

Thursday, 13th April 2023, 14:00 – 16:00

Midlothian IJB Mainstreaming Equalities Report and Action Plan

Item number: 5.7

Executive summary

Midlothian IJB must report on the progress towards its Mainstreaming Equality Report 2021-25 to be compliant with the requirements of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The IJB must therefore provide key updates on progress against the 2021-23 Action Plan and proposes a new set of actions for 2023-25.

The Strategic Planning Group (SPG) scrutinised the draft report and proposed action plan on 26th January 2023 and 23rd February and subsequently recommended the Board grant delegated authority to the officers of the Health and Social Care Partnership to publish the key updates on progress against the 2021-23 Action Plan and a new set of actions for 2023-25 before the 30th April.

Board members are asked to:

- Note the progress to date in relation to Midlothian IJBs Equalities Outcomes and Mainstreaming Report 2021-25
 - Note the progress made in relation to the 2021-23 Action Plan
 - Note the proposed Action Plan for 2023-2025
 - Approve this report and action plan for publication
-

Midlothian Integration Joint Board

Midlothian IJB Mainstreaming Equalities Report and Action Plan

1 Purpose

- 1.1 This report presents the required progress report on Midlothian IJBs progress towards the 2021-23 Action Plan within its Mainstreaming Equality Report 2021-25, and a new set of actions for 2023-25. The IJB must publish this information to remain compliant with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

2 Recommendations

- 2.1 As result of this report Members are asked to:
- Note the progress to date in relation to Midlothian IJBs Equalities Outcomes and Mainstreaming Report 2021-25
 - Note the progress made in relation to the 2021-23 Action Plan
 - Note the proposed Action Plan for 2023-2025
 - Approve this report and action plan for publication

3 Background and main report

- 3.1 The IJB must report on the progress towards mainstreaming equality in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. These duties support the equitable provision of service offers and support across our communities, minimise disadvantage where possible, meet different needs, and encourage participation.
- 3.2 The proposed Equality Outcomes and Mainstreaming Report: Action Update Report (appendix 1) fulfils the statutory requirement for an interim progress report on equality mainstreaming actions and provides an update on each action from the 2021-23 action plan. The report also contains proposed actions for 2023-25 for review and feedback prior to further review and Board approval. The actions proposed for 2023-25 are as follows:
- Provide 'Equality and Diversity' training for Board members
 - Agree and implement a process for Midlothian IJB to identify, complete, publish, monitor, and review Integrated Impact Assessments (IIAs)
 - Complete Integrated Impact Assessments (IIAs) for to all new and revised strategies, policies and plans, provisions, practices, and activities which fall under the Midlothian IJB remit
 - Assess the impact of Midlothian HSCP services through the HSCP governance and assurance

- Review the information Midlothian IJB publishes and ensure it meets Scottish Government accessibility standards
- Ensure the Midlothian IJB and Midlothian HSCP webpages hosted on the Midlothian Council website are distinct and hold the relevant information

4 Policy Implications

- 4.1 The Equality and Human Rights Commission (EHRC) has requested that all Integration Authorities agree and implement a system for the identification, completion, publication, monitoring, and review of equality impact assessments (EIAs) by the end of March 2023. This process must be applied to all new and revised **strategies, policies and plans, provisions, practices, and activities** which fall under the Midlothian IJB remit.
- 4.2 The proposed process was reviewed by the Strategic Planning Group (SPG) on 23rd February. Officers have continued to work alongside specialist colleagues with both NHS Lothian and Midlothian council to adopt suggested improvements. The proposed process will return to the Strategic Planning Group (SPG) for review on 27th April with a view to seek approval from the June Board.

5 Directions

- 5.1 This report does not relate to any specific directions.

6 Equalities Implications

- 6.1 This report is specifically about work that improves Midlothian IJBs ability to support the equitable provision of service offers and support across our communities, minimise disadvantage where possible, meet different needs, and encourage participation.
- 6.2 Mainstreaming Equality Report and Equality Outcomes 2021-25, the progress report on the 2021-23 Action Plan, and a new set of actions for 2023-25 meets legal accessibility requirements and outlines proposed actions to further equality mainstreaming.

7 Resource Implications

- 7.1 The resource implications arising from this report are limited to the time required for the Board and officers of the HSCP to undertake specific actions relating to compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and will be an ongoing requirement.
- 7.2 On 9th February 2023, Midlothian Integration joint Board (IJB) agreed to support fund a 23 month 0.6wte Equalities Lead post to support the implementation, review and ongoing impact evaluation of work related to these statutory requirements.

8 Risk

- 8.1 Publishing the progress report on Midlothian IJBs Equality Outcomes and Mainstreaming Report, the 2021-23 Action Plan, and a new set of actions for 2023-25 mitigates the risk of non-compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

9 Involving people

- 9.1 The Strategic Planning Group (SPG) scrutinised the draft report and proposed action plan on 26th January, and 23rd February 2023 and recommended to progress for Board review.
- 9.2 Mainstreaming Equalities highlights the importance of ongoing engagement with people, communities and the health and social care workforce to effectively progress equality mainstreaming.

10 Background Papers

None

AUTHOR'S NAME & DESIGNATION	Gill Main, Integration Manager
CONTACT INFO	gill.main3@nhslothian.scot.nhs.uk
DATE	26/03/2023

Appendices:

Appendix 1: Midlothian IJB Draft Mainstreaming Equalities Report and Action Plan