

Participation and Engagement

Equality Outcomes 2024-2028

Inverclyde HSCP is passionate about the health and wellbeing of all local people. Through delivery of our services, we aim to support all people living in Inverclyde to live the healthiest life possible.

As a listed public body within the Equality Act (2010), Inverclyde HSCP is obligated to ensure equality and fair treatment of those with a protected characteristic are embedded into our day-to-day business.



As part of these duties, we are required to demonstrate how we will mainstream equalities practice into our day-to-day business and publish a set of Equality Outcomes that we will take action to address and as part of this process we consulted with local people, communities and partners in the development of our Equalities Outcomes. Following initial engagement with our Equality Network Champions, we identified the four Equality Outcomes to progress over the next four years.

The process of consultation supporting the Equalities Outcomes has been in two parts.

- 1) Obtaining views from our HSCP Equalities Group on what the main challenges are for Inverclyde, to help inform our Equality Outcomes. *(July 2023-March 2024)*
- 2) Obtaining views and feedback from our community on the draft Equality Outcomes and what they mean to people with protected characteristics. *(April 2024)*

The four Equality Outcomes identified for consultation are as follows:

1. We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face.
2. Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.
3. Inverclyde’s most vulnerable and often excluded people are supported to be active and respected members of their community.
4. People that are New to Scotland, through resettlement or asylum, who make Inverclyde their home, feel welcomed, are safe and able to access the HSCP services they may need.

Consultation on our Strategic Priorities



The HSCP produced a survey for our local people and groups. In partnership with our Third Sector, we engaged with local communities and networks. This was done by distributing the survey both digitally and in paper format to our third sector and communities. In addition to the survey, in partnership we had some meaningful conversations with local groups that included local people with protected characteristics.

There was support for the outcomes identified. 38 people and groups responded to our online survey. 44.25% strongly agreed or agreed with the Equality Outcomes identified. 11.5% of respondents strongly disagreed or disagreed with the priorities that were proposed with the remainder voting neutral (*full breakdown below*). For each of the Equality Outcomes we

- a) Provided an overview of each outcome.
- b) Asked what our people thought could be done locally to help progress each priority.

There was a focus on the difficulties and barriers people with a protected characteristic may experience when accessing HSCP services, the results included language and terminology barriers, it was suggested that wider communities require education on the terminology used when discussing the LGBTQ community and in the main our transgender groups, whilst people new to Scotland reported challenges with language barriers and face to face appointments. Accessing GPs was highlighted, this appears to be a generic theme across Inverclyde (and indeed Nationally) and not specifically a barrier for people with a protected characteristic however it is an identified need for improvement.



Our respondents were clear that the Outcomes can only be achieved working together in partnership and with our community in delivering education and understanding of the challenges faced by some of our people, together we can support and create an Inverclyde who can help all.

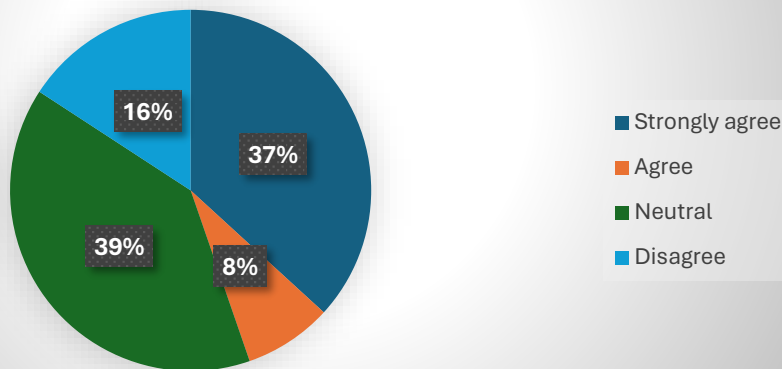
Following an analysis of our respondents feedback we established that their feedback was centred around the following themes.

Accessing services	Long Covid	Communities	Lack of Support
Support and Education	People need groups		Vulnerability

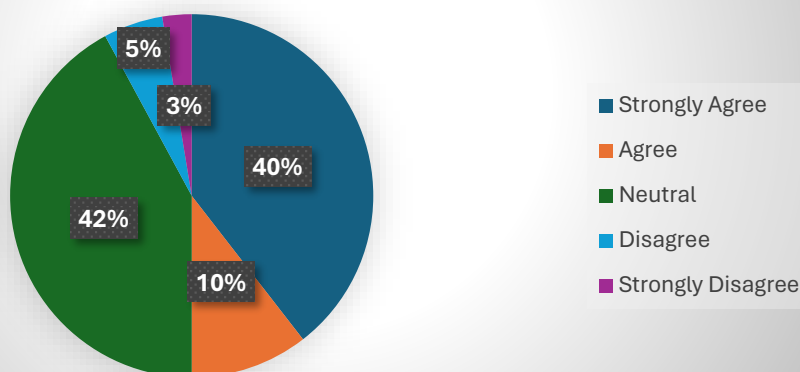
Engagement Feedback Charts

The charts below show the responses to each propose equality outcome.

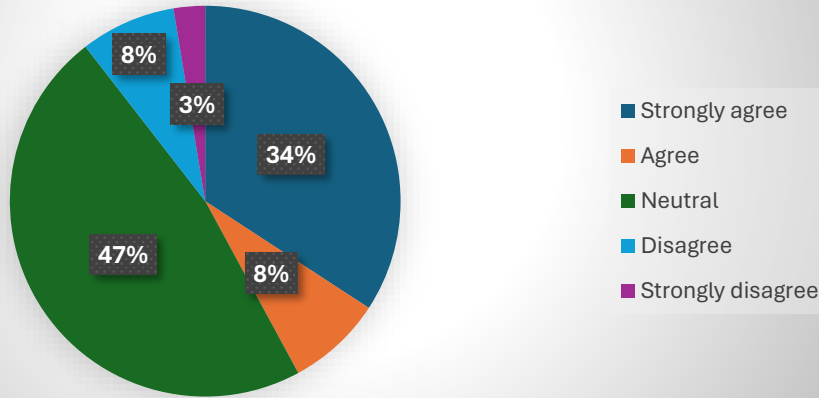
Outcome 1: We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face



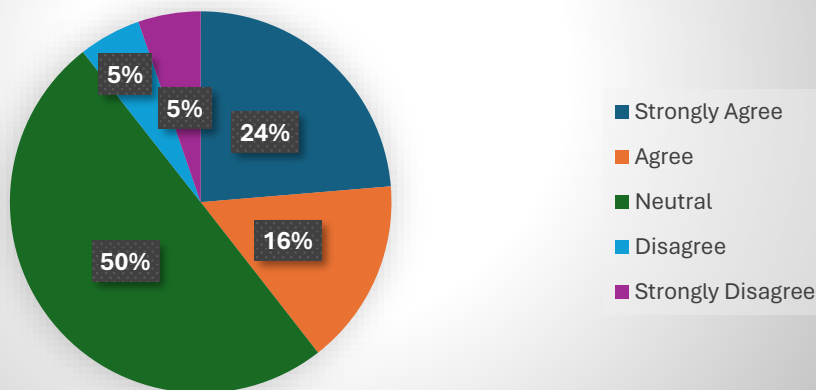
Outcome 2: Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.



Outcome 3: Inverclyde's most vulnerable and often excluded people are supported to be active and respected members of their community.



Outcome 4: People that are New to Scotland, through resettlement or asylum, who make Inverclyde their home, feel welcomed, are safe and able to access the HSCP services they may need.



Feedback – what you said.

<p>As an LGBTQ+ youth community group we have heard from our young people that a barrier to express themselves is education. This is due to bullying and lack of LGBTQ+ representation within school. Furthermore, throughout the community. Our young people seek representation and education online. Also, they can struggle to be accepted by friends and loved ones so therefore there is a lack of advocacy for them within their community and/or a lack of support and education to help their family and support networks support them to be their true authentic selves. This in turn affects their confidence, self-esteem and building positive relationships.</p>
<p>There is a lot of increasing prejudice and misunderstanding of the LGBTQ+ community which can make people anxious about accessing a service.</p>
<p>I don't understand what protected groups and characteristics mean.</p>
<p>We feel the engage-ability is difficult impersonal, always the same stuff, that didn't help my family before or me.</p>
<p>Not everyone understands long covid or the needs of people with long covid.</p>
<p>In many instances, HSCP members have redirected their primary responsibilities towards supporting refugees. While this may be justifiable when local communities have strong communication channels, it is essential for authorities such as the HSCP and other relevant organizations to be accountable for the final response. There should be more employees hired to the HSCP, with refugee backgrounds, that could expedite assistance to others. Additionally, fostering diversity within the HSCP may enhance communication between staff and residents of similar backgrounds.</p>
<p>Fell like immigrants and people with certain disability such as long covid are not recognised.</p>
<p>More understanding is needed of transgender groups, more information on terminology for transgender people</p>
<p>It is important that all children and young people are given equal opportunity to achieve their full potential. Give young people a platform for their voice to be heard.</p>
<p>Children and young people should be given the best chance as possible to live a good life. Some young people are clearly disadvantaged over others and will need a boost.</p>
<p>Education is needed for the wider population to understand the challenges of vulnerable people, this be in person and online.</p>
<p>New Scots have often come from hugely difficult circumstances and always have something that they can give to our communities.</p>
<p>Fresh blood fresh knowledge and culture diversity help an area grow.</p>

Equalities findings

Inverclyde HSCP cannot look at equality in isolation we must plan and provide services in a way which, takes account of the needs, characteristics and circumstances of our service-users. We must collaborate with people to design services that are accessible, culturally appropriate and that support equality of access and outcomes for all.

Given the different asset bases of our increasing diverse communities, and the need to address health inequalities, we should consider how we will allocate resources in ways that will enable Inverclyde to achieve equitable outcomes.

We must consider the following.

How can the HSCP demonstrate we are applying our principles to all groups, particularly those at greater risk of experiencing poorer health and wellbeing?
What community supports do people already have and how do we strengthen this support?
How will we evidence that we have reduced barriers?
In what ways have we used equality impact assessments to promote people 's equality rights and address health inequalities? Can we evidence good practice?
How can we evidence, that we are reducing health inequalities?