



<b>Meeting of East Renfrewshire Health and Social Care Partnership</b>	Integration Joint Board	
<b>Held on</b>	12 May 2021	
<b>Agenda Item</b>	10	
<b>Title</b>	HSCP Interim Equalities Outcomes 2021-22	
<b>Summary</b>		
<p>This paper presents the Integration Joint Board with a recently developed set of interim equality outcomes for the HSCP covering the period 2021-22. The equality outcomes are a subset of the priorities set out in the HSCP Interim Strategic Plan and Interim Workforce Plan.</p>		
<b>Presented by</b>	Steven Reid, Policy, Planning and Performance Manager	
<b>Action Required</b>		
<p>The Integration Joint Board is asked to approve the interim HSCP equality outcomes for 2021-22.</p>		
<b>Directions</b>	<b>Implications</b>	
<input checked="" type="checkbox"/> No Directions Required <input type="checkbox"/> Directions to East Renfrewshire Council (ERC) <input type="checkbox"/> Directions to NHS Greater Glasgow and Clyde (NHSGGC) <input type="checkbox"/> Directions to both ERC and NHSGGC	<input type="checkbox"/> Finance <input type="checkbox"/> Policy <input type="checkbox"/> Workforce <input type="checkbox"/> Equalities <input type="checkbox"/> Risk <input type="checkbox"/> Legal <input type="checkbox"/> Infrastructure <input type="checkbox"/> Fairer Scotland Duty	

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**EAST RENFREWSHIRE INTEGRATION JOINT BOARD**

**12 May2021**

**Report by Chief Officer**

**INTERIM EQUALITY OUTCOMES 2021-22**

**PURPOSE OF REPORT**

1. The purpose of this report is to present the Integration Joint Board with a recently developed set of interim equality outcomes for the HSCP covering the period 2021-22. The equality outcomes are a subset of the priorities established in the HSCP Interim Strategic Plan and Interim Workforce Plan.

**RECOMMENDATION**

2. The Integration Joint Board is asked to approve the interim HSCP equality outcomes for 2021-22.

**BACKGROUND**

3. Under the Equality Act 2010, the HSCP is required to meet the Public Sector Equality Duty to:
  - Eliminate unlawful discrimination, harassment and victimisation;
  - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and,
  - Foster good relations between people who share a protected characteristic and those who do not.
4. The relevant protected characteristic groups identified in the Act are:
  - age
  - disability
  - gender reassignment
  - race
  - religion or belief
  - sex (gender)
  - sexual orientation
  - pregnancy and maternity
  - marriage and civil partnership (in employment only)
5. We are required to develop and publish equalities outcomes at least every 4 years that will enable us to better perform the Public Sector Equality Duty. These should:
  - Take reasonable steps to involve people from equality groups;
  - Consider relevant equality evidence.

6. In line with our agreed approach to strategic planning as we recover from the Covid-19 pandemic we have chosen to develop 'interim' equality outcomes for the year 2021-22. This means that the proposed interim equality outcomes are a cross-cutting subset to the priorities set out in our plans for 2021-22 including the Interim HSCP Strategic Plan and Interim Workforce Plan. The content and background evidence for these plans have been considered in the development of the equalities outcomes as well as the findings from the research and engagement activity carried out by East Renfrewshire Council and NHS Greater Glasgow and Clyde. We will review the equalities outcomes as we gather evidence through further engagement work for the next HSCP Strategic Plan.
7. The Equality and Human Rights Commission (EHRC) provide guidance on equality outcome setting, as follows:

<p>Equality outcomes <b>should</b>:</p> <ul style="list-style-type: none"> <li>• Bring practical improvements in the lives of those who experience discrimination and disadvantage</li> <li>• Change things for individuals, communities and society as a consequence of your work</li> <li>• Be bold and ambitious</li> <li>• Narrow or remove the biggest inequalities experienced by particular groups</li> </ul>	<p>Equality outcomes <b>should not</b>:</p> <ul style="list-style-type: none"> <li>• Improve the lives of everyone (not everyone is in a disadvantaged group)</li> <li>• Duplicate other specific duty requirements</li> <li>• Duplicate existing equality obligations</li> </ul>
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8. The equalities outcomes should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and should clearly meet the requirements of the Public Sector Equality Duty, i.e. eliminate discrimination, advance equality of opportunity, or foster good relations.

## REPORT

9. The HSCP has been participating in the East Renfrewshire Equality Officer Working Group which has been undertaking engagement and research to develop equality outcomes for the wider East Renfrewshire family.
10. In December 2020 the HSCP representative attended an event hosted by the Equality and Human Rights Commission (EHRC) which provided an overview of the proposed outcome setting approach and the main thematic areas of inequality between protected characteristic groups, according to their research. The event had a specific focus on health and social care.
11. On 9th December 2020, the Equality Officer Working Group led two workshops with local Equality group representatives to consider the thematic areas shared by EHRC and how these were experienced at a local level. The workshops also included discussion about an online survey to be shared with all interested residents and service users. There were 20 attendees who represented the views of disabled people and carers, young people, older people, religious communities, LGBTQi and BAME communities in East Renfrewshire.

12. On 16th December 2020, the Council published an online survey to invite feedback on equality of experiences and outcomes between the protected characteristic groups. This survey was made publicly available for all residents, and promoted through social media and through local Equality groups. A total of 207 responses were received which were widely representative of the local population in terms of demographics.
13. The workshops, survey and desk-based research all focused on the following 9 themes, covering a broad range of experiences:
- Living standards are equal for all groups.
  - All groups have the required support and access to facilities and services to enable them to live independently.
  - All groups have equal experiences of mental health and wellbeing.
  - All groups feel safe in their communities or at home.
  - All groups feel connected with their community or neighbourhood and have a sense of belonging.
  - The experiences and outcomes in education are equal for all groups
  - Employment opportunities, both in finding and sustaining quality work, are equal for all groups.
  - All groups are digitally included (being online).
  - All groups are represented in public life and able to influence decision making.
14. A detailed research report was produced setting out key findings from the workshops, survey and secondary research in relation to each of the protected characteristic groups. Highlighted issues and proposed responses of particular relevance to the HSCP were as follows:

<p><b><u>Age</u></b></p> <p>Issues:</p> <ul style="list-style-type: none"> <li>• Older people are more vulnerable to social isolation and reduced mental wellbeing as a result of service closures due to Covid-19.</li> <li>• Older people may feel disconnected due to closure of services in current climate.</li> <li>• Older people have reduced access to facilities.</li> <li>• Older people are more likely to be digitally excluded.</li> <li>• Lack of mental health support for young people.</li> </ul> <p>Proposed responses:</p> <ul style="list-style-type: none"> <li>• Increase mental health support for late-teen to early-adult stage</li> <li>• Increase mental health services for minority ethnic young people</li> <li>• Offer alternative methods, including telephone, for older people who do not want to engage digitally</li> <li>• Provide more support for older people to get online, including inter-generational work via schools and links with third sector organisations.</li> </ul>
<p><b><u>Disability</u></b></p> <p>Issues:</p> <ul style="list-style-type: none"> <li>• Increased impact of closure/reduced opening hours of services as a result of Covid-19 and reduced access to facilities and services.</li> <li>• Reduced access to mental health and wellbeing services in relation to alternative formats of leaflets, letters and other publications.</li> <li>• Those with a disability have reduced access to services and facilities.</li> </ul>

- Those with a disability or long-term health condition are the highest proportion of users of money advice and welfare services.
- Adults with a learning disability in East Renfrewshire are less likely to be in employment than the national average.

Proposed responses:

- Support employers and organisations to recruit people with additional support needs; work with local disability networks to enhance the recruitment process and provide funding to employers of disabled staff.
- Ensure employment policies are inclusive, including mental health, and provide more equalities training to staff who are recruiting.
- Increased training and awareness amongst front-line staff of additional support needs and different disabilities, including mental health conditions.
- Work with third sector organisations to engage disabled people digitally.
- Make more information available in a range of formats including easy read and other accessible formats of digital information.

## **Race**

Issues:

- Reduced access to mental health and wellbeing services in relation to alternative language provision and communication methods.
- Reduced representation in public life and ability to influence decision making (political representation and within senior management positions).
- Standard recruitment processes could be detrimental to those from minority ethnic communities; in particular in relation to language barriers and the inclusion of names on application forms.
- Direct, indirect, and institutional racism.
- Highest national rate of minority ethnic residents seeking money advice and welfare support.
- A disproportionate number of minority ethnic woman and children experience domestic abuse, and are supported in refuges.

Proposed responses:

- More promotion of mental health services available in a variety of media, languages and cultural tones.
- Provide more information and support to those from ethnic minority groups to become involved in their community.
- Improve the lack of ethnic diversity amongst staff.
- Create a safe space for those living, studying, and working in East Renfrewshire to record their experiences of racism.

## **Gender**

Issues:

- Increased concerns about mental health and wellbeing as a result of Covid-19 amongst more women than men.
- Women much more likely to experience domestic abuse than men.
- ERC gender pay gap above national average.

Proposed responses:

- As an employer ensure flexibility for staff to fit around childcare.

**Sexual Orientation**

## Issues:

- Homophobic attitudes in workplaces.
- Homophobic bullying and attacks.
- Lack of understanding about mental health concerns for LGBT+ young people.
- LGBT+ people are much more likely than others to feel isolated and/or lonely.
- LGBT+ people are at much higher risk of mental health problems than heterosexual people

## Proposed responses:

- More LGBTQ+ trained counsellors.
- Actively encourage and promote influential and decision-making roles within LGBT+ groups.

15. Two further workshops with community equality representatives and an Information and Consultation event involving Elected Members have been held on behalf of the East Renfrewshire family. From these the Equality Officer Working Group has developed six draft equalities outcomes presented to Council on 28 April 2021.
16. As the Integration Joint Board is required to set its own equality outcomes, the HSCP propose the following equality outcomes to support our interim planning arrangements for 2021-22. These build on the findings from the engagement work through the Equality Officer Working Group as well as engagement for the development of our Strategic Plan and supporting plans. They also take into account equalities in health work undertaken by Greater Glasgow and Clyde, A Fairer NHS 2020-24 and the specific work undertaken in relation to the Mental Health Strategy.
17. The outcomes will be reviewed and updated as appropriate for the next full HSCP Strategic Plan for 2022-25. Our interim equalities outcomes are:

- Older and disabled people are connected and digitally included in wellbeing supports.
- The design, delivery and evaluation of mental health supports and services will ensure services are accessible, person centred, and consider the needs of all equalities groups.
- Minority ethnic carers have improved access to support.
- The needs of residents with protected characteristics influence HSCP strategic priorities and the redesign of services as we recover from the Covid-19 pandemic.
- Domestic abuse survivors are protected from further harm and abuse.
- Our workforce planning promotes a workforce that reflects the diversity of the local population at all levels.

## **CONSULTATION AND PARTNERSHIP WORKING**

18. As described above, the equalities outcomes have been developed following local partnership working. The outcomes are also informed by the recent development of our interim Strategic Plan which involved engagement with multi-agency partners and a public consultation survey, as well as broader equalities work undertaken by NHS Greater Glasgow and Clyde.
19. The interim equalities outcomes will be reviewed by the Strategic Planning Group on 29 April and the IJB will be informed of any substantive feedback from the group. We will revise our equalities outcomes to reflect the evidence gathered as we develop our next full Strategic Plan for 2022-25. This development process will include a comprehensive public engagement process and an inclusive, equalities-focused needs assessment.

## **IMPLICATIONS OF THE PROPOSALS**

20. There are no operational implications arising from this report.

## **DIRECTIONS**

21. There are no directions arising from this report.

## **CONCLUSION**

22. Despite resource constraints due to the pandemic, significant development work has been undertaken locally to gather evidence and views from equalities representative groups. In developing a set of interim outcomes for the HSCP we have drawn on our own evidence base and the outcomes complement our recently developed interim Strategic Plan and interim Workforce Plan.
23. The HSCP is committed to working to reducing inequalities between different groups within our local population. We continue to place equality and fairness at the heart of our planning process. We will work to deliver our interim outcomes over the next year and will build on these as we move into the next strategic planning cycle for 2022-25.

## **RECOMMENDATION**

24. The Integration Joint Board is asked to approve the interim HSCP equality outcomes for 2021-22.

## **REPORT AUTHOR AND PERSON TO CONTACT**

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**BACKGROUND PAPERS**

COUNCIL PAPER: 28-04-2021 – Equality and Human Rights Mainstreaming Report

[https://www.eastrenfrewshire.gov.uk/media/4879/Council-Item-08-28-April-2021/pdf/Council\\_Item\\_08\\_-\\_28\\_April\\_2021.pdf?m=637546913937730000](https://www.eastrenfrewshire.gov.uk/media/4879/Council-Item-08-28-April-2021/pdf/Council_Item_08_-_28_April_2021.pdf?m=637546913937730000)

NHS GGC A Fairer NHS Greater Glasgow & Clyde 2020-2024

<https://www.nhsggc.org.uk/media/260193/eih-a-fairer-nhs-accessible.pdf>

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