

West Lothian Integration Joint Board
Equality Outcomes and Mainstreaming Report
April 2016 – April 2017

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FOREWORD

NHS Lothian and West Lothian Council have a long history of working in partnership to meet the health and social care needs of the people of West Lothian and has a well-earned reputation for delivering ground-breaking and quality-driven public services to local people. We will continue this tradition by bringing health and social care services closer together wherever possible and working in partnership to deliver more accessible, integrated and high quality services which are jointly planned and community focused.

Our Integration Joint Board (IJB) strategic plan addresses our vision to increase wellbeing and reduce health inequalities across all communities in West Lothian. The main challenges to improving health in West Lothian are the ageing population, persistent health inequalities, the continuing shift in the pattern of disease towards long term conditions and growing numbers of people with multiple conditions and complex needs.

We are fully committed to working with individuals, local communities, staff and our community planning and other partners to make effective use of all of our resources. To do this, the expertise, knowledge and skills of colleagues, along with input from service users, providers and other stakeholders, will all help to drive new and more innovative ways of working at a local level.

In order to tackle the challenge of reducing the health inequalities gap in West Lothian, we are strongly committed to the development of a preventative outcomes-based approach, with an emphasis on effective early interventions to tackle social inequalities and improve wellbeing in communities. To this end our strategy focuses on prevention, early intervention and collaborative working to ensure services are planned, co-ordinated and evaluated on the delivery of outcomes; and resources are targeted to achieve the greatest impact on those most in need.

The IJB strategic plan is clear that equality will be at the heart of everything that we do as a partnership, including how we will take into account the protected characteristics in the planning and delivery of health and social care services. These protected characteristics are:

- Age
- Disability (learning difficulties, mental health, physical and sensory)
- Gender re-assignment
- Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual orientation

The IJB Equality Outcomes and Mainstreaming Report covers the period 1 April 2016 to 31 March 2017. It is produced in compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

INTRODUCTION

This Equality Outcomes and Mainstreaming Report sets out the approach of West Lothian Integration Joint Board (IJB) in making the public sector equality duty integral to its functions and the action plan which it considers will enable it to ensure that duty is met.

Legislative context

The Public Sector Equality Duty set out in s149 of the Equality Act 2010 places an obligation on public authorities, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups and
- foster good relations between different groups.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 place specific equality duties on public authorities, including the Integration Joint Board

Not all of the duties are relevant as the Integration Joint Board is not an employer. The specific duties which are relevant to note include:

- reporting on the mainstreaming of the equality duty
- agreeing and publishing equality outcomes and
- assessing and reviewing policies and practices.

The Public Bodies Specific duties lay out that all Scottish public authorities must publish a report on mainstreaming equality and identify a set of equality outcomes. This is subject to being reviewed every 2 years within its 4 year cycle.

Health and Social Care Integration Context

The Public Bodies (Joint Working) (Scotland) Act 2014 places a duty on Councils and Health Boards to delegate health and social care functions to an Integration Joint Board where that partnership has agreed to utilise a body corporate model.

This is the most significant reform to Scotland's National Health Service and social care service in a generation. The purpose of integrating these services is to improve the health and wellbeing outcomes of people.

NHS Lothian and West Lothian Council have chosen to integrate services through the establishment of The West Lothian Joint Integration Board.

From 1st April 2016, the West Lothian Joint Integration Board, a new, legal entity became responsible for planning, commissioning and overseeing the delivery of integrated health and social care provision, covering community and unplanned hospital healthcare and adult, children and families and community justice social work in West Lothian.

BENEFITS OF MAINSTREAMING EQUALITY AND DIVERSITY

The Equality and Human Rights Mainstreaming Guidance identifies that mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of everything we do, within our structures, behaviours and culture
- We are more transparent and can demonstrate how, in carrying out our functions, we are promoting and embedding equality
- Mainstreaming equality contributes to continuous improvement and better performance.

WEST LOTHIAN HEALTH AND SOCIAL CARE PARTNERSHIP

The functions that are delegated to the West Lothian IJB are set out in the West Lothian Integration Scheme ([West Lothian IJB Integration Scheme](#)). These functions were delegated to the IJB from 1 April 2016. In summary these include adult community health services, adult social care services and some hospital services. West Lothian IJB meetings are held in public.

Strategic Vision, Outcomes and Objectives

The Strategic Plan is at the heart of integration and will set out how health and social care services will be delivered in a more integrated way to improve the quality of support for people who need them and deliver the national health and wellbeing outcomes.

The IJB has endeavoured to let those at the heart of communities have their say in shaping and influencing the plan. We have carried out a Strategic Needs Assessment, identifying health and social care needs in each of West Lothian's localities. This data will also inform the development of locality focused plans. In addition, detailed strategic needs assessments will be carried out to inform the development of commissioning plans for five main care groups: alcohol and drugs, physical disability, learning disability, mental health and older people.

This strategy addresses our vision to increase wellbeing and reduce health inequalities across all communities in West Lothian. The main challenges to improving health in West Lothian are the ageing population, persistent health inequalities, the continuing shift in the pattern of disease towards long term conditions and growing numbers of people with multiple conditions and complex needs.

Local Outcomes

We recognise the way health and social care services are delivered locally can have a significant impact on shifting the balance of care from hospital to community, reducing health inequalities and reducing emergency admissions. The strategic plan will ensure:

- More care and support is delivered at home or closer to home rather than in hospital or other institutions
- Care is person centred, with focus on the whole person and not just a problem or condition
- There is more joined up working across professions and agencies
- Citizens, communities and staff involved in providing health and social care services will have a greater say in how those services are planned and delivered.

MAINSTREAMING

Mainstreaming is a specific requirement for public bodies in relation to implementing the Equality Duty 2010. It requires the integration of equality into day-to-day working, taking equality into account in the way we exercise our functions.

The IJB is at an early stage of its development. It was incorporated in October 2015 and assumed responsibility for the delegated functions on 1 April 2016. The following sections set out how the IJB has thus far mainstreamed equalities into its activities to date

The IJB has recognised its equality duties in the preparation of its key planning document, the strategic plan which has been informed by a strategic needs assessment to provide a fuller picture of the profile of the local population. The IJB will build upon this and ensure that a better understanding of the needs of its communities, including those who share protected characteristics, informs its future plans.

Partnership working

The IJB strategic plan was developed through extensive engagement with our local communities, service users and patients, clinicians, practitioners, carers and other stakeholders. In developing this plan, West Lothian IJB took account of the requirements for mainstreaming equality by aligning its strategic outcomes with the equality outcomes. The plan was subject to an integrated equalities impact assessment.

The equality outcomes are incorporated within the nine health and wellbeing outcomes which are core to the delivery of the strategic plan; these outcomes will be reported on regularly to the IJB and also as part of the annual report on the strategic plan.

The strategic plan addresses our vision to increase wellbeing and reduce health inequalities across all communities in West Lothian. The main challenges to improving health in West Lothian are the ageing population, persistent health inequalities, the continuing shift in the pattern of disease towards long term conditions and growing numbers of people with multiple conditions and complex needs.

In order to tackle the challenge of reducing the health inequalities gap in West Lothian, we are strongly committed to the development of a preventative outcomes-based approach,

with an emphasis on effective early interventions to tackle social inequalities and improve wellbeing in communities.

To this end our strategic plan focuses on prevention, early intervention and collaborative working to ensure services are planned, co-ordinated and evaluated on the delivery of outcomes; and resources are targeted to achieve the greatest impact on those most in need. We will also work with the wider Community Planning Partners to jointly find approaches and solutions to addressing the specific inequalities which relate to the people of West Lothian.

Monitoring and recording

Consultation and Engagement

Processes are available within partner bodies which enables monitoring and recording of the profile of people attending general consultation and engagements events. Completion of an equalities monitoring form has been encouraged to maintain and develop our understanding of the local population involved in engagement events.

Service delivery

Understanding how different people use our services is an important step in mainstreaming the Equality Duty in our service delivery functions. We are aware that gathering and using evidence is crucial to gaining this understanding. This information is currently collated by partner bodies and will continue to be so.

Mainstreaming Duty and Employment

The IJB is not an employing body and therefore is not subject to this duty.

EQUALITY AND POVERTY IMPACT ASSESSMENT

As a public body we are required to assess the impact of our decisions, changes to policies and practices and services against the requirements of the public sector equality duty

The equality impact assessment process is a way of examining new and existing policies, strategies, and changes or developments in service provision to assess what impact, if any, they are likely to have. In doing this we will consider the evidence of that impact on those who share a protected characteristic including feedback from consultation or engagement received from people sharing that characteristic.

Our legal requirement to do this covers only those individual characteristics identified in the Equality Act. However, in West Lothian, we recognise that these categories are only one element of the inter-related determinants of health, social care and life experience. We have reflected this in our impact assessment process by including categories to reflect the cross cutting issues which may affect people including poverty, homelessness, carers etc.

An impact assessment of the strategic plan has been carried out and reported to the IJB. The process used the guidance for Integrated Impact Assessment that has been developed as a partnership with NHS Lothian and the four Lothian councils, including West Lothian Council. This assessment meets the requirements for Equality Impact Assessment and therefore includes explicit consideration of the needs of people with protected characteristics as defined in the Equality Act (2010). It also considers the potential for wider impacts on other vulnerable population groups and determinants of health.

The recommendations were discussed and approved by the Strategic Planning Group at its meeting in February. The completed impact assessment report is available online [IJB Strategic Plan Equalities Impact Assessment](#)

The recommendations in the impact assessment are as follows:

- The Plan should make clear that operational responsibilities for children’s and adult services remain combined under the same Director, as now.
- There should be clear strategic links made with corresponding plans and governance structures for children’s services.
- The Engagement Plan should include actions to engage with the voluntary sector, and with vulnerable groups including, but not only, people with protected characteristics. It should identify ways to engage with people with communication needs.
- The needs assessments for client group and locality plans should include local intelligence to ensure services are best directed to people with the greatest needs.
- There should be training in the use of ‘teachback’ for health and social care staff.
- The relevant needs assessment should consider differing needs of men and women as they age.
- There should be consideration of the needs of refugees.
- The strategic plan and commissioning plans should continue to focus on prevention and addressing health inequalities.

EQUALITY OUTCOMES

In setting equality outcomes for the IJB consideration was given to the work done to develop local outcomes for the IJB Integration Scheme and the Strategic Plan. These local outcomes are aligned to the National Health and Wellbeing outcomes and are described in section 3.

Current positions

Both NHS Lothian and West Lothian Council have published existing Equality Outcomes and Mainstreaming Reports and have reviewed the progress towards these.

In developing the IJB equality outcomes, there was the need to reflect the existing equality outcomes for each partner organisation to ensure that there is an element of consistency.

The equality outcomes for each organisation are available online:

[NHS Lothian](#)

[West Lothian Council](#)

ACTION PLAN

The key activities to deliver the Equality Outcomes are set out in the action plan below. Performance measures will be contained in the IJB's annual performance reports.

Equality Outcome	Activities	Lead
Effective Leadership to ensure all IJB policies, plans and decisions take account of the diversity of needs and characteristics of the community	<p>Ensure that the emphasis on equality and rights is connected from the strategic level through to the operational level.</p> <p>Ensure that all managers give clear and consistent messages on the importance of the public sector equality duty.</p> <p>Equality and rights will be incorporated into the regular performance reporting to the IJB.</p> <p>The IJB integrated workforce strategy will pay due regard to equality and rights.</p>	IJB Chief Officer
People with protected characteristics are directly able to influence the way in which IJB commissioned services are planned and delivered	<p>Ensure that needs assessments take account of emerging needs, such as the needs of asylum seekers and refugees.</p> <p>Utilise the knowledge, experience and information held by all partners, including local people and those with protected characteristics, to ensure that all people are able to fully participate in locality planning on an equal footing and without discrimination.</p> <p>Ensure that locality planning assist organisations, including those which represent people with protected characteristics, to participate.</p>	Commissioning plan leads: Head of Health, Head of Social Policy
IJB commissioned services are accessible, appropriate and inclusive to the needs of all, with	Ensure that needs assessments and subsequent care group commissioning plans take account	Commissioning plan leads: Head of Health,

<p>no barriers which can limit access for those with protected characteristics</p>	<p>of the needs of people and those with protected characteristics. Ensure that locality plans support the needs of people with protected characteristics, to participate.</p>	<p>Head of Social Policy</p>
<p>Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised</p>	<p>Raise awareness and ensure that care group commissioning plans address particular needs such as autism, mental health, dementia, LGBT and older people services.</p>	<p>Commissioning plan leads: Head of Health, Head of Social Policy</p>