



Midlothian
Health & Social Care
Partnership

Equalities Outcomes and Mainstreaming Report

2021 – 2023

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Midlothian Integrated Joint Board is responsible for planning and commissioning of services that help people live well and get support when they need it. This includes community health and social care services for adults in Midlothian and some hospital-based services.

What is Equality?

Equality is when everyone can make the most of their lives and no one has poorer opportunities because of things such as the way they were born, what they believe, or whether they have a disability.

Equality is important as more equal societies work better for everyone. It is supported in law by the Equality Act 2010. Discrimination is when a person or group of people is treated differently, unfairly, or excluded. It is against the law to be discriminated against because of

- Age
 - Sex
 - Sexual orientation
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Disability
 - Marriage and civil partnership
- (These are called the 9 Protected Characteristics)

What are Equality Outcomes?

There are 3 key things that public sector bodies such as the Midlothian Integrated Joint Board need to do. They are called the General Equality Duty:



- 1) Stop discrimination, harassment and victimisation and other behaviour that is forbidden by the Equality Act 2010.
- 2) Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- 3) Foster good relations between people who share a protected characteristic and those who do not.

Equality Outcomes describe the Integrated Joint Board's intention to make the lives of people in Midlothian who experience discrimination better and meet the General Equality Duty.

What is Mainstreaming Equality?



Created by Hadi
from Noun Project

Mainstreaming Equality means paying attention to equality, and meeting the General Equality Duty, in all day-to-day work of the Health and Social Care Partnership.

This includes the way decisions are made; the way people who work for and on behalf of the Partnership behave; how decisions are made when allocating funding, how service activity is measured, and how services are designed.

Mainstreaming work underway

Staff training, awareness and understanding

Training continues to be important to mainstreaming equality, diversity and human rights in the Health and Social Care Partnership. Employees of both NHS Lothian and Midlothian Council are able to take part in their respective organisation's equality and diversity awareness training.

All Midlothian Health and Social Care Partnership staff were invited to attend a Human Rights and Commissioning workshop delivered by the British Institute for Human Rights in November 2020. This training supported staff to include Human Rights in the commissioning, planning and delivery of public services.

Integrated Impact Assessments

An Integrated Impact Assessment (IIA) is a process which helps staff consider how a change to an existing service or a new proposal might impact on groups of people with different protected characteristics. Integrated Impact Assessment (IIA) training sessions have been organised by Midlothian Council, supporting staff to complete and facilitate IIAs. Completed Integrated Impact Assessments are published on the Midlothian Council or NHS Lothian websites.

Integration Joint Board

The Public Bodies (Joint Working) (Act) 2014 outlines who the members of the Integration Joint Board should be, and which members should have a vote. Membership includes citizens with lived experience of using health and care services and/or experience of caring for those who use health and care services, alongside local councillors, NHS Board members, staff from the Health and Social Care Partnership and a representative from voluntary organisations. A new expenses policy has been developed to support citizens in their roles on the board and ensure these roles are accessible.

Equalities are considered in business planning, Board meetings, other decision-making, and through other policy development and review mechanisms.

Gender Composition of Midlothian Integrated Joint Board

On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force. A new requirement exists for listed public bodies to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards.

At present the Midlothian Integration Board consists of 4 male voting members and 4 female voting members.

Leadership and Vision

Within its Strategic Plan, the IJB sets out its core value of equality “You should not be disadvantaged due to your ability, ethnicity or caring responsibilities. We will do everything we can to reduce health inequalities and respect your dignity and human rights in the planning of health and social care”. Public Protection is also listed “You should feel safe at home and in your community”

Communication

Health and Social Care Partnership Website

A new Health and Social Care Partnership website is in development. This website uses a web accessibility toolbar that makes the website more inclusive for all. The toolbar adds text-to-speech, reading and translation support to the website. The current Strategic Plan is now available on the website to ensure this is accessible to all citizens.

Engagement Strategy (draft – awaiting IIA)

A new Engagement Strategy has been drafted to support meaningful and sustained engagement with local communities and service users. The strategy commits the IJB and the Partnership to ongoing engagement with people and partner organisations through representatives from the third sector, carers and people with lived experience on all formal planning groups including the IJB, the Strategic Planning Group and service area planning groups. The strategy also provides a helpful framework for planning groups, including those leading change programmes.

Data and Evidence

The Joint Strategic Needs Assessment was produced in 2019 and is updated quarterly to support the IJB and Health and Social Care Partnership to better understand the current and future health and social care needs of the citizens of Midlothian. This includes research on specific groups with protected characteristics, including older people, people with disabilities, people with mental health problems, people with complex needs and people with palliative care needs.

Partnership

The Health and Social Care Partnership contributes to the work of the Midlothian Community Planning Partnership (CPP). The CPP’s Single Midlothian Plan is focused on outcomes and actions that will address equality, diversity and poverty in Midlothian.

Mainstreaming work planned

Integration Joint Board

A diversity succession plan for the IJB will be developed during the period of this report 2021-2023, increasing representation of the board is a focus of one of the proposed Equality Outcomes

The IJB induction and training programme is currently being reviewed. It is proposed that equalities training will be offered.

Staff training, awareness and understanding

Staff across the Health and Social Care Partnership will have opportunities to improve their understanding, knowledge and skills around equality and diversity as well as an understanding of the public sector equality duty and its relevance to their roles. Building expertise across the Partnership will help embed equality and rights in service Design, delivery and review.

Membership of The Midlothian Council Equalities Forum will be extended to Midlothian Health and Social Care Partnership employees. This Forum is made up of employees representing all nine protected characteristics, and others who support the aims of the forum. The forum will be supported by the Equalities Engagement Officer and Corporate Equality, Diversity & Human Rights Officer. It works to embed equality and fairness of opportunity across the council and Health and Social Care Partnership, and to contribute to employee and community equality initiatives. Where required equality and diversity training will be provided to Forum members.

Integrated Impact Assessments

An Integrated Impact Assessment will be continue to be carried out on new policies and proposed service changes.

Integrated Impact Assessment (IIA) training will continue to be offered to Midlothian Health and Social Care Partnership staff and volunteers. This training is delivered by Midlothian Council.

Health and Social Care Partnership Website

The Health and Social Care website will be developed to ensure a wide range of information on the Health and Social Care Partnership is accessible to those with digital access.

Engagement

Staff across the Health and Social Care Partnership will be supported to implement the Engagement Strategy once approved by the IJB.

Data and Evidence

The Joint Strategic Needs Assessment will be make efforts to improve equality data that will aid understanding of current and emerging needs, including those related to asylum seekers and refugees.

Equalities Outcomes

The IJB must set Equalities Outcomes every 4 years. To assist the IJB there were community consultation events, both Lothian-wide and specific to Midlothian. A range of local and national evidence and data was also collated, to aid understanding of the most significant equality issues in relation to the IJB and the remit of the Health and Social Care Partnership.

An Equality Outcome must further one or more of the following duties: eliminate discrimination, advance equality of opportunity, or foster good relations. An Equality Outcome must be specific and measurable.

Draft Equalities Outcomes:

Outcome 1: Older people and people with disabilities in Midlothian will have more equal access to health and social care services and information (via improved digital inclusion, communication, and an inclusive physical environment)

Duty: Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.

Outcome 2: Adults identifying as LGBT, men, and people with disabilities will have better awareness of and access to, community mental health support, information and treatment.

Duty: Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.

Outcome 3: BAME People, women, adults identifying as LGBT and people with disabilities in Midlothian will experience safer, welcoming and more inclusive communities.

Duty: Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

Duty: Foster good relations between people who share a relevant protected characteristic and those who do not.

Outcome 4: Older people will be better able to enjoy human rights and fundamental freedoms when residing in care or treatment facilities, or receiving care in their own home, including full respect for their dignity, beliefs, needs and privacy, and the right to make decisions about their care and the quality of their lives.

Duty: Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.

Outcome 5: The Midlothian Integration Joint Board will support the participation of, and more accurately reflect, the community it serves.

Duty: Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.

Duty: Foster good relations between people who share a relevant protected characteristic and those who do not.

Outcomes 1 and 3 are shared with Midlothian council and will be delivered in partnership.