

Inverclyde Health & Social Care Partnership Improvement Plan – Equalities (2023)

The public sector equality duty is referred to as the 'general equality duty' which is part of the Equality Act (2010). The general equality duty applies to Inverclyde Integration Joint Board (IJB), which has a legal obligation to pay due regard to meet the need to;

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

The HSCP also has the responsibility to produce an Equality and Diversity Mainstreaming report every **two years** and an Equality and Diversity Mainstream Report and Outcomes every **four years**.

Specific equality duties:

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 place duties (specific duties) on listed public authorities. An Integration Joint Board is a listed public authority in terms of those regulations.

- Regulation 3 – the duty to report progress on mainstreaming the equality duty – requires listed authorities to publish a report on the progress it has made to make the equality duty integral to the exercise of its functions. Such reports must be published at intervals of not more than 2 years.
- Regulation 4 – the duty to publish equality outcomes and report progress – requires listed authorities to publish a set of equality outcomes which it considers will enable it to better perform the equality duty. Such sets must be published at intervals of not more than 4 years and a report must be published on the progress made at intervals of not more than 2 years.
- Regulation 5 – the duty to assess and review policies and practices - requires listed authorities, where and to the extent necessary to fulfil the equality duty, to:
 - (1) Assess the impact of applying a proposed new or revised policy or practice against the needs mentioned in the general duty,
 - (2) Consider relevant evidence relating to people who share a protected characteristic
 - (3) Take into account the results of their assessment in developing the policy or practice
 - (4) Publish within a reasonable period the results of any assessment, and
 - (5) Review, and where necessary, revise any policy or practice that it applies in the exercise of its functions to ensure that in exercising those functions it complies with the equality duty

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 lists specific duties which apply to Inverclyde Integration Joint Board.

1. Produce and publish an equalities mainstreaming report every two years
2. Develop and publish Equality Outcomes every four years
3. Produce and report on these Equality Outcomes every two years
4. Undertake and publish Equality Impact Assessments of all policies and practices, including one for the Strategic Plan
5. Develop and implement a functioning Equality Impact Assessment (EIA) system which includes a quality assurance process.

Improvement Action 1 – Ensure Leadership and organisational commitment to Equalities, Diversity and Inclusion				
Local Action(s)	How will we know/Measure?	Responsible Officer /	Target Date	Progress Commentary and RAG Status
Establish an Equalities Group at Service Manager level chaired by a Head of Service to oversee all Equalities work.	<ul style="list-style-type: none"> Group established and meets quarterly Agenda developed 	Chief Officer/Heads of Service	April 2023	
Identify resources and recruit to a Planning Officer with responsibility for embedding equalities across the HSCP.	<ul style="list-style-type: none"> Planning Officer in post and delivering to work plan 	Head of Finance, Planning and Resources/Service Manager Planning and Performance	May 2023	
Develop a meaningful equality training programme for IJB Board members to ensure awareness and understanding of their role in equality duties.	<ul style="list-style-type: none"> Training programme developed and delivered No. of attendees. Pre and post training awareness levels 	Chief Officer	September 2023	
Establish a peer Equalities network (Champions) from across all HSCP service areas (team leader level) and support with appropriate training and development to carry out their role within services.	<ul style="list-style-type: none"> Training programme developed and delivered Improved awareness / knowledge and communications across the HSCP 	Heads of Services/ Service Manager Planning and Performance	June 2023	
Review HSCP website and ensure all equalities information is accessible.	<ul style="list-style-type: none"> Audit of Information on HSCP website is available and easy to access 	Service Manager Planning and Performance/Service Manager Business Support and Advice Services	July 2023	

Ensure as part of induction all staff undertake the E learning module on equalities on commencing employment.	<ul style="list-style-type: none"> No. of staff completed the module 	Heads of Service	May 2023	
Work with HSCP champions and services to identify all good practice in relation to mainstreaming equalities.	<ul style="list-style-type: none"> Examples of good practice 	Service Manager Planning and Performance	Ongoing/March 2024	
Report to IJB two yearly on all Equalities work (Mainstreaming Report).	<ul style="list-style-type: none"> Mainstreaming Report to IJB and published on website 	Chief Officer	March 2024 Then March 2026	

Improvement Action 2 - Develop and publish Equality Outcomes every four years				
Local Action(s)	How will we know/Measure?	Responsible Officer	Target Date	Progress Commentary and RAG Status
Develop evidence base for Inverclyde HSCPs Equality Outcomes	<ul style="list-style-type: none"> Evidence of Review previous Equality Outcomes/NHS GGC and Inverclyde Council Outcomes/ Review Strategic Needs Assessment 	Service Manager Planning and Performance	June 2023	
Creation of and distribute Equalities questionnaire for staff across Inverclyde HSCP to help inform the Equality Outcomes.	<ul style="list-style-type: none"> Questionnaire develop and return rate 	Service Manager Planning and Performance	May 2023	
Undertake wider community consultation (Involve people with protected characteristics) and engagement to identify key areas for inclusion in Equality Outcomes.	<ul style="list-style-type: none"> No. of community consultations Feedback from engagement 	Service Manager Planning and Performance	September 2023	
Develop a set of Equalities Outcomes based on evidence of need that have clear specific measurable Equality Outcomes.	<ul style="list-style-type: none"> Equality Outcomes developed 	Chief Officer/Service Manager Planning and Performance	November 2023	
Consult on Inverclyde HSCPs Equalities Outcomes. Adhere to the national standards of community engagement and engagement process.	<ul style="list-style-type: none"> Consultation undertaken with IJB and wider community 	Service Manager Planning and Performance	December 2023 IJB approval March 2024)	

Report to IJB on two yearly on progress of Equalities Outcomes	<ul style="list-style-type: none"> Equalities Outcomes developed and Progress Report to IJB and published on website 	Chief Officer	March 2026	
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Improvement Action 3 - Develop and implement a functioning Equality Impact Assessment (EIA) system which includes a quality assurance process and ensure Equality Impact Assessments of all policies and practices are published

Local Action(s)	How will we know/Measure?	Responsible Officer	Target Date	Progress Commentary and RAG Status
Audit EQIA compliance across HSCP since April 2021.	<ul style="list-style-type: none"> No. of EQIAs completed No. of IJB papers identified where EQIA should have been undertaken Agreement at Equality Group of these should be undertaken retrospectively 	Heads of Service/Service Manager Planning and Performance	June 2023	
Develop a new EQIA process and guidance notes for Inverclyde HSCP including new EQIA form.	<ul style="list-style-type: none"> New HSCP form and guidance produced 	Service Manager Planning and Performance	August 2023	
Deliver training across HSCP services for all staff undertaking EQIAs.	<ul style="list-style-type: none"> No. of training sessions delivered No. of appropriate staff attending 	Service Manager Planning and Performance	Commence Sept 2023/ongoing	
Develop quality assurance process to ensure Head of Service sign off.	<ul style="list-style-type: none"> No of EQIAs submitted 	Chief Officer	September 2023	
Publish all EQIAs on HSCP website.	<ul style="list-style-type: none"> No of EQIAs published on yearly basis 	Service Manager Planning and Performance	With immediate effect	