



Draft Interim Equality Outcomes 2016 - 2018

1.0 EQUALITY OUTCOMES

1.1 Background

The public sector equality duty in the Equality Act 2010 came into force in Scotland in April 2011 – this is often referred to as the 'general duty'. Scottish public authorities must have 'due regard' to the need to eliminate unlawful discrimination; advance equality of opportunity; and foster good relations.

The Public Bodies Specific Duties lay out that all Scottish Public authorities must publish a report on 'mainstreaming' equality; identifying a set of equality outcomes; employee information; gender pay gap information (for authorities with more than 150 staff) and a statement on equal pay (for authorities with more than 150 staff). This is subject to being reviewed every 2 years within its 4 year cycle.

The Integration Joint Board (the IJB) in Dundee is now classed as a public body under the regulations, albeit with less than 150 employees, and must therefore; publish a set of equality outcomes and an Equality Mainstreaming Report by 30 April 2016.

As of the date of this interim report, both the local authority and NHS Tayside have carried out their most recent bi-annual review. It is therefore suggested that these interim outcomes for the IJB are put in place for an initial 2 year period, at which time they can be reviewed and set for the next four years in line with the reporting cycle for Dundee City Council and NHS Tayside.

This report outlines the proposed Equality Outcomes for the IJB and Dundee Health and Social Care Partnership.

These outcomes and the content of this report are supported by an Equality Impact Assessment, which provides a more detailed analysis of the potential impact of the Strategic and Commissioning Plan 2016 – 2021.

1.2 Current Position

Both NHS Tayside and Dundee City Council have published existing equality outcomes and mainstreaming reports and have reviewed the progress towards the Equality Outcomes by 30 April 2015. The equality outcomes for each organisation are noted below.

1.3 NHS Tayside Equality Outcomes (Extract from [NHS Tayside's Mainstreaming Report and Equality Outcomes 2013-2017](#))

NHS Tayside Equality Outcome 1

We will ensure that care is person-centred and meets the service needs of people with relevant protected characteristic(s).

The delivery of person centred care (PCC) is a key outcome for NHS Tayside and forms part of the strategic commitment to improving quality. Crucial to this is the recognition that a 'one size does not fit all', and that our person centred approach would need to consider people's characteristic/s that are personal to them such as Age, Disability, Gender Reassignment, Pregnancy/Maternity, Race/Ethnicity, Religion/Belief, Sex and Sexual Orientation.

Long Term NHS Outcome

- Healthcare is safe and efficient
- People will have a positive experience of healthcare
- Improve health outcomes for disadvantaged groups and communities

This high level outcome 1 will be supported by the implementation and delivery of the other 3 NHS Tayside Equality Outcomes below.

Equality Outcome 2 – Data Collection and Monitoring Patient Diversity Information

Equality Outcome 3 – Accessible Information and Inclusive Communication

Equality Outcome 4 – Workforce Data Collection and Equality of Opportunity in Employment Policy and Practice

1.4 Dundee City Council Equality Outcomes (As of April 2015 Progress Report)

Equality Outcome 1 – Dundee will be an internationally recognised city at the heart of a vibrant region with more and better employment opportunities for our people. Dundee will have more of its young people with protected characteristics moving into employment, education, and training.

Equality Outcome 2 – Our people will be better educated and skilled within a city renowned for learning, research, innovation and culture.

Equality Outcome 3 – Our children will be safe, healthy, achieving, nurtured, active, respected, responsible and included.

Equality Outcome 4 – People in Dundee will have improved physical and mental wellbeing and will experience fewer health inequalities.

Equality Outcome 5 – People in Dundee are able to live independently and access support when they need it.

Equality Outcome 6 – Dundee's people with protected characteristics will feel safe.

Equality Outcome 7 – Dundee will be a fair and inclusive city.

Equality Outcome 8 – Our People will live in strong, popular and attractive communities.

Equality Outcome 9 – Our communities will have high quality and accessible local services and facilities.

Equality Outcome 10 – Our people will live in a low carbon, sustainable city.

Equality Outcome 11 – Our customers will get the services they need in an efficient and customer focused manner. Dundee City Council will increase its understanding of the needs of its service users with protected characteristics to improve its service delivery.

Equality Outcome 12 – Our organisation values and respects its employees so involves all equally in improving our services.

Equality Outcome 13 – Dundee City Council will increase its understanding of the needs of its service users with protected characteristics to improve its service delivery.

There is clearly some correlation between the respective equality outcomes from each organisation and in addition each must satisfy at least one aspect of the General Duty of the Equality Act, 2010, namely:

- *Eliminate discrimination, or*
- *Advance equality of opportunity, or*
- *Foster good relations between communities*

By setting Equality Outcomes for the IJB we considered the need to reflect the existing equality outcomes for each organisation to ensure that there is an element of consistency.

2.0 Proposed Dundee Health and Social Care Partnership Equality Outcomes

Equality Outcome 1	Users of health and social care services, their families and carers will be supported to access education, training and employment.
Equality Outcome 2	Users of health and social care services, their families and carers, will feel safe and be safe, healthy, achieving, nurtured, active, respected, responsible and included.
Equality Outcome 3	Users of health and social care services, their families and carers will have improved physical and mental wellbeing, will experience fewer health inequalities, and will be able to live independently and access support when they need it.
Equality Outcome 4	Users of health and social care services, their families and carers will experience will experience fair access to services that mitigate the impact of any protected characteristics as defined in the Equality Act (2010).

Equality Outcome 5	Users of health and social care services, their families and carers will experience services that reflect the needs of communities, that address health inequalities, and which shift the balance of these services towards early intervention and prevention.
Equality Outcome 6	Users of health and social care services, their families and carers will experience a workforce that is skilled, competent, and reflects the diversity of the populace across Dundee communities.
Equality Outcome 7	Staff, users of health and social care services, their families and carers will be confident that information they provide, particularly in relation to the protected characteristics, will be used to make improvements to services and the way they are planned and delivered.

Each of these outcomes will contribute towards the ensuring the Strategic Priorities within the Strategic and Commissioning Plan are achieved.

A progress report will be produced ever 2 years and a mainstreaming report every 4 years, bringing this in line with both local authority and NHS Tayside reporting cycles. The first 2 year update report will be due in 2018.

