

Midlothian Integration Joint Board



14th April 2022 2.00pm

Midlothian Integration Joint Board Strategic Plan 2022-2025

Item number: 5.4

Executive summary

In order to meet the legal requirements of the Public Bodies (Joint Working) (Scotland) Act 2014, Midlothian Integration Joint Board is required to publish a new Strategic Plan in 2022.

This report presents the Strategic Plan 2022-2025 for publication.

Board members are asked to:

- **Approve the Strategic Plan 2022-2025**

Midlothian IJB Strategic Plan 2022-2025

1 Purpose

- 1.1 To present the Midlothian IJB Strategic Plan 2022-2025

2 Recommendations

- 2.1 As a result of this report Members being asked to:

Approve the Midlothian IJB Strategic Plan 2022-2025 for publication

3 Background and main report

- 3.1 In order to meet the legal requirements of the [Public Bodies \(Joint Working\) \(Scotland\) Act 2014](#), the Midlothian Integration Joint Board is required to develop, consult on, and publish a new Strategic Plan in 2022.
- 3.2 The **Midlothian Strategic Plan 2022-2025 (appendix 1)** sets out:
- the functions that have been delegated by the Local Authority and by the NHS Board and the arrangements for the carrying out of the integration functions over 2022-2025
 - what we are trying to achieve including the 9 national health and wellbeing outcomes and the vision, values and strategic aims of the IJB
 - why change is necessary, the current challenges and the need to do things differently
 - how we will plan our services, including the role of health inequalities, equalities, engagement and advocacy in ensuring the aims of the plan are achieved for all
 - our commitment to developing a human-rights based approach
 - how we will use our budget to achieve the vision, aims and outcomes of the plan
- 3.3 The online public consultation on the draft strategic plan ended on Monday 14th March 2022. Following a verbal update and discussion at the special IJB on 17th March final changes have been made to the plan. These include highlighting the

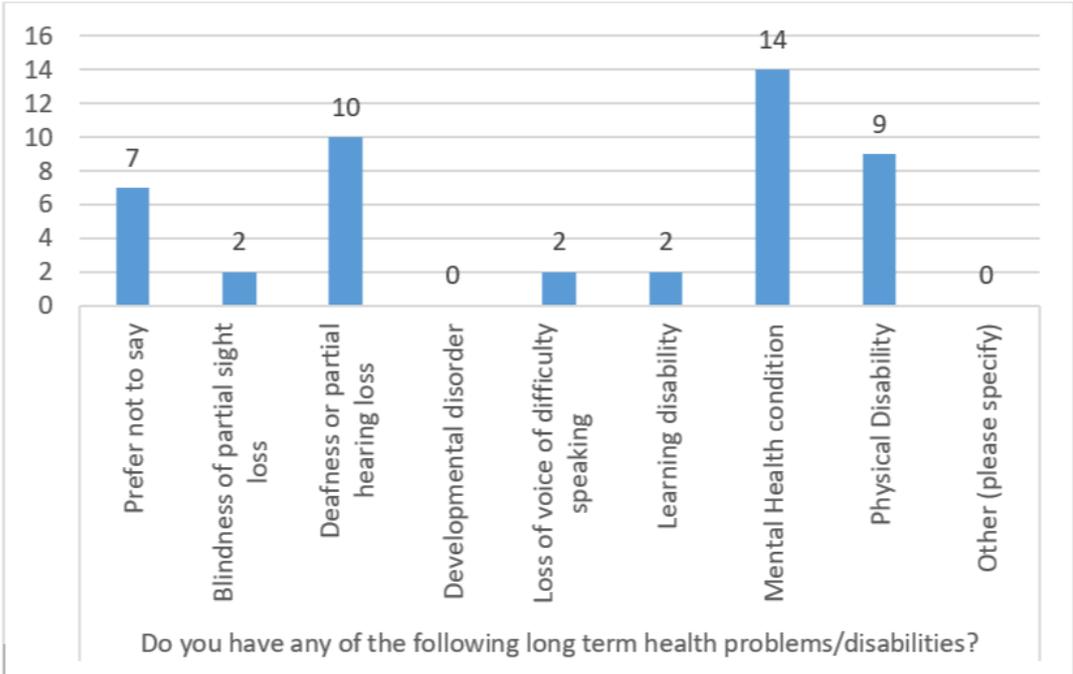
role of advocacy in supporting the IJB to achieve the aims of the strategic plan, an update in relation to the Acute section of the plan and combining the Public Protection and Community Justice pages. The workforce and finance pages have also been finalised with recognition that updates will be made as further information is available, and links to the new workforce plan 2022-2025, and the finance plan will be published on the website once available. The strategic plans for each area will be made available online on the HSCP website under [“What we do”](#)

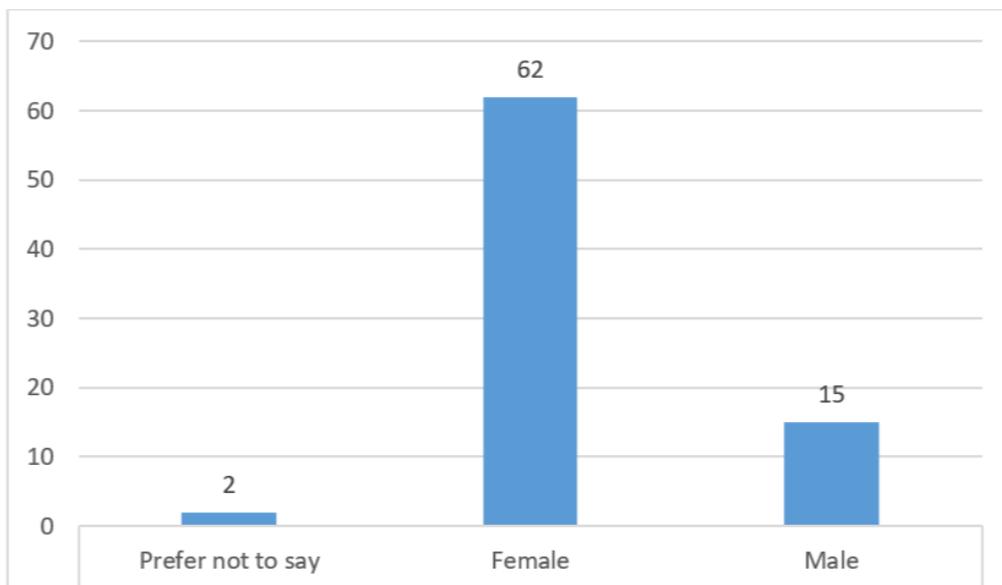
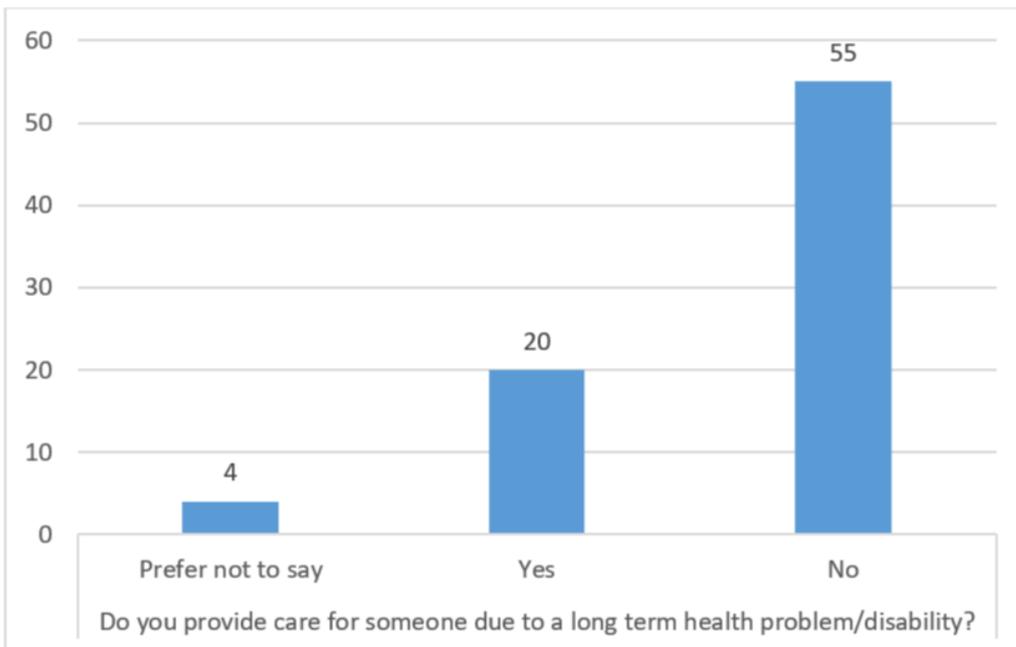
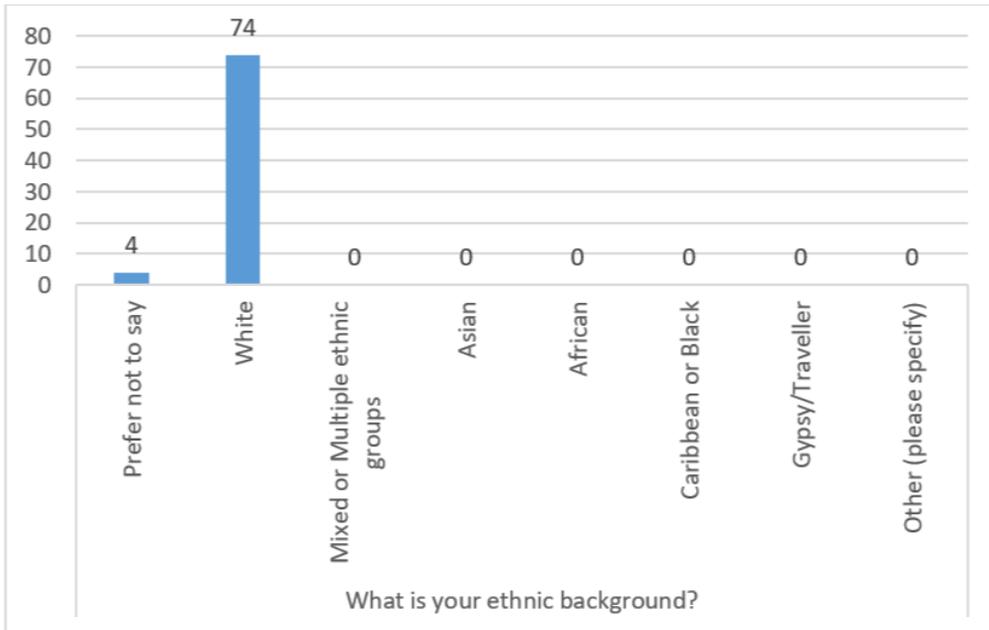
Once the plan is approved for publication, we will arrange for social media posts to thank everyone who took the time to comment on and promote the consultation, and to let people know where they can read the final plan and report of the consultation.

3.4 Equalities

To develop the plan, planning leads were worked with key partners and front-line staff to carry out a range of consultations and engagement including through online surveys, focus groups, 1:1 interviews and events sessions. Together they spoke to over 2,500 people. This included speaking to people and frontline staff from a wide range of third sector organisations, representing a range of people with protected characteristics, including Forward Mid, MOPA, Enable, Red Cross, VOCAL, Deaf Action, Sight Scotland, MVA, Community Payback service users, Health in Mind, Midlothian People’s Equality Group, Grassy Rigs, Advocacy organisations and people who use Number 11. This also included taking into account other consultations such as the Midlothian Citizen’s Panel 2021. We are not able to present equalities monitoring information on all engagement and consultation which supported the development of the plan, however this has been identified as an area for future development through the Integrated Impact Assessment on the plan.

We were able to collect equalities data on a much smaller group of people who completed the public consultation on the draft of the plan, and also chose to share their equalities monitoring information. This is detailed in the graphs below:





The data shows that we received feedback on the draft plan from a number of people with lived experience of disabilities, and carers, however we were less successful in receiving feedback via this mechanism from people from ethnic minorities* and from men. *The 2011 census provides the most recent data on the ethnic make-up of the population. 1.8% of the population belonged to a Minority Ethnic Community.

3.5 Integrated Impact Assessment

A wide range of stakeholders attended 2 workshops in February 2022 to carry out an Integrated Impact Assessment on the plan to meet legal duties to consider equality, human rights, sustainability and the environment in planning decisions. The Integrated Impact Assessment allowed the HSCP to identify and agree actions to address impacts on wider causes of poor outcomes, such as inadequate housing, low income, low literacy, transport, poverty, stigma and social inequality. The proposal is considered strategic under the [Fairer Scotland Duty](#) and the impact of the plan on inequalities of outcome caused by socio-economic disadvantage was considered.

A range of positive impacts of the plan on different groups were identified along with key areas to address. Specific actions will be undertaken to:

- Improve collection of equalities data throughout every service
- Improve representation of people with lived experience within planning processes
- Improve inclusive communication around the services we provide
- Explore the impact of being Digital First - including access to devices, connectivity, safe spaces, ability to use it, lack of/enhancing relationships.

The Integrated Impact Assessment is presented at Appendix 2 and will be published online on the HSCP website.

4 Policy Implications

- 4.1 The new Strategic Commissioning Plan 2022-25 will influence all future service delivery, redesign and commissioning.

5 Directions

- 5.1 Directions issued to NHS Lothian and Midlothian Council in 2022-203 will align with the Strategic Plan 2022-25.

6 Equalities Implications

- 6.1 An Integrated Impact Assessment (IIA) was undertaken on the draft Strategic Plan on 8th February 2022 to consider how best to ensure that there are no unintended adverse implications for equality groups arising as a result of the plan and its proposed implementation.

7 Resource Implications

- 7.1 Financial resource will be discussed at the IJB on 14th April 2022 and subsequently aligned to the Plan. Budgetary pressures may impact on aspirations for the Strategic Plan.

8 Risk

- 8.1 Challenges regarding an available workforce may impact on aspirations for the Strategic Plan. The workforce plan will aim to address some of the challenges identified.
- 8.2 Budgetary pressures may impact on aspirations for the Strategic Plan.

9 Involving people

- 9.1 A wide range of stakeholders have been involved in the development of the plan. This involvement is detailed in the [Strategic Plan Consultation report](#) which is published on the HSCP Website.

10 Background Papers

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DATE	29.03.2022

Appendix 1 - Midlothian IJB Strategic Plan 2022-2025
Appendix 2 - Strategic Plan Integrated Impact Assessment