

Equality Mainstreaming and Outcomes Report 2024 - 2028

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Introduction

The Edinburgh Integration Joint Board (EIJB) is responsible for the planning and oversight of health and social care services across Edinburgh. These services are delegated to the EIJB from our partners, the City of Edinburgh Council and NHS Lothian. They are largely delivered by the Edinburgh Health and Social Care Partnership (the Partnership).

The Equality Act 2010 states that the EIJB must:

- write a report which explains what it will do as part of its day to day working to make sure people are treated fairly and
- publish equality outcomes every 4 years.

The Equality Act and Fairer Scotland Duty

[The Equality Act 2010](#) is a law which aims to make sure all people are treated fairly. It says that authorities, including the EIJB, must take actions to prevent people with protected characteristics from being treated unfairly. There are nine protected characteristics:

- age
- disability
- sex
- gender reassignment
- pregnancy and maternity
- sexual orientation
- marriage and civil partnership
- religion and belief or lack of religion/belief
- race.

The Equality Act determines that the EIJB must advance equality of opportunity for people with protected characteristics. Some people with protected characteristics may require extra support to access a service and to achieve the same outcomes as others would do. The EIJB should provide this extra support where reasonable.

The EIJB should also foster good relations between people from different protected characteristic groups. This will help us all understand the needs of different people and increase compassion.

The Fairer Scotland Duty, which is part of the Equality Act, also says that people who are affected by poverty and poor social circumstances should be given the same

considerations when making strategic decisions as those people who have protected characteristics. Often, they too are more likely to suffer from poor health and well-being than those who are better off.

Mainstreaming Equality

Mainstreaming equality means considering equality in the day-to-day working of the EIJB. This is promoted through staff training, impact assessments, the decision-making process, partnership working and various EIJB's strategy documents, as described below.

Partnership Working

Edinburgh is a diverse city with many different individuals and communities which have varying levels and types of needs. In many cases, reducing inequality can be better achieved by a range of partners working together. The Edinburgh Partnership (EP) recognises this and brings together partners such as the NHS, the City of Edinburgh Council, the EIJB, Fire and Rescue Service, further education establishments, third sector organisations and Police Scotland to work together to achieve improved outcomes for the people of Edinburgh. The EP's Community Plan also known as the Local Outcome Improvement Plan (LOIP) concentrates on key priorities including to address poverty and inequality in the city and has the vision that:

'Edinburgh is a thriving, connected, inspired and fair city, where all forms of poverty and inequality are reduced.'

Our Values

The wellbeing of all people living in Edinburgh is at the heart of what the Edinburgh Integration Joint Board (EIJB) does. The EIJB's Strategic Plan sets out its plans, vision and long-term outcomes. The vision for the EIJB remains to work together for a caring, healthier, safer Edinburgh. The EIJB aims to provide a modern, sustainable and trusted health and social care system for Edinburgh, which invests in prevention and in reducing inequalities, to ultimately provide the best possible outcomes for the people of Edinburgh.

The EIJB has a wide range of Strategies and Plans in place which outline the ways in which we plan to work and deliver services. (see diagram below) The strategies take a human-rights, person-centred approach. Being person-centred is about focusing care on the needs of the person rather than the needs of the service and working with people to develop appropriate solutions instead of making decisions for them. Key to this is working with people using health and social care services, as equal partners, in planning, developing, and monitoring care to make sure it meets their individual needs, achieve positive outcomes and reduce inequality.

Relevant Outcomes, Strategies and Plans(Human Rights, Person-Centred Approach)



Getting It Right For Everyone (GIRFE)

The Edinburgh Health and Social Care Partnership has committed to being a pathfinder for GIRFE - Getting it right for everyone. This is to co-design the approach with Scottish Government. GIRFE is a multi-agency approach to health and social care support and services from young adulthood to end of life care. It will form the future practice model for health and social care professionals in the Edinburgh Health and Social Care Partnership and shape the design and delivery of services, ensuring that people's needs are met. GIRFE is about providing a more personalised way to access help and support when it is needed. It will place the person at the centre of all the decision making that affects them, with a joined-up consistent approach regardless of the support needed at any stage of life.

The key principles of GIRFE are:

- Focused on individual care needs
- Based on an understanding of the physical and mental well-being of individuals in their current situation
- Based on early intervention
- Requires joined-up working/information sharing
- Based on a human rights approach

Board Structure and Staff

The Scottish Government outlines who the members of the Edinburgh Integration Joint Board should be. Membership of the EIJB includes residents with experience of using health and care services alongside local councillors, NHS Board members, staff from the Health and Social Care Partnership and a representative from voluntary organisations. The members of the EIJB are listed in Appendix 1.

The board meets every month. It alternates between formal meetings where decisions are made (those are web-cast and open to everyone) and informal development sessions where the board have more in-depth discussions on specific issues and topics.

Deputations can be made to the formal meetings by an office bearer or spokesperson of any organisation or group. All EIJB papers are available on the [Council website](#). The EIJB has 4 sub-groups and these are listed in Appendix 2.

The EIJB has only 2 staff, the Chief Officer and the Chief Finance Officer and so is not required to publish gender pay gap information nor statements on equal pay. The EIJB will continue to work alongside its partners and implement the *EIJB's Workforce Strategy, Working Together*, to ensure the Edinburgh Health and Social Care Partnership benefits from a diverse workforce which reflects the residents of Edinburgh and promotes fairness.

Staff Training, Awareness and Understanding

It is important that staff are aware of physical and cultural barriers which may prevent people from accessing services and that they have the knowledge and skills to be able to provide the additional support needed. Equality and Diversity Training is essential training for all staff working for the Edinburgh Health and Social Care

Partnership and courses are available online. In addition to the essential training, both the City of Edinburgh Council and NHS Lothian have a wide range of additional equality online training courses.

Integrated Impact Assessments

Application of the Integrated Impact Assessment (IIA) process continues across the Partnership and the EIJB. This process helps staff and board members consider the effect which a change to an existing service or a new proposal might have on different groups of people with different protected characteristics. If any potential negative impacts are identified during the IIA process, then staff consider what steps can be taken to try and reduce these negative impacts. The further enhancement of any positive impacts identified is also considered. IIAs are carried out on new proposals and service changes **before** any decisions to implement the change is made and the findings of the IIAs are considered by the EIJB during their decision-making process. Reviews of the IIA process are regularly carried to help ensure continuous improvement and that any changes to legislation are incorporated. Recent updates to guidance include, for example, the requirement to accessibility check IIA reports and the incorporation of Scotland's second national human rights action plan (SNAP2).

Equality Outcomes

As noted above, the EIJB must publish a set of Equality Outcomes. For 2024 – 2028 these are:

Early intervention and prevention – people are able to access information and support earlier to allow them to have more good days, maintain health and wellbeing and prevent crisis.

Improving access to services – people at risk of harm are identified, the right action is taken quickly and waiting times for those who need support is reduced.

Learning Disability Transformation - people with a learning disability are able to lead independent lives and be valued members of their community.

Reduce Inequalities: the health inequality gap is reduced through work with all our partners across statutory, voluntary and independent sectors.

Communications - Communications, availability of information and accessibility is improved, and bureaucracy is reduced.

Digital technology - will be an enabler for choice, flexibility and improved outcomes for people, and improve the experience of staff.

How the Equality Outcomes were developed

A number of EIJB workstreams, strategies and improvement plans were used to inform the development of the new Equality Outcomes. These involved extensive consultation and engagement with the people of Edinburgh and consideration and analysis of local and national evidence, surveys and research. These included:

The new draft EIJB Strategic Plan: An engagement plan for the new Strategic Plan began on 26 February 2021 and there has been extensive health and social care engagement activity in Edinburgh over several years. Roadshows were held with EHSCP staff, the third and independent sectors and there has been significant engagement through the Edinburgh Pact, Community Mobilisation and Workforce projects. Further engagement sessions were held with community of interest groups including participants from minority ethnic communities, faith groups and people with specific health conditions. A range of academic research and learning from the consultation exercise conducted by NHS Lothian on the Lothian Strategic Development Framework (LSDF) in spring to summer 2022 also provided valuable insight. The draft of the new EIJB Strategic Plan has been deliberated and progressed over a considerable period of time and on a variety of occasions and the next iteration of the Plan will be presented to the Strategic Planning Group in March 2024.

The EIJB Improvement Plans: The Improvement Plans were developed in response to the inspections undertaken by the Care Inspectorate on adult social work and social care in Edinburgh. These reports were published following a review of a wide range of data and evidence, staff surveys, focus groups and discussions with people and carers.

Workstream Strategies were also considered and include the Joint Carers Strategy refresh, the Digital Strategy, Workforce Strategy, Comms and Engagement Strategy and DATA Strategy. See diagram above - Relevant Outcomes, Strategies and Plans (Human Rights, Person-Centred Approach).

The findings of the **Joint Strategic Needs Assessments** also provided extensive knowledge and data and these can be found [here](#).

Consultation by other public bodies in Lothian, including NHS Lothian and CEC, was undertaken to help understand the biggest equality issues which residents were facing. This involved online consultation with residents across Lothian (November – December 2020) and was used to develop the Equality Outcomes for City of Edinburgh Council and NHS Lothian – these are listed in Appendix 3

Review of Current Equality Outcomes

The EIJB's Equality Outcomes and Mainstreaming Progress Report 2019 – 2023, will be presented to the Performance and Development Committee in January 2024 and will provide an overview of progress made in achieving the previous Equality Outcomes. Previous progress reports can be found [here](#).

Appendix 1

Membership of the Edinburgh Integration Joint Board (EIJB)

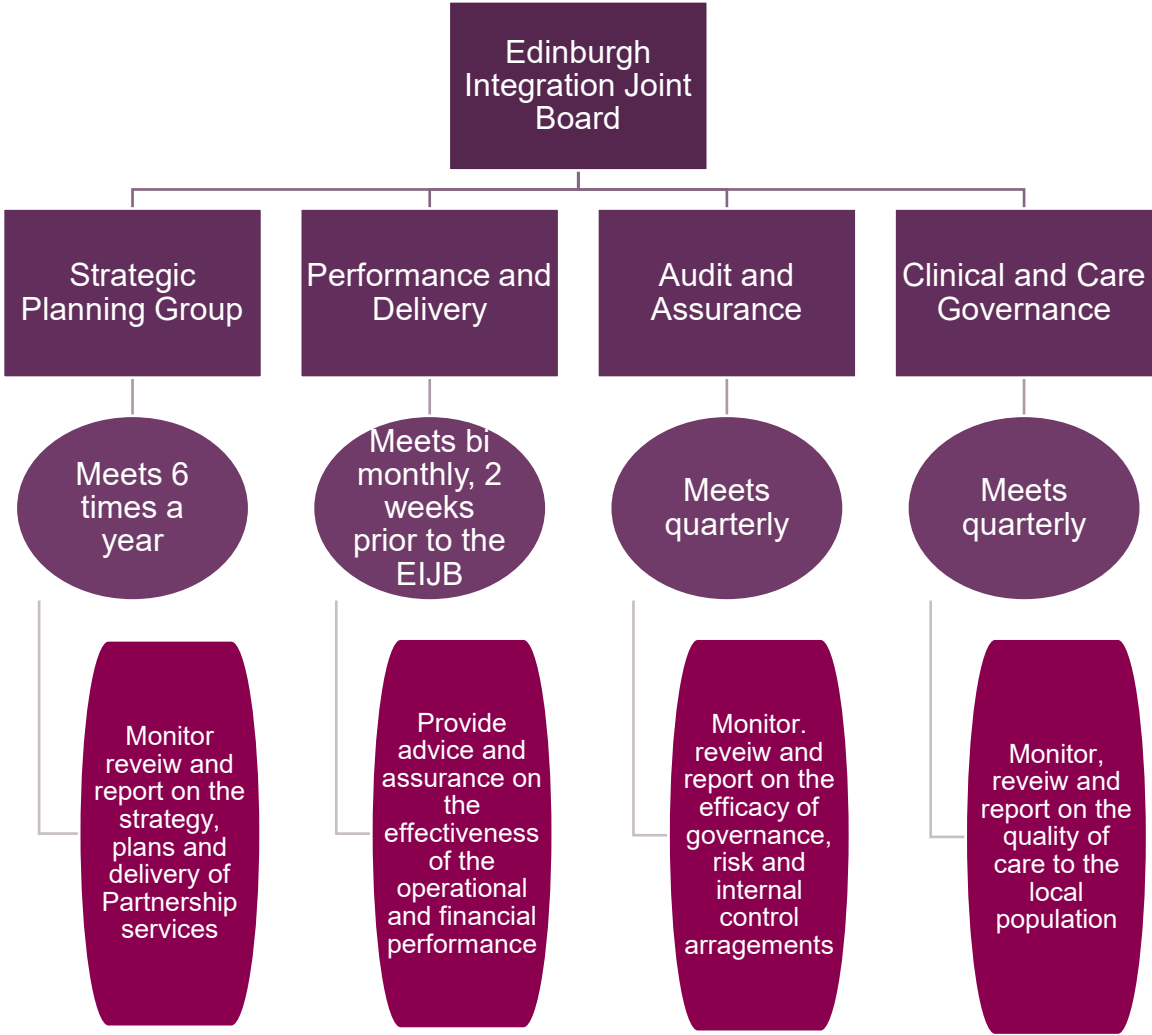
(further information on membership and any updates can be found [here](#))

- Katharina Kasper (Chair)
- [Councillor Tim Pogson](#) (Vice-Chair)
- Allister McKillop
- Bridie Ashrowan
- Christine Farquhar
- [Councillor Claire Miller](#)
- [Councillor Euan Davidson](#)
- [Councillor Max Mitchell](#)
- [Councillor Vicky Nicolson](#)
- Elizabeth Gordon
- Emma Reynish
- George Gordon
- Grant Macrae
- Heather Cameron
- Helen FitzGerald
- Jacqui Macrae
- Kirsten Hey
- Pat Togher (Chief Officer)
- Moira Pringle
- Peter Knight
- Peter Murray
- Robin Balfour
- Ruth Hendery

Lesley Birrell and Andrew Henderson (Secretary)

Appendix 2

Edinburgh Integration Joint Board Governance Structure



Appendix 3

Equality Outcomes: NHS Lothian

- Equality and human rights are a central part of our planning, decision-making, delivery, and reporting processes.
- we are an anti-racist organisation, and our work helps to eliminate racism, remove racialised inequalities and reduce prejudice.
- we anticipate and meet the needs of disabled people who use our services and work for us so they can access services, employment opportunities and have better outcomes.
- we are gender inclusive, we do not discriminate on grounds of sex or gender identity and our work helps to tackle persistent gender inequalities.
- we support people with dementia and people who use our mental health services to know about and claim their rights, and to make decisions about their care and treatment.
- we reap the benefits of equality and human rights education and training.

Equality Outcomes: The City of Edinburgh Council

- People at risk from harm through poverty and deprivation, hate crime or discrimination, violence against women, children and young people, or of becoming involved in crime, are protected and supported.
- Museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area.
- People can access the facilities and support they need within their communities.
- Stakeholders experience easier access to services through increased digital inclusion and alternative access to services.
- Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.
- A more diverse and inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based.
- Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.
- Ensuring all applicants including those with specific needs or who are vulnerable can use and access the application and choice based letting process as required as we move to having more services online.

Appendix 4 – The Scottish Government’s National Outcomes and the National Health and Wellbeing Outcomes

The EIJB Equality Outcomes have also been developed to align with [the Scottish Government’s National Outcomes](#), which describe the kind of Scotland the Government wants to create. This strategy contributes to achieving National Outcomes:

- We grow up loved, safe and respected so that we realise our full potential.
- We live in communities that are inclusive, empowered, resilient and safe.
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- We have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- We are well educated, skilled and able to contribute to society.
- We value, enjoy, protect and enhance our environment.
- We have thriving and innovative businesses, with quality jobs and fair work for everyone.
- We are healthy and active.
- We respect, protect and fulfil human rights and live free from discrimination.
- We are open, connected and make a positive contribution internationally.
- We tackle poverty by sharing opportunities, wealth and power more equally,

In addition, the Equality Outcomes have been developed to align with the 9 [National Health and Wellbeing Outcomes](#) which have been set by the Scottish Government. Each Integration Joint Board (IJB) uses these outcomes to set their local priorities.

- People are able to look after and improve their own health and wellbeing and live in good health for longer.
- People, including those with disabilities or long-term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.
- People who use health and social care services have positive experiences of those services, and have their dignity respected.
- Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.
- Health and social care services contribute to reducing health inequalities.
- People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and well-being.
- People who use health and social care services are safe from harm.
- People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.
- Resources are used effectively and efficiently in the provision of health and social care services.