

Midlothian Integration Joint Board



Thursday 8 April 2021, 2.00pm

Equalities Outcomes and Mainstreaming Report 2021-2023

Item number: 5.4

Executive summary

- 1.1 In order to meet the obligations placed on public bodies by the Equality Act 2010 and associated regulations the Integration Joint Board must
 - i. publish a set of equality outcomes which it considers will enable the authority to better perform the Public Sector Equality Duty
 - ii. publish a report on progress in mainstreaming the Equality Duty
 - iii. publish in a manner that is accessible
- 1.2 Updates on the development of the new Equalities Outcomes were provided at the November IJB meeting, and at the IJB meeting in February 2021. This report updates the group on the final proposed Equalities Outcomes and provides a report on progress on, and future actions to support mainstreaming the Equality Duty.

Board members are asked to:

Approve the Equalities Outcomes for 2021-2025 and approve the Mainstreaming report

Equalities Outcomes and Mainstreaming Report 2021-2023

1 Purpose

- 1.1 This report updates the group on the development of the new equalities outcomes and provides a Mainstreaming and Equalities Outcomes report.

2 Recommendations

- 2.1 As a result of this report what are Members being asked to: -
- Approve the Equalities Outcomes for 2021-2025 and approve the Mainstreaming report**

3 Background and main report

- 3.1 The Public Sector Equality Duty requires public bodies in the exercise of their functions to have due regard to the need to:
- i. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
 - ii. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - iii. Foster good relations between people who share a protected characteristic and those who do not

- 3.2 Alongside consultation (detailed in Section 9) available data and other evidence was collated to inform the development and identification of the new equalities outcomes for Midlothian HSCP for 2021-2025. The evidence which was used to support the choice of equality outcomes for Midlothian HSCP is provided in Appendix 2

3.3 The proposed Equalities Outcomes are

Outcome 1: Older people, people with disabilities and people from minority ethnic groups in Midlothian will have more equitable access to health and social care services and information.

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

Outcome 3: People in Midlothian, in particular people with disabilities, women people from ethnic minorities and adults identifying as LGBT and, will experience safer and more inclusive communities.

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 the right to make decisions about their care and the quality of their lives.

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

The full Equalities Outcomes and Mainstreaming Report is provided in Appendix 1. A rolling action plan has been developed to identify the actions, measures, and leads across the partnership to support the delivery of the Equality Outcomes over the next 4 years. This is available on request.

The IJB is expected to publish the Equality Outcomes by the 30th April. A report on progress made is required every 2 years, along with a progress report on Mainstreaming the equality duty.

4 Policy Implications

- 4.1 Section 149 of the Equality Act 2010 (the Public Sector Equality Duty), and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 as amended, outline the legal duties of the integration authority including preparation and publication of Equalities Outcomes.
- 4.2 The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 outlines the requirement for listed public bodies to publish the gender composition of their Boards, and to produce succession plans

5 Directions

- 5.1 Once Equality Outcomes are approved, they will be incorporated into the relevant Directions and/or a specific Direction prepared.

6 Equalities Implications

- 6.1 The purpose of Equality Mainstreaming is to make the Equality Duty integral to the functions of the IJB. Equality Outcomes will assist the IJB to meet the General Equality Duty and provide a focus to efforts to increase equality across Midlothian.

7 Resource Implications

- 7.1 There are no specific financial implications arising from this report. It is anticipated that implementation of the action plan will not incur resource in addition to existing service budgets however proposals that have a significant resource requirement will be considered through the Partnership's Finance and Performance governance group processes.

8 Risk

- 8.1 Failure to publish an Equalities Mainstreaming Report and Equalities Outcomes will result in the Integration Joint Board not meeting its obligations under the Equality Act 2010.
- 8.2 Failure to take account of the impact of the strategic plan, or significant changes to services, on people with protected characteristics may lead to the Integration Joint Board unwittingly acting unlawfully.

9 Involving people

- 9.1 A Lothian-wide public consultation exercise was undertaken to support the drafting of the equalities outcomes. Staff engagement was undertaken and public information sessions were held online.

10 Background Papers

- 10.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
<https://www.legislation.gov.uk/ssi/2012/162/contents/made>
- 10.2 Equality and Human Rights Commission. Equality Outcomes and the Public Sector Equality Duty: A Guide for Public Authorities, Scotland
<https://www.equalityhumanrights.com/en/publication-download/equality-outcomes-and-public-sector-equality-duty-guide-public-authorities>

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Appendices:

Equalities Outcomes and Mainstreaming Report provided in Appendix 1.
Evidence to support Equality Outcomes is provided in Appendix 2