership services	
	Working jointly with the VAWP to implement the Safe and Together model of training to create a domestic abuse informed workforce	Number of staff attending sessions	
		Number of referrals made by staff delivering SBHSCP Services	
	Promotion of child and adult protection training	Number of relevant staff with completed child adult protection training	
Raise awareness and understanding	Number of staff attending sessions		

	<p>of the legislation of forced marriage The Anti-social Behaviour, Crime and Policing Act 2014</p>	<p>including e-learning module</p>	
	<p>Promotion and marketing of the Forced Marriage Unit's guidance and training materials including:</p> <p>multi-agency practice guidelines: handling cases of forced marriage</p> <p>multi-agency statutory guidance for dealing with forced marriage</p> <p>multi-agency practice guidelines for Forced Marriage and learning disabilities</p>	<p>Number of referrals made by staff delivering SBHSCP Services</p>	
	<p>Promotion of the Forced Marriage Unit's free e-learning tool: https://www.virtual-college.co.uk/resources/free-courses/awareness-of-forced-marriage</p>	<p>Scotland's Domestic Abuse and Forced Marriage Helpline will be promoted and visible in GP surgeries and buildings Partnership staff work out of</p>	
	<p>Raising awareness of Scottish Government's Forced Marriage Guidance Forced marriage awareness raising materials - gov.scot (www.gov.scot)</p>	<p>Imams statement against Forced Marriage (in different languages) promoted and visible in GP surgeries and buildings Partnership staff work out of</p>	

<p>6.3 Improved services for those affected by hate crime and hate incidents in the Scottish Borders. Improved preventative work and a shared understanding of the causes enabling a reduction in hate crime and hate incidents – this will staff who experience unacceptable behaviours</p>	<p>Analysis of staff delivering SBHSCP services understanding of hate crime and hate incidents</p>	<p>Findings and recommendations reported to Equality and Human Rights Subgroup</p>	<p>Equality and Human Rights Subgroup in partnership with: The Integrated Workforce Plan Implementation Board, Scottish Borders Council and Police Scotland</p>
	<p>Awareness raising activities to address the recommendations of the report presented to the Equality and Human Rights Subgroup</p>	<p>Number of incidents reported, and referrals made to appropriate services</p>	
	<p>Participation in Hate Crime Awareness Week annually commencing October 2023</p>	<p>Details of and participation in events organised across SBHSCP services</p>	
	<p>Working with community members and representatives to co-design local initiatives to raise awareness of hate crime and prejudice.</p>	<p>Number of hate incidents reported by staff working in partnership services and the number of people accessing appropriate support.</p>	
	<p>Working with SBHSCP Services and those commissioned to delivery services to review and or establish a Transgender Policy</p>	<p>All organisations evidence a Transgender Policy in relation to service provision</p>	
<p>6.4 Improved services and support for those at risk of and those that are affected by Female Genital Mutilation (FGM).</p>	<p>Circulation of FGM Community Information Leaflet Female Genital Mutilation (FGM) community information leaflet - gov.scot (www.gov.scot)</p>	<p>Details of awareness raising activities</p>	<p>Equality and Human Rights Subgroup in partnership with the Primary and Community Services team</p>
	<p>Female Genital Mutilation (FGM) awareness-raising postcard: 2015 - gov.scot (www.gov.scot)</p>	<p>FGM Awareness Postcard visible in all GP surgeries and buildings that Partnership staff work out of</p>	

<p>6.5 Improved understanding of and development of a joined up approach to support those affected by human trafficking and exploitation.</p>	<p>Review current activity against the Scottish Government's Trafficking and Exploitation Strategy for Scotland 2017 and subsequent update reports before developing and implementing staff awareness sessions and support services for Potential Victims of Trafficking</p>	<p>Number of staff attending awareness raising sessions</p>	
		<p>Number of Human Trafficking and Exploitation (Scotland) Act 2015 Section 38 Referrals made by staff delivering SBHSCP Services</p>	
		<p>Number of Adult Support and Protection cases in which Potential Victims of Trafficking have been identified</p>	
<p>6.6 Improved understanding of the causes of honour based violence and the support services necessary to keep people safe</p>	<p>In partnership with the relevant organisations develop and implement a programme of staff and key partners awareness raising programmes</p> <p><i>What Works to Prevent Violence Against Women: A Summary of the Evidence</i></p>	<p>Number of sessions run number of people in attendance and details of which services/organisations</p>	<p>Equality and Human Rights Subgroup in partnership</p>
		<p>Staff delivering SBHSCP Services can evidence a better understanding of the dynamics of 'honour', in particular how it exerts psychological and physical control over the victim, how the wider family and community may be implicated in the abuse, the multiple barriers to reporting, and the high level of risk facing victims who decide to ask for assistance.</p>	