

# CÙRAM IS SLAINTE NAN EILEAN SIAR

## INTEGRATION JOINT BOARD



<b>Meeting date:</b>	<b>29 June 2023</b>
<b>Item:</b>	<b>9.1 + 9.1.1</b>
<b>Title:</b>	<b>Equality Outcomes and Mainstreaming Report 2021 - 2025</b>
<b>Responsible Officer:</b>	<b>Nick Fayers, Chief Officer</b>
<b>Report Author:</b>	<b>Nick Fayers, Chief Officer, H&amp;SCP</b>

### 1 Purpose

This is presented to the Integration Joint Board (IJB) for:

- Decision

This report relates to a:

- Government policy/directive
- Legislative requirement

**Competence:**

- There are no legal, financial or other constraints associated with the report.

### 2 Report summary

#### 2.1 Situation

The Western Isles Health and Social Care Partnership is an integration of health and social care services as outlined in the legislative framework of The Public Bodies (Joint Working) (Scotland) Act 2014. It is enhanced and overseen by the Integration Joint Board (IJB).

The associated report outlines how Western Isles Health and Social Care Partnership (HSCP) has mainstreamed equalities since the publication of Equality Outcomes in June 2016. Whilst the IJB is not an organisation which employs members of staff but it does have the authority to direct the 2 parent bodies about how it wants integrated services to be delivered including what the IJB wants to achieve in respect of the 9 protected characteristics as outlined in the Equality Act 2010 ("the Act").

The HSCP is the identified public authority reporting on the equalities outcomes and mainstreaming for the purposes of the Scottish specific duties of the Act through the governance arrangements of the IJB. The IJB is committed to improving outcomes and supporting people with protected characteristics.

## 2.2 Background

The Equality Act 2010 (“the Act”) came into force on 1 October 2010 and brought together over 116 separate pieces of legislation into one single Act. The Act introduced a new public sector general duty; this single duty replaced the 3 previous duties set out by race, disability and gender legislation.

All individuals are protected by the Act as every person has one or more of the protected characteristics listed below, so the Act aims to protect everyone against unfair treatment. The 9 protected characteristics are:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

Section 149 of the Equality Act 2010 came into force in 2011 which introduced a new Public Sector Equality Duty (“PSED”) which became law across Scotland. The PSED has 3 parts which required listed public bodies to have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

## 2.3 Assessment

Therefore, mainstreaming equality means making equality part of the day-to-day business of the health and social care partnership. In practice this means that equality and diversity must underpin all that the partnership does as a strategic planning and commissioning body.

In the publication of the 2016 report the IJB determined that whilst it is not an employing body, it does have strategic commissioning responsibilities and our obligation is therefore to ensure that we are promoting equality within this context. The approach taken in 2016 identified 4 broad themes against which we need to ensure we are advancing equality and human rights:

- To develop and implement a Strategic Plan which sets out how services will change and develop over time to meet the needs of the population;
- To put in place robust financial planning arrangements to ensure that services are delivered within budget;
- To support the development of Locality Planning Groups, which will help to plan services for local communities; and
- To oversee the delivery of all the services delegated to it by the Local Authority and the Health Board.

The accompanying report outlines key progress from the publication of the 2016-19 report. The report is purposely narrative in style regarding demonstrating progress. An appendix is included to provide local context.

### **2.3.1. Route to the Meeting**

The Chief Officer along with the Standards Officer met with the Equality and Human Rights Commission (March 23) regarding the requirements of the IJB.

## **2.4 Recommendation**

The IJB is recommended to:

- note the progress following on from the publication of the previous Equality and Mainstreaming Report; and
- approve the Equality Outcomes and Mainstreaming Report 2021 - 2025

## **2 List of appendices**

The following appendices are included with this report:

- Item 9.1.1 Appendix 1, Equality Outcomes and Mainstreaming Report 2021 - 2025