

Scottish Borders Health and Social Care Partnership Equality Outcomes 5 & 6

Outcome 5 - A workforce that is reflective and representative of the communities we care for	
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations	
Strategic Framework Objective	Rising to the workforce challenge
Ways of working	<p>People at the heart of everything we do</p> <p>Dignity and Respect</p> <p>Openness, honesty and responsibility</p>

What will success look like
5.1 Workforce data reflects SBHSCP service user data
5.2 Flexible and targeted recruitment drives to address current gaps identified in 5.1 above and the needs of current and future service users
5.3 Staff have a shared understanding of cultural diversity and difference

Outcome 6 - All staff feel valued, respected and have their needs met appropriately
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations

Appendix 2

Strategic Framework Objective	Reducing poverty and inequality
Ways of working	People at the heart of everything we do Dignity and Respect Care and Compassion

What will success look like
6.1 Managers have a shared understanding of their responsibilities in relation to reasonable workplace adjustments
6.2 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
6.3 Compliance with A Fair Work Action Plan: Becoming a Fair Work Nation by 2025
6.4 Embedding the requirements of the Scottish Government's Fairer Scotland for All: An Anti-Racist Employment Strategy into and across all employment policies
6.5 FREDIE Principles embedded into Integrated Workforce Plan's associated action plan