



**West Lothian Integration Joint Board  
Equality Mainstreaming Report and Equality  
Outcomes 2021 – 2025**

**April 2021**

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## INTRODUCTION

This 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 approach that it considers will enable it to ensure that duty is met. The first section of the report reflects on progress towards mainstreaming equality between 1 April 2019 and 31 March 2021.

The report will also set out the IJB's Equality Outcomes for 2017 – 21 and will reflect progress towards these as we set new Equality Outcomes for 2021 – 25.

The IJB's 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 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 commissioning of health and social care services. These protected characteristics are:

- Age
- Disability
- Gender Re-assignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual orientation

## Legislative context

This report is produced in compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

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 Specific Duties require 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 two years within its four year cycle. The Integration Joint Board's equality reporting timescales are in line with West Lothian Council's and NHS Lothian's.

## Health and Social Care Integration Context

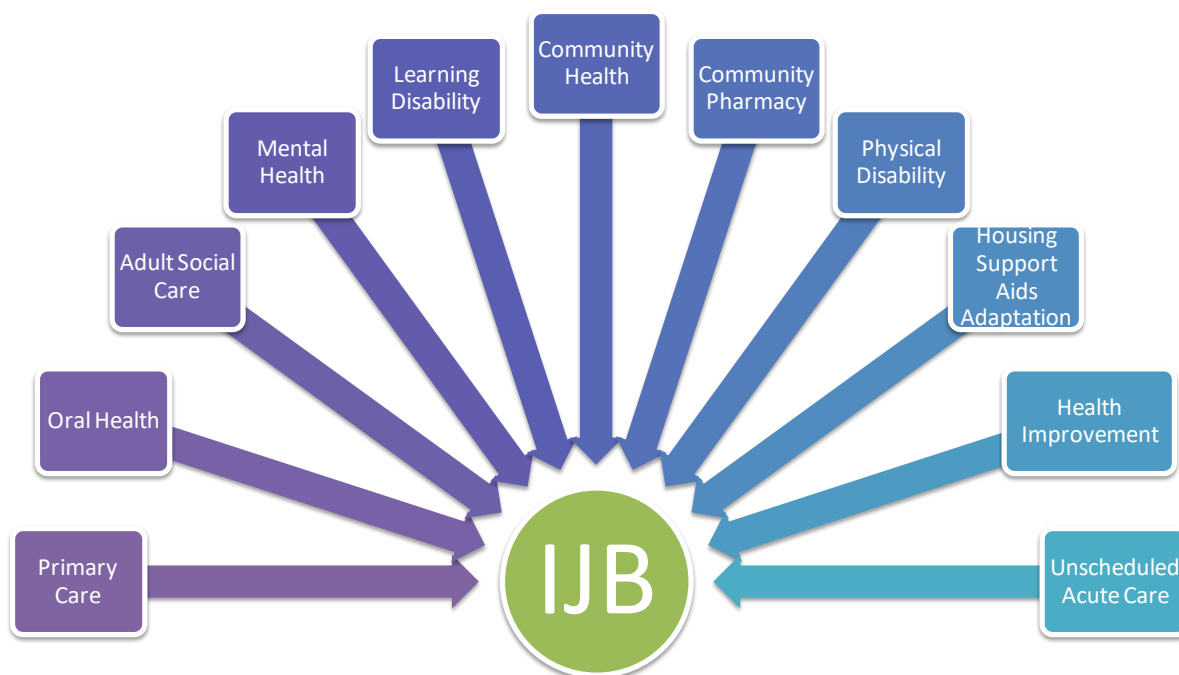
The Public Bodies (Joint Working) (Scotland) Act 2014 places a duty on Councils and Health Boards to delegate health and social care functions to an Integration Joint Board where that partnership has agreed to utilise a body corporate model.

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 West Lothian Joint Integration Board.

From 1st April 2016, West Lothian Joint Integration Board became responsible for planning, commissioning and overseeing the delivery of integrated health and social care.

The functions that are delegated to the West Lothian IJB are set out in an [Integration Scheme](#) and are illustrated below:



## 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.

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 has recognised its equality duties in the preparation of its [Strategic Plan for 2019 – 2023](#), which has been informed by a strategic needs assessment to provide a fuller picture of the profile of the local population. The IJB built upon this with the publication of [commissioning plans](#), which set out how the IJB will commission services to meet its strategic priorities and ensure better outcomes for the people of West Lothian.

Finally, the IJB’s new [Communication and Engagement Strategy](#) sets out how the IJB intends to engage with its stakeholders to gain a better understanding of the needs of its communities, including those who share protected characteristics, to inform its future plans.

## MAINSTREAMING EQUALITY

### 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. The plan was subject to an Integrated Impact Assessment (IIA).

We are fully committed to working with individuals, families, 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.

This includes working with community planning partners to address underlying social inequalities that result in health inequalities.

The IJB is committed to ensuring active participation of stakeholder groups in its decision-making process. The IJB membership includes representatives of the voluntary sector, service users, carers and health and social care staff.

### Strategic Vision

The Strategic Plan for 2019-23 sets 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.

West Lothian faces a growing and ageing population over the lifetime of this plan and beyond with our population is growing faster than the Scottish average. Growth in the older population will be the most significant with the 65-74 age groups increasing by 34.8% and persons aged 75 and over increasing by 119.7%.

Over a third of people in West Lothian are living with one or more long term conditions which affects their wellbeing and the number of people providing unpaid care in the community has increased significantly in recent years. In addition, there are significant differences in health outcomes between some communities with an 8-10 year gap in life expectancy between the most deprived and least deprived areas.

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.

The 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 and to achieve the IJB's vision:

*“To increase wellbeing and reduce health inequalities across all communities in West Lothian”.*

## Review of Strategic Planning Structure

When the IJB approved its refreshed Strategic Plan in April 2019, it also implemented a new structure to support delivery of the IJB's strategic priorities through a more integrated approach to planning, commissioning and service development. This structure gives the IJB's Strategic Planning Group (SPG) oversight of new Planning and Commissioning Boards with the aim of ensuring that the SPG can influence the strategic direction of service development through more robust discussion and debate.

At the same time, there was consensus that the locality planning process in place had significant overlap with other areas such as community planning and regeneration and it was felt that resources could be better used in developing more cohesive and comprehensive community plans rather than each service developing their own plans with similar priorities.

At its meeting of 21 January 2020, the IJB agreed a new Terms of Reference for the SPG, adding responsibility for locality planning to its remit. The membership now includes representation from Community Planning, Economic Development and Housing. The SPG increased its service user representation from both the East and West of West Lothian and the Terms of Reference allow for further representation to be sought from the Third Sector.

## Communication and Engagement Strategy

A new [Communication and Engagement Strategy](#) was approved by the IJB in January 2020. The strategy will be used by Health and Social Care staff when planning and delivering communication and engagement activities associated with its work and aims to support better understanding across stakeholders and communities of integration.

The agreed strategy commits to making communication, participation and engagement equally accessible to all through a range of measures.

The IJB maintains its commitment to holding meetings of the Integration Joint Board, its committees and Strategic Planning Group in accessible public buildings and to making meeting papers available five days before the meetings.

Since March 2020, meetings have been held online due to the ongoing COVID-19 pandemic.

COVID-19 has impacted the implementation of the strategy, which includes commitments to "increase awareness in all stakeholder groups, public and professional, of the IJB's priorities and the work of the partnership; provide consistent, accessible information through a range of channels, taking account of different needs and ability to access information online; and develop robust two-way communication channels that gives everyone the opportunity to engage in decisions that affect them.

The IJB has committed to reviewing progress against the strategy on an annual basis including its impact on stakeholders.

## Strategic Commissioning Plans

The development of the strategic commissioning plans involved services users, carers, care providers, staff and other stakeholders in a wide range of engagement activities which took place from August to November 2019. The views of stakeholders were sought on what was working well and on areas for future development.

Engagement activity was tailored to each care group and involved commissioning leads attending network groups, face to face meetings and workshops. Open public engagement events also took place in Howden Park Centre and Bathgate Academy and further engagement took place via the IJB's Strategic Planning Group.

The themes which emerged from the consultation and engagement were translated into action plans to support new commissioning plans covering the period 2019 to 2023.

This engagement built on extensive local needs assessments and other relevant local or national strategies

The needs assessments involved:

- analysis of data based on the population, including demographic trends, health status and risk
- wide consultation with the public through surveys, focus groups, etc.
- consideration of the views of professionals or experts
- benchmarking with other areas in Scotland

This process insures that services commissioned are based on the needs of the population with a strong focus on data and consultation with those who the service will impact.

## Impacts of COVID-19

The COVID-19 pandemic has further highlighted the inequalities in our communities.

The Strategic Planning Group at its meeting of 30 July 2020 held a workshop with members to reflect on their experience of responding to the COVID-19 pandemic with further discussion at the following meeting in September. This was used by planning and commissioning boards and the SPG to consider whether strategic priorities in each of the commissioning plans needed to be changed as a result of the reflections to ensure that we continue to strive for the best outcomes for our communities including people with protected characteristics such as older people, people with disabilities or people with long term health conditions, who might be more greatly impacted by the changes to provision that have sometimes been necessary due to COVID-19.



## **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.

### **Integrated 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 integrated 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.

The standard report template for the IJB and its associated committees and groups includes a section on whether an Integrated Impact Assessment has been completed on that particular occasion.

### **Mainstreaming Duty and Employment**

The IJB is not an employing body and therefore is not subject to this duty. It can, however, commit to ensuring that its parent bodies meet their obligations under the Public Sector Equality Duty in relation to those functions which are delegated.

Both NHS Lothian and West Lothian Council publish mainstreaming reports, policy statements on equal pay and employment monitoring data as required by the Specific Duties (Scotland) Act. These can be accessed here:

[NHS Lothian](#)

[West Lothian Council](#)

## **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 relevant to all of the protected characteristics.

Reducing inequalities, in particular, health inequalities, is central to the work of the IJB.

In this section of the report, the IJB sets out its progress against the Equality Outcomes for 2017-21 and publishes its new Equality Outcomes for 2021-25.

A progress report on the new outcomes will be published in April 2023.

### **NHS Lothian and West Lothian Council**

Both NHS Lothian and West Lothian Council 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](#)

### **Progress against Equality Outcomes 2019 - 2021**

The following table is a final progress report against the outcomes published by the IJB for the period of April 2017 to April 2021.

The IJB acknowledges that it could always do more to better and more inclusively engage with its stakeholders.

Following on from the recent publication of the new Communication and Engagement Strategy, we will be rolling forward Outcome 2: “People with protected characteristics are directly able to influence the way in which IJB commissioned services are planned and delivered”, into the new outcomes for 2021-25.

**Outcome 1:** Effective Leadership to ensure IJB governance, plans and decisions take account of the diversity of needs and characteristics of the community

**Activities:**

- ✓ Ensure that the emphasis on equality and diversity is connected from the strategic level through to the operational level.
- ✓ Ensure that all managers give clear and consistent messages on the importance of the Public Sector Equality Duty.
- ✓ Equality and rights will be incorporated into the regular performance reporting to the IJB.
- ✓ The IJB integrated workforce strategy will pay due regard to equality and diversity.

<b>Outputs</b>	<b>Progress</b>
Development sessions on equality and diversity offered to all board members	Outstanding, however, on consulting IJB members, a majority receive training through their employer/corporate body.
All relevant policies / procedures / allocations of resources are impact assessed	All new policies, procedures and service changes should be subject to Integrated Impact Assessment to ensure no protected group is disadvantaged by any change implemented. The standard report template for the IJB has a section that must be filled in stating whether or not an assessment has been carried out. The new template, approved in January 2021, requires the author to summarise the outcome of an IIA. We will continue to monitor the conducting of Impact Assessments and recognise that this is an area where consistency could be improved.
Performance measures include all protected characteristics	The commitments within our Strategic Plan are designed to engender a culture which promotes equality, values, diversity and protect human rights and social justice and tackles discrimination. Our Workforce Development Plan includes a commitment to be inclusive employers of a diverse workforce by ensuring recruitment opportunities are accessible to all groups and providing appropriate training and awareness raising of different equality areas. Our Workforce Development Plan commits us to examining opportunities for Positive Action in recruitment to increase number of employees employed with protected characteristics in terms of the Equality Act.
All relevant staff receive equality and diversity training	Equality and Diversity training is mandatory for employees of both the council and NHS Lothian. Council employees now receive this training as part of their induction.

<p>All managers have an annual performance review and personal development plan that includes an equality and diversity aspect</p>	<p>In NHS Lothian, all posts covered by Agenda for Change will each have a Knowledge and Skills Framework Post Outline that describes the knowledge and skills required by the post-holder. Under this framework, there are six core dimensions that apply to all posts, one being Equality and Diversity. In West Lothian Council's core competencies framework, core behaviours relating to diversity are present from Team Leader/Manager level to Depute Chief Executive level and include promoting the benefits of diversity and challenge discrimination, prejudice and bias, and using the diversity within teams creatively to optimise customer outcomes.</p>
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**Outcome 2:** People with protected characteristics are directly able to influence the way in which IJB commissioned services are planned and delivered

**Activities:**

- ✓ Ensure that needs assessments take account of emerging needs, such as the needs of asylum seekers and refugees.
- ✓ 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.
- ✓ Ensure that locality planning assists organisations, including those which represent people with protected characteristics, to participate.

Outputs	Progress
<p>Communications about participation from the IJB and its parent bodies are accessible to all</p>	<p>In our recent consultations, communications were issued to a wide range of stakeholders including health and social care professionals, providers of health and social care, users of health and social care and their carers, providers of social housing and third sector providers. Hard to reach groups and equality forums were contacted directly and support to take part was offered. All consultation documents had contact details for respondents to request them in a different format. Improvements could be made on how immediately accessible communications are, for example, Easy Read documents being produced as standard. This action will be rolled forward as part of the new outcomes for 2021-25.</p>
<p>Those who will be impacted by any particular service are consulted at the planning stage</p>	<p>The council carried out the Transforming Your Council consultation at the planning stage of service redesign and budget setting. NHS Lothian has appointed a Public Involvement and Engagement Manager who is tasked with engaging the public at the early planning stages of service redesign. In addition, stakeholders representing Carers, the third-sector, and service users sit on the IJB as non-voting members. A wide range of stakeholders sit on the IJB’s Strategic Planning Group and its planning and commissioning boards and they are encouraged to circulate information and consultation to their own networks. In addition, 77% percent of adults supported at</p>

	home agreed that they had a say in how their help, care or support was provided in 2017/18.
Engagement activities are varied and inclusive	The IJB has published a new Communication and Engagement Strategy, which sets out a framework for inclusive engagement and methods available to staff across the health and social care partnership. This is an area that could be improved and will be rolled forward into the new outcomes for 2021-25.
A wide range of equality forums/individuals engage with the IJB covering all protected characteristics	Further work is required to monitor the demographics of people who engage with us with a view to targeting those who do not engage as much in a more focused way. For those who answered the question relating to a particular characteristic as part of the IJB's consultation on its Strategic Priorities, the majority of respondents identified as female at just under 69%, White Scottish (78.5%) or White British (15.4%) with 66% of being aged between 35 and 64. 26% of respondents indicated that they considered themselves to have a disability and the majority of these indicated that this was a long-standing illness or other health condition. Almost 49% of respondents had no caring responsibilities, 33% cared for children under 18 and 15% had other caring responsibilities.

**Outcome 3:** IJB commissioned services are accessible, appropriate and inclusive to the needs of all, with no barriers which can limit access for those with protected characteristics

**Activities:**

- ✓ Ensure that needs assessments and subsequent care group commissioning plans take account of the needs of people and those with protected characteristics.
- ✓ Ensure that locality plans support the needs of people with protected characteristics, to participate.

Outputs	Progress
Services are provided in accessible buildings	NHS Lothian and West Lothian Council have a duty under the Equality Act to make their services accessible. Where a certain need is identified, for example, specialist equipment for bariatric patients, adaptations are made to accommodate the patient. Where new buildings are installed, people with disabilities are consulted to ensure access issues are taken into account.
Services are accessible to asylum seekers, refugees and those who do not speak English	Both NHS Lothian and the Council provide a range of communication supports including interpreters and translations/alternative formats for communications. NHS Lothian also employ specialist staff.
Communications about services from the IJB and its parent bodies are accessible to all	In our recent consultations, communications were issued to a wide range of stakeholders including health and social care professionals, providers of health and social care, users of health and social care and their carers, providers of social housing and third sector providers. Hard to reach groups and equality forums were contacted directly and support to take part was offered. All consultation documents had contact details for respondents to request them in a different format. Improvements could be made on how immediately accessible communications are, for example, Easy Read documents being produced as standard. This action will be rolled forward as part of the new outcomes for 2021-25.
Health and Social Care website provides information on a wide range of services	A new Health and Social Care Partnership website was launched in Summer 2019. It aims to be much more user friendly and the layout of the website reflects the kind of help people are looking for so that the information they access is specific to their individual needs and concerns.



<p>Services are accessible to all who need them</p>	<p>The Council, from whom the IJB commission services, changed its eligibility threshold for social care and carer support to substantial and critical, in line with the rest of Scotland. This ensures that the most vulnerable people in West Lothian can continue to be provided with the support they require. Anyone assessed as having low or moderate needs will be signposted to the most appropriate support. The transformational change programmes aim to improve access to services and make care more joined-up and seamless whilst signposting to other services where appropriate.</p>
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**Outcome 4:** Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised

**Activities:**

- ✓ Raise awareness and ensure that care group commissioning plans address particular needs such as autism, mental health, dementia, LGBT and older people services.
- ✓ Ensure that all customer-facing staff are best-equipped to provide a high standard of service for a wide range of needs.

Outputs	Progress
Health and Social Care website provides information on the challenges and needs of those with protected characteristics	The Health and Social Care website is currently being refreshed. The new website aims to be much more user friendly and the layout of the website reflects the kind of help people are looking for so that the information they access is specific to their individual needs and concerns.
Data on equality and all protected characteristics is shared and made available to the workforce	For those conducting impact assessment, extensive guidance is available and there are multiple public resources such as Information Services Scotland (ISD), though more effort could be made to signpost staff to these resources.
Data on equality and all protected characteristics is utilised when conducting needs assessments	The Integrated Impact Assessment tool requires data on equality and protected characteristics must be used to evidence the outcome of the assessment.
All customer-facing staff are trained in the Teach-Back method.	Not progressed.

## Setting Equality Outcomes for 2021 – 2025

### Approach

In drafting these equality outcomes, we looked at the vast amount of work already done to develop the IJB's Strategic Plan and commissioning plans. Reducing inequalities, in particular, health inequalities, is central to the work of the IJB and we have already engaged extensively with our stakeholders to develop commissioning plans for older people's services, physical disability, learning disability and alcohol and drug services.

A wide range of engagement activities took place from August through to mid November 2019 across all four plans to seek views directly from service users, carers and families, staff, service providers and other stakeholders. Engagement activity was tailored to each care group and involved commissioning leads attending network groups, face to face meetings and workshops. Two public engagements events were held covering all the commissioning plans. Information about the public events was circulated widely within networks, posted on West Lothian Council's social media pages and shared with service providers, community centres, contacts and projects throughout West Lothian. Consultation also took place with all representatives of the IJB's Strategic Planning Group.

The draft equality outcomes were informed by this extensive engagement work and are directly aligned to our Communication and Engagement Strategy and to the commissioning plans for older people's services, physical disability and learning disability.

### Embedding Equality in Performance

Going forward, the IJB intends to integrate the progress monitoring of the equality outcomes with the IJB's performance report. This approach will ensure that the actions required to fulfil our equality outcomes are prioritised as part of the established planning and commissioning process, and progress will be closely monitored over the next four years.

Work is currently ongoing to develop an integrated suite of performance indicators for the health and social care partnership. Measures of the IJB equality outcomes will be included in this new framework with new indicators developed as appropriate.

A fuller update on integrating our equality outcomes with our new framework for performance will be provided in the April 2023 progress report.

### Consultation

The IJB agreed to consult on three draft outcomes, which it believes will help some of the most disadvantaged of those we plan and commission services for:

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**1) People with protected characteristics are directly able to influence how the IJB plans and commissions services**

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**2) Adults with a disability are supported and empowered to access their community safely**

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**3) Older People are supported and empowered to keep well and live in a homely setting for as long as possible**

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The consultation period ran for 8 weeks from Monday 8 February to Sunday 4 April and included a wide range of stakeholders including health and social care professionals, providers of health and social care, users of health and social care and their carers, providers of social housing, third sector providers, community councils and forums. An effort was made to reach those who would be impacted the most by these outcomes through the Learning Disability Forum, Physical Disability Forum and Older People's Forum. It was also cascaded to the West Lothian Race Forum and Faith Group.

The Strategic Planning Group and the Health and Wellbeing Partnership also received the consultation for circulation to members' own networks. It was also publicised on the partnership and the council's social media.

An Easy Read document was also produced and circulated.

The survey could be accessed online using Survey Monkey via the West Lothian Health and Social Care Partnership's website.

It is recognised that due to COVID-19, we were unable to meet and engage with groups in person so digital exclusion may have been a barrier. A contact email was provided for those requiring any assistance.

## **Response**

There was a total of 15 respondents.

The survey asked, "Do you agree with the draft IJB Equality Outcomes proposed for 2021 – 2025"?

14 respondents said YES.

1 respondent said NO.

Responses to the further survey questions are set out below.

QUESTION	COMMENT	OUR RESPONSE
If not, please explain why?	It is important to give focus on each of the protected areas of the Equality Acts.	When preparing equality outcomes, the IJB must consider evidence related to people who share a protected characteristic in order to set equality outcomes which are likely to make the biggest difference in tackling inequality within the organisation's sphere of influence. We believe that the outcomes reflect those areas of inequality that the IJB has the power to influence through the strategic commissioning of services and the potential to make the biggest impact.
	For Race - it is important to ensure those from BAME group are represented and actively engaged. This is lack of details about it.	<p>The detail of how the IJB intends to engage with its stakeholders are contained within the <a href="#">Communication and Engagement Strategy</a>.</p> <p>The IJB strives to continuously improve how it engages with our communities. We will take the following actions:</p> <ul style="list-style-type: none"> <li>• Review our communication and engagement strategy to ensure that there is a focus on engagement with the BAME community and representation of the BAME community in IJB communications</li> <li>• Improve our equality monitoring process so that we know who we are not engaging so well with in order to improve how we engage with those who share a protected characteristic</li> </ul> <p>We will include these actions in Equality Outcome 1.</p>
Do you have any other comments?	As the West Lothian Community Race Forum we don't believe this is	When preparing equality outcomes, the IJB must consider evidence related to people who share a protected characteristic in order to set equality outcomes which are likely to make the biggest difference in

	<p>a reflection and the IJB Equality Outcome isn't robust and deep.</p>	<p>tackling inequality within the organisation's sphere of influence. We believe that the outcomes reflect those areas of inequality that the IJB has the power to influence through the strategic commissioning of services and the potential to make the biggest impact.</p> <p>We believe the proposed outcomes reflect the nature of the IJB as a strategic commissioning body rather than a provider of services.</p>
	<p>Not a criticism, just a comment re Wards 17 and 3 in SJH - Adult psychiatry and Psychiatry for Older People. There has been an aim to eventually designate Ward 3 as a ward for dementia so that it didn't have the mix of dementia and nondementia patients and there wasn't the distinct cut off according to age. I hope that the intention is still to do work towards that.</p>	<p>That is correct. We continue to look at how those who require admission due to a possible or confirmed diagnosis of Dementia are assessed in the most appropriate ward (Ward 3). In keeping with Mental Welfare Commission Guidance on Older People's Functional Mental Health Wards in Hospitals, which clearly identifies the need for two separate admission areas, further work is being undertaken to identify a resolution to provide the most appropriate admission setting for those experiencing Functional Mental Health illness (non-Dementia).</p> <p>Work will commence later this year to explore specific dementia models to meet long-term complex dementia needs, with reference to Alzheimer Scotland - 'Transforming Specialist Dementia'. This work will start with the mapping of existing care pathways and services.</p>
	<p>Ann likes the outcomes the council has come up with and she also likes staying in her care home. I think it looks fair and appropriate.</p>	<p>Thank you for your comments.</p>

## West Lothian IJB Equality Outcomes 2021 – 2025

### 1. People with protected characteristics are directly able to influence how the IJB plans and commissions services

#### Why is this an important?

There are a number of ways in which some groups with protected characteristics are disadvantaged when it comes to being able to engage with the IJB, whether that is through participation in meetings or being able to take part in a consultation.

People with a disability may require information in a different format, or may require support from others to understand IJB reports, consultations and other communications, whereas people from Black, Asian and Minority Ethnic (BAME) communities may speak English as a second language or not at all.

Digital exclusion is an increasingly prominent issue as we become a more digital society, with an overlap between groups who are more likely to be digitally excluded and the most vulnerable members of our society. Older people in particular are more likely to have limited digital literacy at a time when they are increasingly isolated due to the Covid-19 pandemic.

#### What can we do?

- Give people a choice in how they engage with us by using a wide range of methods as described in our [Communication and Engagement Strategy](#) to ensure that no one is disadvantaged by disability, access to the internet or difficulties with literacy.
- Alternative formats should be proactively offered on all communications, for example, easy-read, Braille, different languages
- Review our communication and engagement strategy to ensure that there is a focus on engagement with the BAME community and representation of the BAME community in IJB communications
- Improve our equality monitoring process, including recording when we receive requests for information in different formats
- Develop a Digital Strategy for the IJB that considers the needs of those with protected characteristics, e.g. older people, people with disabilities, and those whose first language is not English.
- Continue to implement our Communication and Engagement Strategy, which includes a range of actions to better engage with our stakeholders

#### How will we know we have achieved this outcome?

- Progress against the Communication and Engagement Strategy is monitored and reported to the IJB on an annual basis.

- The Digital Strategy will be approved by the IJB once it is developed and then progress will be reported at regular intervals.
- The demographic of those who engage with us will be reflective of the whole community of West Lothian
- We will know who we are struggling to engage and will have acted to remedy this.



## 2. Adults with a disability are supported and empowered to access their community safely

### Why is this important?

West Lothian IJB supports the direction set out in 'A Fairer Scotland for Disabled People' (2016), and other key strategies and action plans by the Scottish Government to ensure that people living with disabilities can live independently and well wherever possible. This should include being able to enjoy living in your local community and have choices in how you spend your time, without being disproportionately disadvantaged by disability.

We know that people with disabilities still experience barriers to services and this can be quite isolating. Feedback from our engagement activities was that people with disabilities would like to be able to live in their own community, have choices of meaningful and sustainable day activities including peer support and social activities

Housing is an essential of independent living, yet many people with a disability live in homes that do not meet their requirements (Equality and Human Rights Commission, 2018). There are an increasing number of people in West Lothian living with complex care needs and it is important that accommodation meeting these needs is available.

### What can we do?

- Our commissioning plans for [Physical Disability](#) and [Learning Disability](#) set out a range of actions to improve access to the wider community and to information they need, when they need it and in an appropriate format
- Work with colleagues in Housing to ensure enough new build homes are adaptable to the needs of those with physical disabilities
- Continue to develop a range of 'core' housing models to enable people with learning disability to live within local communities

### How will we know we have achieved this outcome?

- Progress against the commissioning plans is monitored closely by individual planning and commissioning boards for each care group. The IJB's Strategic Planning Group has oversight of all of the plans and a 6 monthly progress report is made to the IJB
- There will be sufficient housing stock to meet the needs of people with disabilities
- People requiring adaptations in their home will have work carried out in a reasonable timescale
- People with complex care needs will not be delayed in hospital due to a shortage of suitable accommodation

### 3. Older People are supported and empowered to keep well and live in a homely setting for as long as possible

#### Why is this important?

People are living longer but are also living longer in ill health. Over the period 2016 to 2041, West Lothian's population of over 75s will have increased by 46% compared to the national average of 27%. More older people are living in the community with one or more chronic illness and the growth in longer term conditions continues to rise.

Older people are already at higher risk of social isolation and loneliness, which in turn can increase the risk of health problems and poor ageing outcomes. This is a particular concern for those living alone in with poor mobility, or those are shielding during the Covid-19 pandemic, particularly if they lack a support system of friends and/or relatives.

Falls in the elderly are common and associated with major morbidity and mortality. Falls cause injuries, fractures, loss of confidence and independence, depression and death. Recurrent falls and fear of falling are the most common reasons for an older person to require nursing home care.

Planning future services will need to focus on the preventative and proactive management of these conditions to prevent further deterioration and to ensure people living longer can do so in good health as far as is possible at home or in a homely setting.

#### What can we do?

Through our [Older People's Services Commissioning Plan](#):

- Further develop care pathways for frailty and long-term conditions to proactively manage older people's health in the community
- Continue to review and identify technology solutions that support older people and carer to optimise care at home, maintain activity and physical health, and minimise social isolation
- Explore how community information hubs could support mild and moderate frail people/long-term conditions within general practice to prevent deterioration in health
- Develop an approach to build community capacity and social prescribing across partner organisations, for example, peer support and volunteer programmes
- Ensure that older people and their carers have access to the information they need, when they need it, and in an appropriate format

### **How will we know we have achieved this outcome?**

- Progress against the commissioning plans is monitored closely by individual planning and commissioning boards for each care group. The IJB's Strategic Planning Group has oversight of all of the plans and a 6 monthly progress report is made to the IJB
- National Indicator 15 – Proportion of last 6 months of life spent at home or in a community setting
- National Indicator 16 – Falls rate per 1,000 population aged 65+