

# EAST AYRSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP

INTEGRATION JOINT BOARD: 26 AUGUST 2020

## EQUALITIES MAINSTREAMING AND OUTCOMES REPORT 2020

### Report by Interim Head of Locality Services

<b>Direction Required to Council, Health Board or Both</b>	<b>Direction to:</b>	
	<b>1. No Direction Required</b>	√
	<b>2. East Ayrshire Council</b>	
	<b>3. NHS Ayrshire &amp; Arran</b>	

### **PURPOSE**

1. To present to the Integration Joint Board the East Ayrshire Health and Social Care Partnership Equalities Mainstreaming and Outcomes Report 2020.

### **RECOMMENDATION**

2. It is recommended that the Integration Joint Board:
  - (i) Considers and comments on the draft Equalities Mainstreaming and Outcomes Report 2020;
  - (ii) Endorses the Equalities Mainstreaming and Outcomes Report 2020 subject to any amendments arising from (ii) above, and;
  - (iii) Otherwise notes the report.

### **SUMMARY**

3. The report outlines the commitment of the East Ayrshire HSCP ('the Partnership') to promoting equality and provides an overview of our progress in mainstreaming equalities into the Partnership's day-to-day business processes. Also outlined is an overview of the progress that has been achieved to date by all the Ayrshire HSCPs in meeting the Ayrshire shared equality outcomes. An overview is also provided in respect of the associated activities that have been undertaken and/or supported by the East Ayrshire HSCP to reduce the inequalities and barriers local residents face to living a safe, healthy and active life.

### **BACKGROUND**

4. The Equality Act 2010 introduced a new public sector general duty, which requires public authorities to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations in the exercise of its functions.
5. These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief and sexual orientation and, to a limited extent, marriage and civil partnership.
6. The specific duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In reference to the specific duties, the Partnership must:

- Publish a report on how it has mainstreamed equality into the day to day operations of the organisation;
  - Publish a set of equality outcomes which it considers would enable it to better perform the general equality duty. These must be reviewed within four years of initial publication;
  - Publish a report on progress towards these outcomes;
  - Make any reports published fully accessible to all; and
  - Assess relevant policies, procedures and practices through Equality Impact Assessment
7. Due to the legislative structure of Integration Joint Boards (IJB), Health and Social Care Partnerships are exempt from certain specific duties. For the 2020 report we are not required to:
- Gather and use employee information;
  - Publish gender pay gap information;
  - Publish statements on equal pay; or
  - Publish information on board diversity.

## **EQUALITIES MAINSTREAMING AND OUTCOMES REPORT 2020**

8. Section 2 in the Report outlines the commitment of the Partnership in promoting equality and provides an overview of our progress in mainstreaming equalities and how we ensure that equality becomes part of everything we do, within our processes, structures, behaviours and culture. The key areas highlighted include;
- An overview of our equalities structure i.e. the equalities based groups and forums that the Partnership is represented on;
  - The methods we use to engage with our stakeholders to ensure consideration of equality is part of our response to transformational change;
  - An outline of our partnership culture which values diversity and promotes equality;
  - An overview of our approach to workforce development and the opportunities provided to our staff and partners in relation to equality and diversity training;
  - An outline of how equality is mainstreamed into our procurement processes; and
  - An overview of our Equality Impact Assessment process, which helps us to embed equalities practise across the full portfolio of health and care services and further the process of integration.
9. Section 3 of the Report provides an overview of the four Ayrshire Shared Equality Outcomes, established in 2017 and the responsibilities of the Ayrshire Equality Outcome Partners in progressing and reporting on the joint actions that support the achievement of the shared outcomes.
10. Appendix 1 highlights the activities that have been undertaken and the progress that has been achieved by the Ayrshire Equality Outcome Partners in advancing the four Ayrshire Shared Equality outcomes. There is clear evidence that the majority of Equality Outcomes have been progressed successfully.

11. Appendix 2 provides an overview of specific actions and activities that have been undertaken and/or supported by the Partnership in the pursuit of the shared equality outcomes. These activities have been focused on improving the lives of people across East Ayrshire by reducing the significant inequalities and barriers local residents face to living a safe, healthy and active life.

### **PEOPLE WHO USE SERVICES AND CARERS IMPLICATIONS**

12. There are no direct implications for people who use services and carers. However the report provides assurance that the Partnership is focused on reducing the inequalities and barriers local residents and communities face to living safe, healthy and active lives.

### **FINANCIAL IMPLICATIONS**

13. There are no direct financial implications arising from this report.

### **HUMAN RESOURCE IMPLICATIONS**

14. There are no Human Resource implications arising directly from this report.

### **COMMUNITY PLANNING**

15. The Equality Mainstreaming and Outcomes Report 2020 contributes to the Wellbeing Delivery Plan of the Community Planning Partnership.

### **16. TRANSFORMATION IMPLICATIONS**

The commitment of the Partnership to mainstreaming equalities and to achieving the Ayrshire Shared Equality Outcomes align with the principles of the Council's Transformation Strategy by ensuring we continue to provide maximum value for all those in our communities and that we remain flexible and responsive to all our customers' needs and circumstances.

### **EQUALITY IMPLICATIONS**

17. The Equality Mainstreaming and Outcomes Report will contribute to the development of a broader understanding of the equality agenda and help build the capacity of employees to work in a way which promotes equality of opportunity, social justice and social inclusion.

### **RISK IMPLICATIONS**

18. There are no direct risk implications arising from this report.

### **RECOMMENDATIONS**

19. It is recommended that the Audit and Performance Committee:
  - (i) Considers and comments on the draft Equalities Mainstreaming and Outcomes Report 2020;
  - (ii) Endorses the Equalities Mainstreaming and Outcomes Report 2020 subject to any amendments arising from (i) above, and;

(iii) Otherwise notes the report.

**Erik Sutherland**  
**Interim Head of Locality Services**  
**27 July 2020**

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# **East Ayrshire Health and Social Care Partnership**

## **Equality Mainstreaming and Outcomes Report 2020**

**June 2020**

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## **1. Introduction**

This report is East Ayrshire Health and Social Care Partnership's ('the Partnership') Equality Mainstreaming and Outcomes Report 2020. The report outlines our commitment to promoting equality and provides an overview of our progress in mainstreaming equalities into our day to day business processes.

The report also provides an overview of the activities we have undertaken and the progress we have achieved in advancing the four Ayrshire Shared Equality outcomes. These activities have been focused on improving the lives of people across East Ayrshire by reducing the significant inequalities and barriers local residents face to living a safe, healthy and active life.

As part of the East Ayrshire response to the COVID-19 public health crisis we provided vital front-line services and advocacy for disadvantaged and marginalised groups and communities. In doing so we sought to make compassionate policy choices and provide practical grass-roots support to meet the rights and needs of those people in our communities who were facing additional risks due to inequality, abuse and disadvantage. The full impact on these groups will be assessed as part of our ongoing recovery and renewal agenda and we will seek to progress our equality outcomes to achieve specific and identifiable improvements in the life chances of these disadvantaged and marginalised groups and to achieve practical improvements for all individuals in East Ayrshire who experience discrimination and disadvantage.

### **About Us**

East Ayrshire Health and Social Care Partnership formed in April 2016, bringing together health and care services in East Ayrshire.

The Partnership includes the full range of community health and care services, children's health care and justice services and is also the Lead Partnership across Ayrshire and Arran for services commonly known as Primary Care Services. These services include general medical services, community pharmacy, optometry practices, dental practices, public dental service, and Ayrshire out-of-hours nursing service and Ayrshire out-of-hours social work response service.

Our partner organisations include: East Ayrshire Council, NHS Ayrshire & Arran, The Third Sector Interface (TSI) East Ayrshire and the Independent Sector.

Our approach to leadership is based on shared values where individuals, families and carers are key partners in shaping and developing services focused on shifting the balance of power and creating equitable relationships

### **Our Values**

Our Partnership values underpin our approach to how we engage with and support the people within our communities and encompass the values of our partners. These values are;



### **Our Planning Framework**

#### **East Ayrshire Community Plan 2015-30**

The East Ayrshire Community Plan 2015-30 is the sovereign and overarching planning document for East Ayrshire, providing the local strategic policy framework for the delivery of public services by all partners. The vision set out in the Community Plan is that:

***“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people’s needs.”***



Implementation of the Community Plan is through three thematic Delivery Plans, namely Economy and Skills, Safer Communities and Wellbeing. The Health and Social Care Partnership has a lead role in taking forward the strategic priorities under the Wellbeing theme of the Community Plan, which are:

- Children and young people, including those in early years and their carers, are supported to be active, healthy and to reach their potential at all life stages.
- All residents are given the opportunity to improve their wellbeing, to lead an active, healthy life and to make positive lifestyle choices.
- Older people and adults who require support and their carers are included and empowered to live the healthiest life possible.
- Communities are supported to address the impact that inequalities have on the health and wellbeing of our residents.

Tackling inequalities including health inequalities is a cross cutting priority for the Community Planning Partnership ('CPP') in East Ayrshire and is at the core of the Wellbeing Delivery Plan which the Partnership leads on behalf of the CPP. Working with our partners across third sector, Public Health, Education and Vibrant Communities supports the delivery of the Wellbeing Delivery Plan and how our activities contribute to mitigating, preventing and undoing the causes and effects of inequality.

### **East Ayrshire Health and Social Care Strategic Plan 2018 - 2021**

The East Ayrshire Health and Social Care Strategic Plan 2018 - 2021 details how we can best meet the national outcomes and continue to improve outcomes for the people of East Ayrshire by delivering on our vision of:

***“Working together with all of our communities to improve and sustain wellbeing, care and promote equity”***

The East Ayrshire Health and Social Care Partnership have identified four key priorities that it will pursue over the lifetime of its Strategic Plan 2018-21. These priorities are highlighted below and can be directly aligned with the strategic direction of travel outlined in the East Ayrshire Community Plan and CPP Wellbeing Delivery Plan 2015-2018.

- Early Intervention and Prevention - scale-up of universal prevention and early intervention work across Work, Alcohol, Tobacco, Obesity and Mental Health (WATOM).
- New Models of Care – design and implementation of new approaches to our provision of health and social care services for older people and those with complex conditions aimed at shifting the balance of care.
- Building Capacity in Primary and Community Care - widening the concept of the Practice Team within Primary Care.
- Transformation and Sustainability – closing the financial gap and transforming how we work to achieve sustainability.

### **Annual Service Improvement Plans**

Each of the Partnership service areas publish an annual Service Improvement Plan (SIP). From April 2020 these service areas are;

- Children's Health, Care and Justice Services.
- Primary Care and Out of Hours Community Response Services
- Wellbeing and Recovery Services
- Locality Services

The SIPs are a key mechanism for setting out service level contributions to the delivery of the Health and Social Care Partnership's objectives as they contribute to the Wellbeing theme of the Community Plan 2015-30.

Each of the Service Improvement Plans also constitute an important element of the performance and improvement frameworks of the East Ayrshire Health and Social Care Partnership. The Plans set out the strategic vision and priorities of each of the key areas of service and detail identified improvement actions, associated performance frameworks and key areas of risk.

### **Localities**

Since the Partnership's inception, progress has been made through engagement to understand local priorities, improve data to better understand population needs and to establish three clearly defined locality areas within East Ayrshire.

Community Planning Partners in East Ayrshire have prioritised working in localities as one the key strategic means of encouraging involvement and engagement by local communities and the Partnership’s locality arrangements work as part of this broader picture. Working with all partners in an integrated way at the locality level has allowed us to maximise the contribution of local assets, including the third sector, volunteers and existing community networks.

The three East Ayrshire localities that have been established are:

- Northern Locality (Annick and Irvine Valley)
- Kilmarnock Locality
- Southern Locality (Ballochmyle, Cumnock and Doon Valley)

The Locality Planning Groups are one of the key links between local people and the HSCP. Each Group has a key role in identifying the health and care needs of local people and informing the overall strategic planning process of the Partnership with the Groups offering a key mechanism for local people to be involved in decisions.

Our Locality Planning Groups provide feedback on a regular basis to the Strategic Planning and Wellbeing Delivery Group to inform strategic commissioning activities. In turn, the Strategic Planning and Wellbeing Group reports to both the Partnership’s governing body, the IJB and to the Executive Officers Group of the Community Planning Partnership. Feedback is then built into Locality Planning Group business, which forms a cycle of influence for service planning and use of resources.

These arrangements are illustrated in the diagram below;



Since the formation of the Locality Planning Groups in 2018 the Groups have continued to undertake locality wide community engagement using themed events and work programmes, such as [Participatory Budgeting and tackling Social Isolation and Loneliness events](#). These opportunities support the Groups to identify and deliver connections and projects that improve health and wellbeing in each of our localities, based on and tailored to the choices of people who live there.

## **2. Mainstreaming the Equality Duty**

Mainstreaming the equality duty simply means integrating equality into the day-to-day working of the Partnership. This means considering the impact of our actions on all the people who use our services, particularly those who have a protected characteristic. Mainstreaming the equality duty has a number of benefits including:

- equality becomes part of our structures, behaviours and culture
- we can demonstrate how equality is built into everything we do
- contributing to continuous improvement and fairer and better performance

A key part of our business is supporting vulnerable people and those who often face discrimination or unfair treatment. We build this into everything we do and ensure that for each need of the general equality duty, we consider each of the protected characteristics.

### **Legal Requirements**

#### **The General Equality Duty**

The Equalities Act 2010 (the Act), replaced the Race Equality Duty (2002), the Disability Equality Duty (2006) and the Gender Equality Duty (2007).

When public authorities carry out their functions, the Equality Act says they must have due regard or think about the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The general duties apply to every function within our organisation, including how we plan and deliver frontline services, our role in policy making and in how we procure and contract services from outside agencies. The Act refers to this as 'mainstreaming equality'.

The public sector equality duty covers the following protected characteristics

- Age
- Pregnancy and maternity

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage and civil partnerships

## **The Specific Duties**

Specific duties have been designed to help authorities meet the three needs outlined in the general duty. The specific duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The majority of authorities are required to:

- Report on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practices;
- Consider award criteria and conditions in relation to public procurement;
- Publish in a manner that is accessible.
- Gather and use employee information;
- Publish gender pay gap information;
- Publish statements on equal pay;
- Publish gender composition of boards and produce plans to increase diversity.

Due to the legislative structure of Integration Joint Boards (IJB), Health and Social Care Partnerships are exempt from certain specific duties. This is due to the unique structure of Integration Boards, in that they are not employing bodies. As such, while IJBs direct the strategy and operations of health and care services across the lifespan, all staff members remain employees of either NHS Ayrshire and Arran or East Ayrshire Council.

For the 2020 report, we are not required to;

- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay
- Publish information on board diversity

While we are not required to report on specific duties in relation to employees, we will work closely with East Ayrshire Council and the Board of NHS Ayrshire & Arran to ensure our staff are treated in a fair and equitable manner.

East Ayrshire Health and Social Care Partnership must:

- Publish a report on how it has mainstreamed equality into the day to day operations of the organisation
- Publish a set of equality outcomes which it considers would enable it to better perform the general equality duty. These must be reviewed within four years of initial publication
- Publish a report on progress towards these outcomes
- Make any reports published fully accessible to all
- Assess relevant policies, procedures and practices through Equality Impact Assessment

### **Equality and Our Decision Making**

East Ayrshire Integration Joint Board (IJB) took responsibility for the delegated functions on 2nd April 2016 and is made up of voting members, who are either Councillors of East Ayrshire Council or non-executive Directors of NHS Ayrshire and Arran, and non-voting members made up of persons nominated by the Council, the NHS Board, third sector bodies, users, carers and other key stakeholders.

To ensure that the needs of the general Equality Duty are considered in exercising our business functions and processes, including budget setting, project planning and service redesign, we have positioned a mandatory “Equalities Impact” section within all IJB reports, which outlines any identified impacts to equality groups of the report proposals and any further action required.

As part of the requirements laid down in the Public Bodies (Joint Working) (Scotland) Act 2014, the Integration Joint Board must produce a Strategic Commissioning Plan that sets out how we will plan and deliver services and in turn how we will meet the National Health and Wellbeing Outcomes. In addition, we must outline how the views of localities must be taken into account.

Following an internal review of both the Wellbeing Delivery Plan and HSCP Strategic Plan in 2018 it was evident that there was a strong alignment and a shared vision, priorities, agenda and membership between the Strategic Planning Group and the Wellbeing Delivery Group. Based on this it was agreed to align both groups.

The role of the Strategic Planning/Wellbeing Delivery Group is to support the Integration Joint Board in the on-going development the Strategic Plan and the continuing review of the progress

of our delivery against the agreed national and local outcomes. Each of the stakeholders represented on the East Ayrshire Strategic Planning/Wellbeing Group has a key role to play in the strategic planning process and we have developed an effective programme of review and planning that promotes constructive dialogue.

The following sections set out how we have mainstreamed equalities into our activities to date.

## **Our Equalities Structure**

### **Corporate Equalities Strategy Group**

The Partnership is represented on East Ayrshire Council's Corporate Equalities Strategy Group (CESG), which is chaired by the Chief Executive and comprises representation at a chief officer level from all departments of the Council. The Group ensures a strategic approach to the equalities agenda across the Council; ensures effective monitoring in relation to equality issues; and maintains a consistency of approach to equality issues with particular emphasis on the continuation of mainstreaming equalities.

### **East Ayrshire Equalities Forum**

The Partnership is represented on the East Ayrshire Council Equalities Forum, which is chaired by the Elected Member for Equality, Inclusion and Poverty. The Forum comprises individuals and members of groups, representing all of the protected characteristics; Elected Members; Council officers and partner representatives.

The Equalities Forum meets twice per year and, in addition, an annual equalities event is held, which reviews achievements in the previous year and identifies issues for consideration in the coming twelve months. Equalities Forum members have discussed and debated a wide range of issues, including communication, promoting citizenship, transport issues, Integrated Health and Social Care and the potential impact of Welfare Reform.

An interim review of the Equalities Forum was undertaken in June 2018, which confirmed that Forum members felt engaged and involved and able to influence the equalities agenda in East Ayrshire. The Forum continues to grow in membership with the group widened to represent religious establishments, Tenant's Associations, and LGBTQ, a local group representing lesbian, gay, bi-sexual, transgender and people who are questioning their sexual orientation.



## **Ayrshire Equalities Partnership**

The Partnership regularly contributes to the Ayrshire Equality Partnership (AEP), which is made up of the 3 Ayrshire Councils and H&SCPs, NHS Ayrshire & Arran, Police Scotland, Scottish Fire and Rescue Service and the Procurator Fiscal. The AEP takes forward the shared equalities agenda across Ayrshire.

## **Equality and Communicating with our Stakeholders**

Health and social care services are undergoing extensive transformational change to better meet the demands of changes in our population. To ensure consideration of equality is at the front and centre of our response to this transformational change, the Partnership has been working to improve how we engage and communicate with our staff, members of the public, carers, and people who use our services.

The Partnership implemented its Communication Strategy in 2020 which sets out the approach to be taken by the Partnership to facilitate transformational change. The Communications Strategy, developed for one year initially for 2020/21, will be revised in line with the annual review of the Strategic Plan to reflect a 3 year strategy from 2021 onwards.

We have identified local people as key partners in improving the health wellbeing of the residents of East Ayrshire. We believe that engaging with local people and the people who use services, and actively involving them in decision making and in the development of services, is central to enabling health and care services become more responsive to meeting the needs and improving the quality of life of our residents.

We work closely with our communities, listening to their concerns, views and ideas, support them to optimise and make full use of their strengths, skills and assets and enable them to have their voice heard in decisions that affect them.

We support our staff to think differently when working with local people, to consider the natural supports available from family, friends and local organisations and groups in order to provide a more holistic, community based approach to health and care, that respects their rights as individuals

We continue to support local people to effectively manage their own health and wellbeing, providing information on appropriate community support services or referral to formal support services when the need arises.

By taking this approach, we are confident that are supporting our communities develop into safe and supportive environments where local people can thrive and maintain healthy lives.

Over the past year we have employed a range of methods to engage with people and gather their experiences, views and concerns to drive transformation and service improvements. This has included;

- In 2018, we engaged with a large number of people across East Ayrshire as part of the Ayrshire Mental Health Conversation, this included local events, through social media, online surveys and a range of face to face conversations, delivered by partners. We learned from this engagement that people's personal and honest experiences are of great value in learning what works well and what doesn't in the services we provide and have built our delivery plans around them.
- Participating in annual 'What Matters to You Conversations?' A series of events and activities, held around the 6<sup>th</sup> of June every year, provided us with a focussed opportunity to ask our service users, workforce and local people, what mattered to them.
- Hosting the annual 'Local Conversation Event' in Kilmarnock in November 2019, which provided us with the opportunity to showcase partnership working across East Ayrshire. The theme for 2019 was 'Connecting People' and a wide range of our stakeholders attended, led workshops and shared their experiences about the work happening across East Ayrshire to support residents keep well, stay connected and be active.

The Partnership encourages all those who attend our engagement events to complete monitoring forms. This helps us to develop our understanding of who is attending our events including members of the local community, community groups and equality groups, so that we can ensure their needs are considered in subsequent engagement activity.

## **Partnership Culture**

As we have consistently demonstrated over the life of our Partnership, we have strived to not only to meet our duties under the equalities legislation but also to ensure that equality becomes part of everything we do, within our structures, behaviours and culture.

We strongly believe that reducing the impact that inequalities have on local people and communities is of paramount importance and the commitments we have made within our Strategic Plan are designed to engender a culture which; promotes equality; values diversity; protects

human rights and social justice and tackles discrimination for both our workforce and also our residents.

### **Developing our Workforce**

An initiative to embed FACE qualities and behaviours across all East Ayrshire Council services, including those delivering Partnership services, commenced in December 2018. FACE represents the qualities and behaviours that residents of East Ayrshire feel we should all demonstrate, both now and into the future, namely Flexible, Approachable, Caring and Empowered.

The framework used to embed FACE is fully aligned with the equalities agenda in terms of inclusion and equal opportunity and has been incorporated into the Council's Workforce Plan and People Strategy to inform how we recruit and develop our people. By embedding FACE in our workforce and communities we aim to strengthen the relationships that will help us to transform and build a fairer, kinder and more connected East Ayrshire.

We recognise that we do not deliver services in isolation and the contribution of partners from all sectors is essential to ensuring we have a workforce fit for the future, which is integrated and puts people at the heart of all we do. As we transform our services our focus is increasingly on working in partnership on outcomes for individuals rather than how we provide or deliver services and our workforce is the key to supporting engagement with people who use our services in the design and delivery of care and support.

Our approach to partnership working with people who use our services, carers, volunteers, employees and communities promotes equality, values diversity, protects human rights and tackles discrimination.

Equality and Diversity training is provided for Elected Members and is mandatory for all employees. It is delivered through an online training course designed in Partnership with East Ayrshire Council Organisational Development Team and the Corporate Officer (Equality and Diversity). Face-to-face courses are also delivered for those employees who are unable to undertake the e-learning course.

A number of other e-learning courses are currently available to raise awareness of equality issues in the workplace and in relation to our Service delivery. These include:

- LGBT Training

- Respectful Relationships
- PREVENT
- Nil By Mouth

A wide range of other equalities based training and development opportunities are offered to Partnership staff by a host of different partner agencies, including Women's Aid, Vibrant Communities, Social Work Learning and Development Team, NHS Ayrshire and Arran, Corporate Equalities Section and the Organisational Development Team. These cover guidance and awareness training for working with vulnerable people who may be covered by protected characteristics. Some of the training courses provided over the last number of years include:

- Awareness of the Adult Support and Protection Act 2007
- Adults with Incapacity (Scotland) Act 2000
- Autism Awareness/ Learning Disability/ Dementia / Parkinson's Awareness
- Understanding the Dynamics of Domestic Abuse
- Children & Young People's Experiences of Domestic Abuse
- Working with Refugees and Asylum Seekers
- Various Welfare rights and benefits courses (including awareness of benefits for older people)

## **Procurement**

Procurement is undertaken by East Ayrshire Council or NHS Ayrshire and Arran in line with their respective procurement strategies and policies.

The Equality Act 2010 (Public sector equality duty) or 'general duty' and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is the legislative framework that underpins equality when procuring services.

The 'general duty' in procurement means that we must have due regard to eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct; advancing equality of opportunity between people who share a relevant protected characteristic and those who do not; and fostering good relations between people who share a protected characteristic for all procurements undertaken. The 2012 Regulations specifically require an authority to consider its' equality duty when awarding contracts within its award criteria.

All procurement activity by East Ayrshire Council is required to meet basic principles of transparency, accountability, fairness and proportionality. The Council procurement documentation is regularly reviewed to meet the requirements of new legislation and case law and has been examined in the context of the Equality Act 2010 and supporting guidance.

The Council continues to ensure equality is mainstreamed into our procurement processes including:

- Carrying out public procurement, and mainstreaming the general equality duty, through use of the European Single Procurement Document by Scottish Government which is used as a template for the selection of suppliers including Equality and Diversity.
- Agreement that the degree to which equality and diversity requirements are specified and incorporated within procurement documentation would vary according to the goods, services or works being purchased and these are assessed on a case by case basis.
- The majority of the main suppliers to the Council are awarded contracts by National Procurement.

### **Equality Impact Assessments**

We continue to undertake Equality Impact Assessments on any new policies or budget proposals that are likely to have an impact on local people, the workforce or other stakeholders.

Since the Partnership's inception, we have applied the same Equality Impact Assessment process to both Council and NHS budget proposals, which has enabled a greater level of consistency in equality impact assessments across our Integration Partners. This has been a useful mechanism to both embed equalities practise across the full portfolio of health and care services and further the process of integration.

### **3. Equality Outcomes**

All public authorities in Scotland must comply with the public sector equality duty, also known as the general equality duty, set out in the Equality Act 2010. This means that as part of our day to day business, the East Ayrshire Health and Social Care Partnership must evidence and report on how they are progressing the three needs of the general equality duty, these being to;

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In progressing these equality outcomes, the aim of the Partnership is to achieve specific and identifiable improvements in people's life chances and to achieve practical improvements for individuals in East Ayrshire who experience discrimination and disadvantage.

#### **Ayrshire Shared Equality Outcomes 2017-21**

In 2017 the Ayrshire Shared Equality Outcomes Partnership, which comprised of the East Ayrshire HSCP and other Ayrshire public sector organisations, published its first set of Shared Equality Outcomes

#### **Rationale for Shared Outcomes Approach**

Each of the public sector organisations across Ayrshire, including the NHS, Councils and HSCPs deliver and/or support the delivery of services to the same communities, whilst also maintaining an obligation to develop and publish a set of organisational equality outcomes. Considering the close working links between and across each of the Ayrshire public sector organisations, it was proposed that closer working around the development of equality outcomes be undertaken and following initial discussions a clear consensus was established for progressing the development and delivery of equality outcomes on a collaborative basis.

It was felt that service delivery itself could be improved if approaches were consistent and driven through the development of joint equality outcomes and partners believe that a shared set of equality outcomes between the Ayrshire public sector organisations would help to further mainstream the equalities agenda.

The decision was taken in 2016 to establish the Ayrshire Shared Equality Outcomes Partnership whose task was to develop a shared set of equality outcomes and the benefits of working together to develop and progress these outcomes included:

- A more consistent approach to equalities across the area
- Greater scope for consultation while reducing 'consultation fatigue'
- Greater Transparency for local people

In 2017 the Ayrshire Shared Equality Outcomes Partnership published its first set of Shared Equality Outcomes. These outcomes are that, in Ayrshire:

1. People experience safe and inclusive communities
2. People have equal opportunities to access and shape our public services
3. People have opportunities to fulfil their potential throughout life
4. Public bodies will be inclusive and diverse employers

In addition to sharing outcomes, the pan Ayrshire group also developed a supporting action plan to outline the activities being undertaken by partners to advance and realise each of the shared Ayrshire equality outcomes.

### **Reporting Progress**

As part of the public sector equality duty, we are required to publish a report on progress towards our equality outcomes every two years. This report provides an update on progress made by the Ayrshire Equality Outcome Partners in progressing identified joint actions that support the achievement of the shared outcomes. This is provided in Appendix 1 overleaf and covers progress up to March 2020.

We have also included an overview of specific actions and activities that have been undertaken and/or supported by the Partnership in the pursuit of the shared equality outcomes. These are provided in appendix 2.

**Progress against the Ayrshire Shared Equality Outcomes**

**Equality Outcome 1: People experience safe and inclusive communities**

In progressing this action, we intend that Ayrshire becomes a more inclusive and welcoming place to everyone, where diversity is respected and protected.

The outcome has a focus on tackling and preventing discriminating behaviour that can be experience by people in Ayrshire as a result of them possessing one or more of the protected characteristics.

Key Area: 1.1	Tackling Hate Crime - Raising Awareness
What we set out to do:	<p>Police Scotland recorded 6,736 hate crimes in 2017-18. Two-thirds (67%) of those crimes included a race aggravator, 16% a sexual orientation aggravator, 7% a religion aggravator, 4% a disability aggravator and 1% a transgender identity aggravator. The remaining 5% had multiple hate aggravators.</p> <p>To ensure people across Ayrshire experience safe and inclusive communities, we aimed to increase awareness of hate crime and avenues for reporting, including Third Party Reporting Centre</p>
What we did:	<p>In October 2017, the partners produced a leaflet providing employees and service users with consistent information to better support awareness of this issue.</p> <p>The partners have taken the opportunity during each of the Hate Crime Awareness Weeks in 2017, 2018 and 2019 to promote what a hate crime is and ways to report, and our leaflet has been widely disseminated across all partner organisations along with the use of social media mechanisms such as Twitter and Facebook to get the message out as widely as possible. Partners have also promoted the Scottish Government One Scotland campaign to put an end to hate crime.</p> <p>Working in partnership with our colleagues in Police Scotland we have also devised a quarterly report to help us understand the levels of hate crime across Ayrshire. The report offers the opportunity to identify if there are any particular protected characteristic groups where hate crime is increasing but also to consider if there are any other areas which should be targeted.</p>



<p>What difference did we make:</p>	<p>It was anticipated that increased awareness would lead to an increase in hate crimes reported and this appears to have been the case. The latest evidence from Police Scotland indicates that in East Ayrshire race hate crime continues to dominate in terms of reported hate crimes, with the trend showing an increasing level of reporting of racial hate crimes year-on-year across the 4 year period 2017 to 2020. However, work is ongoing to support a reduction in Hate Crime incidents. To support the reduction in racist hate crime, all partners have supported and promoted diversity days and open days at the Mosque to foster good relations between different racial groups.</p> <p>In 2020 the East Ayrshire Safer Communities Delivery Group brought a group of partners together to discuss and develop a broad based Action Plan to tackle hate crime across the local authority area. An initial meeting were held prior to the emergence of the COVID-19 public health crisis and agreement on the content of an Action Plan, based on the UK Action Plan, was agreed. The Action Plan will focus on a number of key themes including safe awareness, employee training and 3<sup>rd</sup> party reporting and will be implemented later in 2020.</p>
<p>What we will do to continue to progress this area</p>	<p>Following the publication of the findings from the Lord Bracadale Independent Review of Hate Crime Legislation and the 'One Scotland' consultation which followed it, the Scottish Government introduced new legislation to deal with hate crime in the Scottish Parliament in April 2020. The Hate Crime Bill covers offences on grounds such as race, religion and sexual orientation.</p> <p>In the coming two year period, the partners are looking to develop an online e-Learning module to support employees and take forward any other necessary actions as a result of the consultation.</p> <p>Over and above supporting our employees, the partners will work together to better promote what Hate Crime is to our communities across Ayrshire and where third party reporting centres are located.</p>
<p><b>Key Area: 1.1</b></p>	<p><b>Tackling Hate Crime – Implement the 'Keep Safe' initiative</b></p>
<p>What we set out to do:</p>	<p>To ensure people across Ayrshire experience safe and inclusive communities, we aimed to implement the 'Keep Safe' initiative across partner agencies in Ayrshire. People who are vulnerable because of learning disabilities, physical disabilities, sensory impairment or mental health problems have the right to feel safe when they are out in the community. Unfortunately some people can become targets for bullying and harassment and can feel intimidated, scared and frightened to go out.</p>

What we did:	Partners delivered staff training and briefing sessions to raise awareness of the 'Keep Safe' initiative and conducted an audit of existing places with a view to increasing the number of establishments registered for the initiative. The Keep Safe initiative works with a network of businesses such as shops, libraries and cafes who have agreed to make their premises a 'Keep Safe' place for people to go if they feel frightened, distressed or are the victim of crime when out in the community. These premises have been approved by Police Scotland and the employees within these establishments receive training as do employees within organisations and people who use the service.
What difference did we make:	<p>Following the audit, all have partners worked to increase the number of Keep Safe establishments across Ayrshire and as of June 2020 the number of establishments approved and registered across Ayrshire now stands at 70. This is broken down as follows;</p> <p>East Ayrshire – 35  North Ayrshire – 14  South Ayrshire – 21</p> <p>As part of increasing the number of establishments registered for this initiative, a large number of staff have also required to undergo training to ensure staff working in the establishments can fulfil the potential of the initiative.</p>
What will we do to continue to progress this activity	<p>Partners will continue to progress identification of further locations for Keep Safe places through engagement with Learning Disability service users and other relevant groups to help identify suitable locations out with statutory buildings. Ideally, Keep Safe places will be established in local business or leisure venues where people would normally visit.</p> <p>The partners will continue to collect and monitor data on usage for the Keep Safe establishments and measure the impact of these initiatives on service users.</p> <p>Work is ongoing to engage with the ferry terminal on Arran to progress its registration as a Keep Safe location.</p>
<b>Key Area: 1.2</b>	<b>Support the PREVENT initiative</b>
What we set out to do:	Prevent is one of the four elements of CONTEST, the UK Government's counter terrorism strategy. The partners agreed to implement certain actions to support this work including raising employee's awareness to better identify radicalisation and also increase awareness of the reporting procedures.

What we did:	<p>'Workshops to Raise Awareness of Prevent' (WRAP) sessions were delivered across all partner organisations, providing opportunities for staff to better understand the risk of radicalisation and to engage with one another around this agenda to offer the chance for debate and discussion.</p> <p>Within East Ayrshire Council, from 1 April 2017 to March 2020, a total of 153 employees received WRAP training delivered directly by a trainer and a total of 614 employees have completed the e-learning module. The total number of East Ayrshire Council employees who have completed WRAP training between April 2017 and March 2020, including face-to-face and via online module, is 767</p> <p>A Prevent briefing has been circulated across all partner organisations, allowing a clear and consistent message around Prevent to be disseminated across the whole of Ayrshire. Each partner organisation distributes these briefings using their own internal processes.</p>
What difference did we make:	<p>We have raised awareness of Prevent and our responsibility to safeguard vulnerable individuals' from being radicalised.</p> <p>We have complied with the duties placed upon us as a named specified authority within the Counter Terrorism and Security Act, 2015 ensuring that our employees are more aware of Prevent and the need to safeguard against radicalisation and the routes for reporting any concerns.</p>
What will we do to continue to progress this activity	<p>We will continue to provide WRAP training, publish briefings and keep employees abreast of any changes in line with the Prevent strategy. We will continue to meet as a multiagency partnership and share intelligence. Going forward we will include Prevent within the adult and child protection training and continue to emphasise Prevent as a safeguarding issue.</p>

**Equality Outcome 2: People have equal opportunity to access and shape our public services**

We recognise that in order to provide the right services to local people, we need to understand their needs and aspirations. Many people who possesses one or more protected characteristic may face additional barriers to having their voices heard.

Through progressing this outcome, we intend to reduce the barriers often faced by local people when accessing our services.

<b>Key Area 2.1</b>	<b>Explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services.</b>
What we set out to do:	The partners set out to explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services. It was agreed from the onset that this process would also include British Sign Language.
What we did:	<p>The Partners met on a regular basis to discuss the development of a Pan Ayrshire approach to tender for TICS services. This was to ensure that there was a consistent approach for all our communities across Ayrshire accessing support and to secure best value for all public bodies involved.</p> <p>The process involved collating information from all organisations involved in relation to access, spend, quality of service and languages used, and mapping national contracts that could be accessed by public bodies, for example, the Scottish Government contract.</p>
What difference did we make:	<p>This service will ensure that there is consistency of approach across Ayrshire for all translation and interpretation requests.</p> <p>It will not only present a best value approach, but also an efficient process for our communities across Ayrshire in relation to accessing a professional and robust translation and interpretation service which is inclusive. Provision of clear and comprehensive communication will have a positive impact on the outcomes for all of our service users. Work towards achieving this outcome is ongoing.</p>
What will we do to continue to progress this activity	The working group will continue to develop a tender process to ensure that the tendering process is open transparent and robust.
<b>Key Area 2.2</b>	<b>Ensure our public buildings and services are accessible and welcoming for Trans people.</b>
What we set out to do:	<p>In 2016, the Ayrshire LGBT+ Development Group held three locality based Trans events across Ayrshire. Local community engagement identified there is a lack of gender identity support within Ayrshire. In addition, it was highlighted that there were issues related to gender specific services which have adversely impacted the experience of accessing our services by those identifying as transgender.</p> <p>Welcoming and accessible services would encourage greater engagement with services.</p>
What we did:	A number of avenues were utilised to ensure that Trans people are not discriminated against when accessing our services. Staff training in relation to trans specific issues was made available to staff and training experiences shared across the partners. This training was evaluated to be positive for those staff involved. E-learning modules in relation to trans specific training is also available and again this training will be shared across the partners.

	<p>A few of the partners have developed or in the process of developing policies to support Trans employees in the workplace, and again this practice is being shared across the partners to ensure that trans employees are supported across the partner organisations.</p> <p>The Ayrshire LGBT+ Education Network was created by Ayrshire College and East Ayrshire Council and aims to improve the educational experiences of LGBT+ children, young people and adults learning in Ayrshire through the sharing of best practice. The Network was launched in February 2018 and continues to meet on a regular basis and participate in locality based events across Ayrshire.</p> <p>Whilst the Network aims to improve educational experiences of LGBT+ people, it also offers opportunity to share learning, knowledge and understanding across all partners to ensure access to all public services in Ayrshire are trans inclusive. This work is ongoing to embed across all partner organisations.</p>
<p>What difference did we make:</p>	<p>The development of training and policies within the partner organisations has raised the awareness of the issues Trans people face on a daily basis, and has also provided a point of contact for employees in relation to seeking further advice or learning to ensure that our services are inclusive for Trans people.</p> <p>The Network now includes a mailing list of over 100 practitioners from across the partners. It remains the only Network of its kind in Ayrshire and continues to demonstrate its impact upon practice. The last two meetings, for example, included trans-specific focuses with 100% of Network members reporting an improved knowledge and understanding of trans policy and practice.</p> <p>Feedback from one of the sessions noted that:</p> <ul style="list-style-type: none"> <li>• 100% of participants felt the show and share sessions would have a positive impact on their current practice</li> <li>• 95% felt that they broadened their knowledge and understanding of transgender policy and practice</li> </ul>
<p>What will we do to continue to progress this activity</p>	<p>The Network aims to continue growing and meeting its objective, and is one part of the development of work with trans people in Ayrshire.</p> <p>We will work with the Scottish Trans Alliance and other organisations to develop trans specific training across Ayrshire.</p> <p>The Council's Corporate Officer (Equality and Diversity) is also developing a Trans Employee Policy that will support not only employees who transition their gender; but also managers and Human Resources to ensure that all employees who identify as Trans or who are in transition are fully supported.</p>

### Equality Outcome 3: People have opportunities to fulfil their potential throughout life

Many people who identify as possessing a protected characteristic may often experience barriers to achieving outcomes, whether these be economic, academic or social.

By progressing this outcome, it is intended that the barriers that many people face in fulfilling their potential, can be reduced.

Key Area: 3.1	Increase the number of modern apprentices who are BME
What we set out to do:	National data evidenced that less than 2% of all Modern Apprenticeships in Scotland are taken by Black and Minority Ethnic (BME) Communities although they form around 4% of the target population. Therefore, the partners set out to improve the uptake of Modern Apprenticeships by those from a BME background and also work in internal and external stakeholders to support this. This specific group matched those identified by Skills Development Scotland (SDS).
What we did:	<p>East Ayrshire Council has established a consistent starting rate of pay for all apprenticeship programmes, to ensure fairness and equality for all trainees. By developing a consistent approach to the creation of apprenticeships, their training, and support and employment opportunities to encourage young people into a Modern Apprenticeship pathway.</p> <p>Some progress has been made by partners in establishing an Ayrshire-wide baseline to identify under-represented groups. Skills Development Scotland (SDS) provides an understanding of where under-representation exists across key, specific groups in Ayrshire and works with training providers, employers and others to tackle this underrepresentation. Individual partners, in partnership with for example SDS, employers and others, are now seeking to develop or enhance their own action plans to support targeting the under-representation identified. It is clear nevertheless that real change across the identified under-represented groups will require significant cultural and societal changes. As such, further partnership working across all partners involved will be needed to support these cultural and societal changes.</p> <p>In East Ayrshire the majority of BME young people attainment levels are high and most tend to access further and higher education.</p>
What difference did we make:	There remains a mixed picture across the partners in Ayrshire in respect of Black and Minority Ethnic representation in Modern Apprenticeships. Reflecting on locality data provided by SDS as well as individual partner information in the reporting period, it is shown that across Ayrshire, the uptake of a MA from those who identify as BME is lower than in comparison to those who identify as White Scottish and White British. Little change or impact is evident from year 2017 to year 2019.

<p>What will we do to continue to progress this activity</p>	<p>Partners through the shared equality outcomes 2017 - 2021 have committed to tackle under-representation from BME communities in modern apprenticeship uptake. This commitment remains unchanged.</p> <p>Care-experienced young people remain a national and regional priority for many of the partners involved in delivering on the shared equality outcomes 2017 - 2021. This specific group were not identified as a priority in these equality outcomes. However, some consideration by partners was given to those who identify as being care-experienced especially given many are defined also as Corporate Parents.</p> <p>In relation to the Council, there are presently no BME MAs, however it has been recognised that the MA pathway is not a natural route for people from the BME communities. With the development of the apprenticeship family we may see a shift in this pathway as the Apprenticeship family grows and has become accessible whilst attending school, and can in many further and higher education establishments be used as a recognised qualification to entry.</p>
<p><b>Key Area: 3.1</b></p>	<p><b>Increase the number of modern apprentices who have a disability</b></p>
<p>What we set out to do:</p>	<p>National data evidenced that less than 0.5% of all Modern Apprenticeship placements are taken by someone with a declared disability. Around 8% of the target population (16-24) is disabled. Therefore, the partners set out to improve the uptake of Modern Apprenticeships for those identifying as having a disability and also work in internal and external stakeholders to support this.</p>
<p>What we did:</p>	<p>Individual partners, in partnership with for example SDS, employers and others, are now seeking to develop or enhance action plans to support targeting the under-representation identified. It is known that partnership working through, for example, Project Search, is supporting an improving picture.</p>
<p>What difference did we make:</p>	<p>In 2016/17, the proportion of MA starts self-identifying an impairment, health condition or learning difficulty in East Ayrshire was 7.6%, lower than the national figure of 8.6%. Since then East Ayrshire Council and NHS Ayrshire and Arran have continued to work in partnership with Ayrshire College and through Project SEARCH to establish positive pathways for young disabled people into employment and increase the provision in learning opportunities. The latest figures show that for 2019-20 the proportion of MA starts self-identifying an impairment, health condition or learning difficulty in East Ayrshire was 12.7%, a significant increase on the 7.6% figure in 2016/17.</p>
<p>What will we do to continue to progress this activity</p>	<p>The Council will continue to work through the shared, regional Equality Outcomes 2017-2021 and have committed to tackle under-representation where identified in MA uptake.</p>

Key Area: 3.1	Increased no of people in non-traditional gender roles including modern apprenticeships
What we set out to do:	We set to increase the number of males or females accessing Modern Apprenticeships that are contrary to historical gender bias. For example, we hope to see more females accessing work in engineering and males accessing job opportunities in care.
What we did:	<p>Individual partners, in partnership with for example SDS, employers and others, are now seeking to develop or enhance action plans to support targeting the under-representation identified.</p> <p>The Council always ensure that publicity in relation to the recruitment of new MAs always depict positive role models, for example, when advertising posts that are dominated by males, the Council depict images of women in these roles to encourage a gender balance, and vice versa in respect of early years roles.</p>
What difference did we make:	<p>Reflecting on locality data provided by SDS as well as individual partner information in the reporting period, it is shown that across Ayrshire, female uptake of Modern Apprenticeships in traditionally male dominated careers such as Engineering is lower in comparison to male uptake. This pattern is mirrored for male uptake of Modern Apprenticeships in traditionally female dominated careers such as Care.</p> <p>In the reporting period, the overall number of male MA's across Ayrshire was higher than in comparison to female MA's. This incidence, however, very much is reflective of MA's offered and thus uptake according to gender identity. In North Ayrshire Council, for example, the overall number of female MA's was higher in both 2017-18 and 2018-19. Closer inspection at what MA's offered shows a clear gender split between what is traditionally seen as 'female' or 'male' careers. That said, some progress is noted in improving these gender imbalances; for example, the number of female Health and Social Care MA's in 2017-18 was 5 to 1 male and in 2018-19, it was 2 to 2 and thus a fair gender split.</p> <p>Such an incidence is not widely seen across all partners and indeed highlights that some learning can be shared through the partners.</p>
What will we do to continue to progress this activity	Partners through the shared equality outcomes 2017 - 2021 have committed to tackle under-representation in Modern Apprenticeship uptake. This commitment remains unchanged. As can be evidenced in the Health and Social Care example, there is opportunity to share that learning and any good practice between partners. The partners will also continue to promote Modern Apprenticeships to all and highlight cases where there is a change in non-traditional gender role uptake.

#### **Equality Outcome 4: Public bodies will be inclusive and diverse employers**

This outcome aims to provide focus on public bodies in Ayrshire to ensure their hiring practices are inclusive and that workforces are reflective of the local population in which they serve.



By progressing this outcome, it is intended that all Ayrshire public bodies will be inclusive and diverse employers.

<b>Key Area 4.1</b>	<b>Use alternative opportunities for advertising posts.</b>
What we set out to do:	<p>The Ayrshire Equality Partnership recognise the importance work in the physical and mental wellbeing of individuals, families and communities. However, it is also recognised that some recruitment practices can be a barrier to employment for particular groups.</p> <p>The Ayrshire Equality Partnership set out to support and encourage organisations to consider their current arrangements of advertising vacant posts, to ensure they are fully inclusive and accessible to all.</p>
What we did:	<p>Each of the partners have continued to promote their respective organisations as an employer of choice by providing employability programmes, especially for unemployed young people, whilst continuing to guarantee an interview to candidates who have a disability and who meet the minimum criteria for the post.</p> <p>Partners are also continuing to explore how best to utilise social media to promote job opportunities, as well as targeted advertising using third sector organisations.</p> <p>We continue to liaise with external partner organisations specialising in providing employment opportunities to specific sectors of the workforce, examples include DYW Ayrshire and Skills Development Scotland.</p> <p>Some partners are exploring recruiting future colleagues via local Education Departments, School twitter accounts, colleges and universities direct.</p>
What difference did we make:	<p>Managers and recruitment employees are more aware of the benefits of providing opportunities to under-represented groups including young people, disabled, and LGBT. Having a more diverse workforce will allow services to be designed and delivered with service users at the core.</p>
What will we do to continue to progress this activity	<p>We will report to partners the final outcome of the information gathering exercise on recruitment practices in order to learn from the experiences of alternative engagement.</p> <p>We will continue to look at further alternative methods of attracting a wide range and diverse pool of applicants for available posts within all partner organisations.</p> <p>We will consider positive recruitment practices in an effort to develop a more diverse workforce for the future.</p>

Key Area: 4.1	Recruitment Practices – Disability Confident Scheme
What we set out to do:	<p>Employment is also one of the most strongly evidenced determinants of health, the World Health Organisation (WHO) notes that ‘unemployment puts health at risk’ and ‘unemployment has a direct bearing on the physical and mental health and even life expectancy for unemployed people and their families.’</p> <p>There is also recognition that some recruitment practices can be a barrier to employment for particular groups.</p>
What we did:	<p>Each of the partners have continued to promote their respective organisations as an employer of choice by providing employability programmes, especially for unemployed young people, whilst continuing to guarantee an interview to candidates who have a disability and who meet the minimum criteria for the post.</p> <p>We also continue to support staff who become disabled to remain in employment.</p> <p>Baseline data of all Partners’ activities with respect to the Disability Confident Scheme has revealed that all Partners have reached Level 2. This audit will also attempt to establish which of the Partners are working towards Level 3 and what experiences and resources are available that can be shared.</p>
What difference did we make:	<p>We have provided opportunities for employees to remain at work following a change to their health.</p> <p>Managers and personnel colleagues are committed to supporting employees to remain at work following a change to their health. We have provided training to these employees which has given them a greater understanding of the issues faced and potential solutions to support employees to remain in work.</p>
What will we do to continue to progress this activity	<p>We will report to Partners the final outcome of the information gathering exercise on the Disability Confident Scheme, recruitment and training.</p> <p>We will support all Partners in their attempts to progress to Level 3 of the Disability Confident Scheme.</p> <p>We will continue to look at alternative methods of attracting a wide range and diverse pool of applicants for available posts within all Partner organisations.</p>
Key Area 4.2	Develop and provide a range of training and awareness sessions around Equality and Diversity issues.
What we set out to do:	Partners working together to develop and provide a range of training and awareness sessions around Equality and Diversity issues

What we did:	An audit of all partners' Equality and Diversity training resources, currently in place and under development, is in progress. It is hoped that once the nature and learning platforms being used are established, the potential for sharing those resources will be explored further
What difference did we make:	Employees being better trained and more knowledgeable in equality and diversity issues will allow us to provide a better service to all stakeholders. Our audit of available, and in development, training resources has allowed a dialogue between the Partners to commence on areas where the sharing of good practice could be beneficial.
What will we do to continue to progress this activity	We will continue to review training resources held by all Partners and consider if these can be shared and/or delivered in conjunction with other Partners.

**Equality Outcome 1: People experience safe and inclusive communities**

In progressing this outcome we intend that Ayrshire becomes a more inclusive and welcoming place to everyone, where diversity is respected and protected.

Key Area	Action	Narrative
Social Isolation	Work with partners across our communities to identify and promote services or activities that can reduce the impact of Social Isolation	<p>In 2018, the East Ayrshire Community Planning Partnership Board and East Ayrshire Council agreed to share three strategic priorities, where it was felt that working across the Partnership would achieve a demonstrable improvement in performance over the period 2018-2021. One of these strategic priorities was 'Older People: adding life to years - tackling social isolation'</p> <p>Locally within East Ayrshire much of our existing activity already goes some way to addressing social isolation i.e. the principles of early intervention and prevention and reducing demand on professionally-led services by building on natural community supports. However in identifying this as a specific strategic priority, the Council and the CPP Board recognised that additional targeted activity was required across the Community Planning Partnership, including the H&amp;SCP, to make a demonstrable impact on this issue over the next three years</p> <p>The Head of Community Health and Care Services within the H&amp;SCP held strategic lead for this shared priority and a partnership approach to addressing loneliness/social isolation has been adopted with key stakeholders.</p> <p>Social Isolation is also a key priority for each of our Locality Planning Groups with a clear recognition that people in our communities who are isolated or lonely, have a higher risk of developing serious health conditions compared to those who have good social connections. The East Ayrshire Community Connectors are based in GP practices across East Ayrshire and offer alternative solutions to medical based interventions for patients. This includes referring people to locally based community groups and opportunities, such as hobby groups, walking clubs or exercise groups, with the goal of helping people become engaged in social activities close to their home. This 'social prescribing' has a greater long term</p>

		<p>positive impact on a person's individual by helping them stay active and engaged in their local community.</p> <p>Some of our achievements over the last 2 years have been;</p> <ul style="list-style-type: none"> <li>• Through our community events and engagement sessions we have raised awareness and increased understanding of the issue of loneliness within our communities, reduced stigma associated with isolation and loneliness and promoted kindness and self-care:</li> <li>• Each of our Locality Planning Groups have built strong networks with local statutory services and third and independent sector organisations to help tackle social isolation and loneliness.</li> <li>• We have witnessed an increase in the number of local businesses and organisations who are actively engaging with the isolation and loneliness agenda and offering support to encourage people to make connections within their community.</li> <li>• Our Locality Planning Groups have continued to map local assets, activities and services across East Ayrshire in order to understand where opportunities and gaps exist that can directly or indirectly impact on social isolation and loneliness.</li> <li>• The H&amp;SCP has placed an emphasis on healthy and active ageing in both policy and practice and rejects negative stereotypes of later life.</li> </ul>
Mental Health	Development and implementation of the Ayrshire and Arran Mental Health Strategy 2019-27 and the East Ayrshire Mental Health Delivery Plan 2019-22	<p>The overarching aim of the Strategy is to ensure area wide equality in terms of access to and provision of supports and care opportunities in helping people to improve their mental wellbeing. The three Ayrshire Health and Social Care Partnerships , in partnership with NHS Ayrshire and Arran, commissioned the Ayrshire and Arran Mental Health Strategy 2019-27 to provide a consistent approach to our response to mental health and to set out shared priorities.</p> <p>Development of the Strategy was based on consideration of the key aspirations and views expressed by a range of stakeholders including those who use services and their carers', staff, partners and the wider general public and it sets out a way for all stakeholders to</p>

		<p>work together to support better mental health including statutory, voluntary, and independent and community sectors.</p> <p>In recognition that of the need for bespoke approaches and activities within all three Health and Social Care Partnerships areas to reflect more localised challenges and needs, East Ayrshire H&amp;SCP implemented its Mental Health Delivery Plan 2019-22. The local strategy, developed through extensive engagement with partners, stakeholders and communities, sets out 7 strategic aims and associated outcomes to be achieved.</p> <p>The Ayrshire strategy and East Ayrshire delivery arrangements provide more preventative, effective support for people who require additional support in local communities, ensuring improved access.</p> <p>In addition, following the development of a Workforce Planning paper in 2019 to support the sustainability of the role of Mental Health Officers, the Children's Health Care and Justice Service introduced a rolling programme to support three candidates to undertake the Mental Health Award on an annual basis.</p>
Advocacy	East Ayrshire Independent Advocacy Strategic Plan 2019-22	<p>As the lead agency in planning independent advocacy, East Ayrshire H&amp;SCP developed and implemented the Independent Advocacy Strategic Plan 2018-21 for East Ayrshire, which sets out our shared ambitions for improving opportunities for everyone in our communities to have their voice heard.</p> <p>The Partnership believes that enabling people, especially those who are vulnerable or who face the greatest amount of inequality, to express themselves and articulate their views, is a central component in helping us to achieve the wellbeing aspirations outlined in our Community Plan.</p> <p>In the development of our Strategy there was a recognition that some groups in particular could benefit more from enhancing our advocacy offer and work is underway to scope these gaps, understand their impact and consider the best ways to support these groups by working with individuals and organisations already supporting them and with our partners, on both a local and regional basis.</p>

Domestic Abuse	Development and publication of the East Ayrshire Domestic Abuse Policy	<p>The H&amp;SCP contributed to the development of the East Ayrshire Domestic Abuse Policy that was published in 2019. The Policy sets out the commitment by the Council and range of Partners to assist anyone in East Ayrshire who is experiencing domestic abuse. The policy refers equally to men and women and was developed taking account of the Domestic Abuse (Scotland) Act 2018 and the recommendations contained in Equally Safe Scotland's Strategy for Preventing and Eradicating Violence against Women and Girls</p> <p>The DAP promotes equality, diversity and inclusiveness and endorses partnership working to tackle the root causes of domestic abuse and to build a fair and inclusive East Ayrshire</p>
Adult Support and Protection	Implementation of East Ayrshire Adult Protection Committee Improvement Plan 2018-20	<p>The East Ayrshire Adult Protection Committee (EAAPC) Improvement Plan has been taken forwarded during the 2018-20. The Improvement Plan was developed, and is underpinned, by the improvement actions identified as a result of the self-evaluation exercise undertaken by the service in 2018. The key areas that have been addressed within the Improvement Plan include Procedures and Guidance, ASP Processes and Recording, Support to undertake Adult Protection Work, Risk Assessment and Review and Information and Communication</p> <p>This self-evaluation forms part of the routine EAAPC Biennial Self Evaluation Activity Calendar which demonstrates the overall commitment to the continuous improvement of adult support and protection practice across and between partners in East Ayrshire.</p>

## **Equality Outcome 2: People have equal opportunity to access and shape our public services**

We recognise that in order to provide the right services to local people, we need to understand their needs and aspirations. Many people who possesses one or more protected characteristic may face additional barriers to having their voices heard.

<b>Key Area</b>	<b>Action</b>	<b>Narrative</b>
Stakeholder Engagement	Authority wide engagement events i.e. Local Conversation	The H&SCP has continued to plan and host a wide and varied range of community focussed engagement events across all our communities and localities. In 2019 we hosted our annual 'Local Conversation Event' in Kilmarnock, which gave a platform to our partners to showcase the positive impact of partnership working across East Ayrshire. The theme for 2019 was 'Connecting People' and a wide range of our stakeholders attended, led workshops and

		<p>shared their experiences about the work happening across East Ayrshire to support residents keep well, stay connected and be active.</p> <p>Each of Locality Planning Groups also hosted 'Social Isolation and Loneliness' events in the Southern, Northern and Kilmarnock localities in 2019 and 2020. These events had the aim of bringing people in our localities together to discuss the impact of social isolation and loneliness and to share awareness of the many different supports that are available, including statutory, third sector and locally based services that are helping people tackle the negative impact of isolation and loneliness.</p> <p>The Partnership is currently developing its new Strategic Plan, which will be a nine-year Plan covering the period 2021-2039. As part of our development activities we will be engaging with our workforce, partners and the communities we serve in a range of different forums, workshops and conversations with a key focus being to gather and understand local perspectives.</p>
Communication	Implementation of the East Ayrshire H&SCP Communication Strategy	<p>The Partnership implemented its Communication Strategy in 2020 which sets out the consultative and engagement approaches we will undertake with all our stakeholder groups to help facilitate transformational change in the way we provide our services.</p> <p>We believe that consultation, listening, learning, timely planning and good communication are all essential to the success of planning health and care services that meet the needs of both our geographical communities as well as our diverse range of communities of interest.</p> <p>The Communications Strategy has been developed for one year initially for 2020/21 and will be revised in line with the annual review of the Strategic Plan to reflect a 3 year strategy from 2021 onwards.</p>
Locality Planning Groups (LPGs)	Community representation on LPGs	<p>Our Locality Planning arrangements are providing an effective mechanism for partners involved in communities to collectively agree actions and to work in partnership to improve outcomes.</p> <p>Membership of each of the Locality Planning Groups involve NHS and Council staff and those from the third and independent sectors working with service users, carers, community-based</p>



		groups to plan and deliver care and support provision. This has involved identifying needs and assets within each locality area and developing plans related to these, building local networks and reference groups to shape action and influencing strategic planning and commissioning.
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### Equality Outcome 3: People have opportunities to fulfil their potential throughout life

Many people who identify as possessing a protected characteristic may often experience barriers to achieving outcomes, whether these be economic, academic or social.

Key Area	Action	Narrative
Choice and Control	East Ayrshire Thematic Inspection of SDS	<p>Self-Directed Support is a way of providing social care support that empowers individuals to have informed choice about how support is provided to them with a focus on working together to achieve individual outcomes in a way that gives individuals choice and control over their own lives and which respects and promotes human rights. The fundamental principles of self-directed support are participation; dignity; involvement; informed choice; and collaboration.</p> <p>The SDS service in East Ayrshire underwent an inspection in 2019 and the findings from this inspection were very positive, highlighting that the implementation of self-directed support in East Ayrshire was delivering positive personal outcomes for individuals and having a direct impact on the quality of life for people as a result of increased choice and control.</p>
Tackling Child Poverty	Implementation of the East Ayrshire Local Child Poverty Action Report (LCPAR)	<p>As a key member of the East Ayrshire Poverty Action Group and as a core member of the East Ayrshire CPP, the HSCP played a key role in the development and implementation of the East Ayrshire Local Child Poverty Action Report (LCPAR).</p> <p>Growing up in poverty affects life chances in health, wellbeing, education and employment and can mean feeling cold, hungry and unable to take part in the things that friend and neighbours do. Child poverty acts as a barrier to our aim of a 'Fairer, Kinder, Connected' East Ayrshire.</p> <p>In preparing the 2018-19 LCPAR partners took forward a range of research, consultation and engagement activity, which included a mapping exercise to identify existing activity aimed at</p>

		<p>addressing child poverty and the potential gaps in provision across East Ayrshire. A 'Turning the Curve' workshop on tackling child poverty was also held involving key partners, which reviewed existing and planned action on child poverty against the key drivers set out in 'Every Child, Every Chance'.</p> <p>In accordance with the requirements of the Child Poverty (Scotland) Act 2017, our LCPAR has outlined the key activities taken forward during 2018/19 to reduce child poverty in East Ayrshire and also those further activities which we have planned for 2020-21 to meet the challenging child poverty reduction targets set within the Act.</p>
Health and Wellbeing Inequalities	Implementation of the Health Champions initiative	<p>In 2019 we introduced the Health Champions Initiative with the stated aim of promoting health literacy in our communities and providing support to local communities to address the challenges health inequalities present. The initial cohort of participants on the programme came from the Ochiltree Community Hub and Heart &amp; Soul Group who were identified as established groups who had the capacity and interest to address health concerns within their own communities.</p> <p>Funding was also made available to allow staff from the H&amp;SCP, and from Vibrant Communities and the Third Sector, to participate in the Health Issues in the Community (HIIC) facilitation training programme. This programme is aimed at increasing community capacity, increasing community participation and establishing and supporting community development approaches to tackling inequalities in health.</p>
Children on the Edge of Care	Implementation of the 'What Matters to You' initiative	<p>East Ayrshire Council has been a key partner, alongside the Hunter Foundation and BBC Children in Need, in developing and implementing the 'What Matters to You' initiative. The overall aim of the Programme is to deliver systemic change through investment in strategies that are tailored to the needs of children and families, who require significant support to enable positive outcomes. The H&amp;SCP will play a key role in the delivery of the Programme, which will be implemented over the period 2019-2022, initially in the Cumnock and Auchinleck area.</p> <p>Work will combine a focused approach to an agreed number of young people and families on the 'edges of care', alongside a more general support network for the entire community of young people and their families. The success of the initiative will be demonstrated through</p>

		<p>an increase in positive destinations for those most impacted by negative underlying circumstances, with a particular focus on families with children at the edges of care.</p>
Financial Inclusion	The Financial Inclusion Team (FIT)	<p>In 2018/19, within the challenging context of welfare reform, the FIT achieved financial gains totalling £4.6 million on behalf of service users in East Ayrshire. Since the establishment of the FIT in 2013, the Team has generated income in excess of £24 million for East Ayrshire residents.</p> <p>The Financial Inclusion Team (FIT), within the Health and Social Care Partnership, works to assist the most vulnerable individuals against the impact of the UK Government's Welfare Reform programme. Referrals to FIT are made primarily from social work teams, housing officers and health staff, with financial advice/support relating to welfare benefits and income maximisation provided.</p>
Prison Health and Social Care Services	Supporting people access health and social care in custody	<p>Collaborative work was taken forward in East Ayrshire in response to some of the challenges with an older prison population and in supporting people access social care when in custody in a dignified manner. This has focused on the Prison Health Care Team, the prison based Social Work Team, the Justice Locality Team and Community Health and Care Teams, who have worked collaboratively to support some of the most vulnerable, disadvantaged and stigmatised people in our community, ensuring their experience of receiving social and health care whilst in custody is comparable to that they would receive in the community.</p> <p>Play in Prison has continued to provide fathers who are currently imprisoned within HMP Kilmarnock, with the opportunity to foster or maintain bonding and attachments with the child/children in their lives through using the medium of play. Offering children opportunities to maintain contact with their loved ones reduces stress and the trauma that the child and family are feeling, therefore improving the health and wellbeing of the family as a whole.</p>
Youth Employability	Maximisation of Employment Opportunities	<p>The Partnership introduced a range of initiatives and approaches to support school leavers into positive destinations and to reduce youth unemployment in East Ayrshire. The Care Inspectorate commended our efforts to maximise opportunities to attract a younger workforce, which were highlighted in our recent Joint Inspection for Services of Children and Young People (March 2018).</p>

		Some examples include our positive recruitment policy, which ensures looked after and accommodated children have access to entry level posts prior to advertising, guaranteed interview if they meet the essential criteria and a targeted approach, through Project Search, to secure employment for young people with learning disabilities or autism.
Asylum Seekers	Support resettlement of Asylum Seeking Children	<p>In 2020 East Ayrshire Council agreed to support participation in the National Transfer Scheme and assist in the resettlement of 4-6 unaccompanied asylum seeking children of 16/17 using a housing support model. In doing so the Council was clear that this aligned with the values of the East Ayrshire Community Plan and the promotion of equality, diversity and inclusiveness.</p> <p>Since October 2017 there has been four unannounced arrivals of an unaccompanied asylum seeking children and young people (UASC) in East Ayrshire and the Health and Social Care Partnership has been part of the multi-agency support network for these children allowing staff to develop a new range of skills in working with vulnerable people who are fleeing conflict and persecution.</p>

**Equality Outcome 4: Public bodies will be inclusive and diverse employers**

This outcome aims to provide focus on public bodies in Ayrshire to ensure their hiring practices are inclusive and that workforces are reflective of the local population in which they serve.

As a non-employing body, no locally specific actions were identified by East Ayrshire Health and Social Care Partnership. Instead, HSCP officers continue to work closely with colleagues in our parent organisations, East Ayrshire Council and NHS Ayrshire and Arran to ensure employment practices are not discriminatory against any protected groups.