



**south ayrshire**  
health & social care  
partnership

# South Ayrshire Health and Social Care Partnership

## Equality Outcomes and Mainstreaming Report 2021 – 2023



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## 1. Introduction

This report is South Ayrshire Integration Joint Board's Equality Outcomes and Mainstreaming Report 2021 - 2023.

South Ayrshire Health and Social Care Partnership (HSCP) – overseen by the IJB – plays a full role in the Ayrshire Equality Partnership through which we are signed up to a collective set of Equality Outcomes and we contribute to the outcomes of our partner organisations, South Ayrshire Council and NHS Ayrshire and Arran. This report outlines how South Ayrshire HSCP is committed at all levels to mainstreaming equalities into our daily business alongside the local authority and the NHS. It is important to note at the outset that neither the IJB nor the HSCP are employers of staff, and we will signpost to the respective local authority and health board reports for full information on staff profiling and equalities as it regards the relationship between our staff and their employers. As classified by the Equality and Human Rights Commission (EHRC) the IJB is a Schedule B authority.

Importantly, South Ayrshire IJB agreed a revised Strategic Plan in March 2021. The Strategic Plan is the key strategic document for the HSCP and has tackling inequality in all its forms at its core. In keeping with the spirit of the commitment to mainstream equalities into our routine business and to reflect the strong commitment to tackling inequality outlined in the Plan, much of this report refers to the IJB Strategic Plan 2021-2031 and associated activity.

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 South Ayrshire by reducing the significant inequalities and barriers local residents face to living a safe, healthy, and active life.

### 1.1 About Us

South Ayrshire HSCP brings together a wide range of community-based health, social care and social work services in South Ayrshire. Services are provided by the HSCP or commissioned by us from another provider.

#### **Services for all stages of life**

In South Ayrshire, the HSCP delivers and commissions a broad range of services, meaning the HSCP is in contact with citizens at all stages of life. Services delegated by South Ayrshire Council and the NHS cover:

- Adults and Older People's Community Health and Care Services;
- Allied Health;
- Children's Health and Care Services;
- Community Nursing; and
- Justice Services.

In practice, this means that our services work more closely together to deliver streamlined and effective support to people that need it, bringing together a range of professionals including social work, nursing and our Allied Health Professionals (AHPs).

All services are strategically driven by local and national priorities and full service details are provided within the [South Ayrshire Integration Scheme](#).

## 1.2 The Integration Joint Board

The Public Bodies (Joint Working) (Scotland) Act, establishing integrated health and social care partnerships on a legal footing, came into effect on 2 April 2014 and this is the third Strategic Plan of the IJB.

The HSCP is governed by the Integration Joint Board (IJB) – a separate legal entity in its own right which is responsible for planning and overseeing the delivery of community health, social work, and social care services. The IJB is responsible for allocating the integrated revenue budget for health and social care in accordance with the objectives set out in its Strategic Plan.

The IJB includes members from NHS Ayrshire and Arran, South Ayrshire Council, representatives of the 3rd Sector, Independent Sector, staff representatives and others representing the interests of patients, service users and carers.

## 1.3 A Ten-Year Vision

Our Strategic Plan aims to provide a ten-year vision for integrated health and social care services which sets out objectives for the HSCP and how it will use its resources to integrate services in pursuit of national and local outcomes. Given the timing of the publication, many of the immediate actions and operational plans underpinning the strategy are interlinked with COVID-19 recovery and renewal and have had an 18-month time frame. Per the legislation, the Strategic Plan will receive a statutory refresh during 2024 with a new action plan drafted for the forthcoming time period.

We will revisit operational plans on an iterative in response to our changing population (and the uncertain impact of COVID-19) and to various national policy developments are including the Scottish Government's response to the Independent Review of Adult Social Care.

In developing the Strategic Plan, we reviewed our performance against our previous priorities, developed a [strategic needs assessment and locality profile](#), considered the emerging risks, and consulted with people who use our services, our partners, and our staff. This helped us to clarify our vision, values and strategic objectives that are detailed in this plan.

## 1.4 Partnerships

The overarching aim of the HSCP is to work together with the citizens of South Ayrshire to improve health and wellbeing and support communities to be resourceful and supportive of family, friends, and neighbours.

We cannot achieve this alone and work with partner organisations (including the third and independent sector) to enable citizens to take control and take responsibility for their own health and wellbeing. The long-term health and wellbeing of citizens will only be improved if communities, organisations and individuals work together.

The Partnership aims to support our citizens to lead healthier lifestyles whilst they take charge of, and responsibility, for their own physical and mental health and wellbeing.



We are building a system which looks at 'care' not just as 'healthcare' and formal support services but one that encompasses and supports informal care, communities and their citizens as crucial parts of the system. We have seen how supportive and resilient communities have been during the COVID-19 pandemic and we know they are the experts of what their community needs. Our South Ayrshire Wellbeing Pledge sets out this ambition and this is detailed in section 4.2.

## 1.5 Planning in South Ayrshire

Our direct engagement and relationship with South Ayrshire communities is supported by our six Locality Planning Groups, enabling us to deliver supports and services in-keeping with local need.

To facilitate this, Locality Planning arrangements are established in six areas of South Ayrshire, and these feed into our Strategic Planning Advisory Group (SPAG).

Where specialist services are managed by a 'Lead Partnership' on behalf of all three Ayrshire-based Health and Social Care Partnerships, this Plan will include reference to the vision and priorities for those services. Local priorities agreed between this Partnership and the Lead Partnership will be reflected in the respective strategic plans of both bodies.

## 1.6 Post Pandemic

Following the pandemic, we continued to reinstate services. As the public health measures relaxed, social contact increased which enabled our commissioned services, voluntary groups, supports and other face to face engagements to increase. Staff are regularly working from office bases whilst operating within a hybrid model.

There was, however, a real challenge which continued as the number of staff who were employed, recruited, or volunteered continued to fall and capacity within the sector was stretched.

The impact on performance across all services was monitored and with governance meetings effectively re-instated, albeit the majority remain as a virtual online meeting, we were able to continue to provide assurance to our Integration Joint Board and tracked key data in relation to the service delivery and the pandemic response, for example delayed discharge, waiting times for key services as well as adult and child protection.

During this period the HSCP interrogated performance data to fully understand the challenges in specific service areas which gave clarity on the areas to be targeted.

We continue to utilise our close links and positive relationships with service providers and sector representatives throughout. As we experienced in previous years, the pandemic brought about multi agency responses.

The lessons learned from responding to the pandemic and the frequency of needing to rapidly respond to emerging changes in work practices need to be harnessed and developed. There have been opportunities which have arisen through rapid change and implementation of new processes, systems development and relationships that can further imbed integration and the transformation required going forward. These changes are often enablers to further shift the balance of care to community settings and grow locality models across South Ayrshire whilst retaining a focus ensuring that equality and inequality impacts are addressed.

COVID-19 pandemic had an unprecedented global impact, and it would be no exaggeration to say that every community and individual in Scotland has been affected as a result of the pandemic. However, evidence has also clearly highlighted that COVID-19 has not affected all population groups equally, whether it is the virus itself or the restrictions set as a response to its spread. Instead, both national and local research has shown that additional layers of disadvantage have been experienced by equality groups during the pandemic, including;

- Research shows older age and being a member of an ethnic minority community, for example, were associated with a higher risk of catching the infection and higher rates of death.
- Bereavement, isolation, loss of income and fear triggered mental health conditions or exacerbating existing ones. Many people faced increased levels of alcohol and drug use, insomnia, and anxiety.
- Rates of domestic abuse increased during periods of lockdown and restricted measures. The joint statement issued by the Violence Against Women and Girls (VAWG) services across the UK reports that perpetrators could use infection control measures as a tool of coercive and controlling behaviour.
- Long-standing structural inequalities and discrimination that deaf and disabled people experience appear to be heightened. Nationally, the wide disparities were reflected in the data released by the Office for National Statistics, which shows Disabled people are about twice as likely to die from COVID-19.

As part of the South Ayrshire response to the COVID-19 public health crisis, the Partnership provided vital front-line services and advocacy for groups and communities. In doing so, we provided practical support to meet the rights and needs of those in our communities facing additional risks due to inequality, abuse, and disadvantage.

## 2. Local Context

To make informed decisions about our strategic planning and commissioning, we need to fully understand the diversity of our community which can be done by using a range of population data as well as our own local intelligence. From the data, it is clear that South Ayrshire faces particular challenges of inequality and community vulnerability, and we are determined to target our services at these challenges using the resources we have at our disposal.

### **Locality planning**

During 2021 – 2023 South Ayrshire was split into six localities listed below:

- Ayr North and Villages
- Ayr South and Coylton
- Girvan and South Carrick
- Maybole and North Carrick
- Prestwick and Villages
- Troon and Villages

The purpose of planning by locality is to ensure that services are delivered in local communities according to their specific need. Locality Planning Partnerships are established in each locality with their own priorities for the local area. To support the assessment of need and decision making on local services, profiles of each locality area have been produced.

### 3. Equality Legislation and Legal Requirements

The Equality Act 2010 became law on 1 October 2010 and replaced previous antidiscrimination laws with a single Act. It simplified the law into a single source and ensures that everyone who is protected under law from discrimination, harassment or victimisation is afforded the same level of protection.

The Equality Act introduced the concept of nine protected characteristics (PCs), namely:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation.
- Marriage and civil partnership

On 5 April 2011, the Equality Act 2010 introduced a new public sector equality duty (also known as the General Equality Duty) which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under this 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.

On 27 May 2012, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. The purpose of the specific duties in Scotland is to help public bodies, such as the Council, in their performance of the general equality duty. The Specific Duties place a statutory duty on the Council to:

- Report progress on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practices;
- Gather and use employment information;

- Publish gender pay gap information;
- Publish statements on equal pay;
- Consider award criteria and conditions in relation to public procurement; and
- Publish in a manner that is accessible.

The Ayrshire Shared Equality Outcomes Partnership, which is comprised of the South Ayrshire HSCP and other Ayrshire public sector organisations, published its second set of Shared Equality Outcomes in 2021.

These outcomes are that, in Ayrshire:

- People experience safe and inclusive communities
- People have equal opportunity to access and shape our public services
- People have opportunities to fulfil their potential throughout life
- Public bodies will be inclusive and diverse employers

As part of the public sector equality duty, South Ayrshire Health and Social Care Partnership is required to publish a report on its progress towards meeting its equality outcomes and mainstreaming equality every two years. Our previous report on progress towards meeting our Equality Outcomes and the last report on mainstreaming equalities were both published in 2021. This report will bring reporting on both mainstreaming and equality outcomes together and will align our reporting to the schedule set out by the Equality and Human Rights Commission.

## 4. Policy Context

### 4.1 National Policy Context

The development of public policy on equalities issues has become a central part of discussions about the shape of our society and the lives we lead. In the last 2 years the Scottish Parliament has shown decisive leadership in strengthening legislation in this area. Scotland has become the first country in the UK to adopt the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill. This forward-looking rights-based approach will make it unlawful for public authorities to act incompatibly with UNCRC requirements and empower children, young people and their representatives. The Scottish Parliament has also taken steps to further protect victims and communities targeted by hate crime by passing the Hate Crime and Public Order (Scotland) Bill.



In January 2021 the Scottish Renewal Advisory Board published their report 'If Not Now, When', which includes 'calls to action' on many aspects of life that have equality factors and considerations, including housing, food accessibility, the incorporation of human rights law into Scots law to ensure protection for those with protected characteristics, and realising disabled person's rights in full. As this work develops, we will ensure that this mainstreaming plan accounts for any measures being introduced to advance equalities issues.

As noted, tackling inequality is already central to the Scottish Government's wider policy agenda with many actions being taken forward or planned, including;

- The Race Equality Action Plan
- The Gender Pay Gap Action Plan
- A Fairer Scotland for Disabled People
- Employment Action Plan
- The British Sign Language Action Plan
- A Fairer Scotland for Older People
- A Connected Scotland (strategy for tackling social isolation and loneliness)

## 4.2 Local Policy Context

### **South Ayrshire Strategic Plan 2021 - 2031**

[Our Integration Joint Board Strategic Plan 2021-31](#) is a ten-year vision for integrated health and social care services which sets out our objectives and how we will use our resources to integrate services in pursuit of national and local outcomes. The Partnership strongly believes that reducing the impact that inequalities have on our communities is of paramount importance and the commitments we have made within the Strategic Plan 2021-31 are designed to embed a culture which promotes equality, values diversity, protects human rights and social justice and tackles discrimination experienced by our workforce and our residents.

Our overarching vision is '*Empowering our communities to start well, live well and age well.*'

We have developed a 'South Ayrshire's Wellbeing Pledge' reflecting the notion of two parties (public services and the community) contributing to a common goal. The Pledge looks to build on the amazing resilience, spirit and mutual support our communities have displayed throughout the COVID-19 pandemic.

As part of the launch of the Strategic Plan a South Ayrshire Partnership Agreement was signed by Tim Eltringham, Director of Health and Social Care and Marie Oliver, Chief Executive Officer for Voluntary Action South Ayrshire (VASA). This agreement is a commitment from the Health and Social Care Partnership to work collaboratively with Third Sector Partners in order to achieve the Objectives of this Strategic Plan.

As a key partner of the Community Planning Partnership (CPP), we work with other services to deliver on the [Local Outcomes Improvement Plan](#) priorities, namely:

- Supporting older people to live in good health
- Closing the poverty-related outcomes gaps

The HSCP, alongside community planning partners, work together to achieve the strategic priorities set in the [Children's Services Plan 2020-2023](#).

Tackling inequalities including health inequalities is a cross cutting priority for the Community Planning Partnership ('CPP') in South Ayrshire.

## 5. Equality and our Decision Making

Mainstreaming equality duty is an organisational responsibility with leadership and employee awareness central to its success. The Integration Joint Board has worked closely with our corporate partners in South Ayrshire Council to develop a range of mechanisms and processes to ensure that consideration of equalities underpins everything we do and that there is effective leadership at all levels.

### 5.1 Ayrshire Equality Partnership

The Partnership is represented on the Ayrshire Equality Partnership (AEP), which is made up of all three Ayrshire Local Authorities 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.

## 6. Mainstreaming the Equality Duty

Mainstreaming the equality duty simply means integrating equality into the day-to-day processes and activities 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 structure, behaviours and culture
- we can demonstrate how equality is built into everything we do
- contributing to continuous improvement and fairer and better performance

The Partnership's work is focused on supporting vulnerable people and those who often face discrimination or unfair treatment, ensuring that for each need of the general equality duty we consider each of the protected characteristics. The following sections highlight how the Partnership has mainstreamed equalities into our activities to date.

## 6.1 Mainstreaming Equalities in Service Provision

Mainstreaming the equality duty is an organisational responsibility, with leadership and employee awareness central to its success. The Partnership utilises a range of mechanisms and processes to ensure that consideration of equalities underpins everything we do and that there is effective leadership at all levels.

As we have consistently demonstrated, 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.

### **Embedding Equality Awareness**

The Partnership provides mandatory induction training to all our new staff, which includes an overview of equalities legislation and how it applies to our work, our duties under the legislation and the importance of ensuring that all of our services are inclusive.

### **Equality Impact Assessments**

Equality Impact Assessments are undertaken on any new policies, proposed service changes or budget proposals that are likely to have an impact on local people, the workforce or other stakeholders.

To support the completion of the Equality Impact Assessment, an Equalities Champion or 'critical friend' from SAHSCP is involved in this process. Training has been delivered in-house to Elected Members and Senior Management.

From February 2020, a working group had been reviewing the process for conducting EIAs. This group is considering how other important assessments - including Health in All Policies Assessments and Poverty Impact Assessments could be built into this process to ensure the impacts of future policies and strategies are fully and robustly considered. Near the end of the financial year, 2023, South Ayrshire Council reviewed their Equality Impact Assessment tool and have identified areas for improvement which will be reported in future years as these are developed.

### **Equality Monitoring**

The CareFirst management information system utilised by the Partnership has the ability to capture the service user's ethnicity, age, gender, disability, religion and preferred language. It can also record a client's primary and/or secondary client group. Although these fields are available on CareFirst, they are not mandatory. This equality information can be built into operational reports providing service activity by client and equality characteristics (where recorded). In turn this could enable the department to monitor uptake of service and service activity by these characteristics.

## Informing our Communities

Accessible information remains a key element for all communities, and this has been evident through all our efforts during the pandemic and beyond. During the pandemic we provided information on safety, national facts, sources of information and support in various languages and formats. Where possible, British Sign Language (BSL) information was also produced in a timely manner. The platforms we used to share this information included our website, our social media platforms, digital bulletins, partnership websites, mailing lists and through the support of 3rd sector and volunteers who were in direct contact with communities.

## 6.2 Mainstreaming Equalities in Stakeholder Provision

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 further developed our approaches to engagement and communication with our staff, members of the public, carers, and people who use our services.

The Partnership will publish a revised Communication Strategy in 2024, which sets out the approach to be taken by the Partnership to facilitate transformational change.

We have identified local people as key partners in improving the health and wellbeing of the citizens of South 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 being 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 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.

As a result of COVID lockdown and social distancing restrictions which were introduced during 2020, the Partnership was required to look at diverse ways that would allow us to continue to remain connected and effectively communicate, engage, and deliver services to our residents and communities. In responding to this challenge, the Partnership established an engagement framework, which focused primarily on digital communication methods and digital platforms to remain connected. This approach has been highly effective in reaching out across all our communities and capturing the views of our residents and users of our services. An outline of the key communication methods utilised by the Partnership during the COVID pandemic are provided below.

- Online surveying of service users, residents, and key stakeholders

- Conducting online focus groups
- Use of infographics and data visualisations to inform community debates
- Utilising online social media platforms for discussion
- Hosting online community conferences
- Holding webinars with partners and service

In this period, the Partnership has also considered those who are digitally excluded and provided opportunities to ensure that all our residents and service users have been made aware of ongoing developments and provided with the opportunity to contribute. We have done this through;

- Engaging with local media articles
- Conducting socially distanced outdoor engagement events
- Delivering hard copy surveys to households
- Conducting tele surveys
- Working with community groups, faith groups etc. to reach communities
- The development of Champions Boards of people with lived experience

## 6.3 Mainstreaming Equalities in Partnership Working

### Partnership Culture

The Partnership is committed to listening and responding to all our citizens and we understand South Ayrshire's challenges because participation of people who use health and social care services, their families and carers, and our local communities and partners, is central to the way we work. 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 our residents.

We work in Localities with local people and public, third and independent sector organisations to improve health and wellbeing in their area. In each of our six localities our Locality Planning Partnerships (LPP's) play an active role in planning and implementing these improvements, maximising the contributions of local assets and partners.

## 6.4 Mainstreaming Equalities in Employee Development

### Developing our Workforce

The South Ayrshire Health and Social Care Partnership highly values the contributions made by all its employees involved in delivering services to local communities. Our persistent commitment is to promote equality and ensure that every member of our workforce is treated with the utmost dignity, respect, and consideration, fostering an environment where staff can realise their full potential. We acknowledge the significance of fostering a diverse organisation, understanding that a broad spectrum of abilities, experiences, and skills contributes to our sensitivity to the varied needs of the communities we serve.



Consistent with our previous mainstreaming reports, the Partnership continues to create opportunities for flexible working practices that balance individual and organisational requirements. The ongoing effort to instil the core values of the 'South Ayrshire Way' across all South Ayrshire Council services, including those providing Partnership services, is a continual process. The South Ayrshire Way embodies the qualities and behaviours that residents believe should be exhibited, – namely, being Respectful, Positive, Supportive, Proud, and Ambitious.

The framework employed to integrate the South Ayrshire Way aligns entirely with the equality agenda, focusing on inclusion and equal opportunity. This framework has been seamlessly integrated into the [SAHSCP Workforce Plan](#) to guide the recruitment and development of our workforce. The objective is to embed the South Ayrshire Way in both the workforce and communities, thereby enhancing relationships and contributing to the transformation of South Ayrshire into a fairer, more compassionate, and closely connected community.

The Partnership's strategy for engaging with stakeholders through collaborative efforts emphasises the principles of equality, embraces diversity, upholds human rights, and combats discrimination. We acknowledge that our service delivery is not an isolated endeavour, and the active involvement of partners across various sectors is crucial in shaping a future-ready workforce. This integrated approach places people at the core of our accomplishments, ensuring a holistic perspective in everything we undertake.

In the course of transforming our services, our primary focus shifts towards collaborative efforts to identify positive outcomes for individuals, rather than solely concentrating on how services are provided or delivered. Our workforce plays a pivotal role in fostering engagement with individuals who utilise our services, actively participating in the design and delivery of care and support.

Equality and Diversity training is provided for Elected Members and is mandatory for all employees. Delivered through online training courses designed by the South Ayrshire Council's Organisational Development Team.

We continue to provide all our staff with access to appropriate training to ensure that we build staff confidence, and professional assurance, to deliver high quality accessible services to the people of South Ayrshire and a range of e-learning courses are currently available to raise awareness of equality issues in the workplace and in relation to our service delivery. These include:

- SAC: Equality and Diversity – Employee Guide
- SAC: Managing Equalities – Management Essentials
- SAC: Equality Act 2010 Protected Characteristics
- SAC: Introduction to Gender Based Violence
- SAC: Supporting Employees Who Are Carers
- SAC: Visual Impairment
- NHS: Deaf Awareness
- Gaelic Language Plan
- BSL Awareness Training

A wide range of other equalities-based training and development opportunities are offered to Partnership staff by NHS Ayrshire and Arran 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)

## 6.5 Mainstreaming Equalities in Procurement

### Procurement

Procurement is undertaken by South 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 South 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.

## 7. IJB Strategic Plan 2021-2031

As previously noted in Section 1, a revised IJB Strategic Plan was published following extensive engagement with the community and our partner organisations. It is important for the HSCP to have an overarching vision statement and values, and through extensive engagement the HSCP arrived at the following.

## 2021-31 Strategic Objectives

As set out below, we are mindful of the fast-changing landscape in which health and social care services are operating, however we want to commit to a long-term horizon for our ambitious objectives. While we expect to publish an operational update to the strategy in 2024 to incorporate a range of national policy changes and to consider the impact of the pandemic, we are setting strategic objectives that can lead us to improving outcomes over the next ten years.

These strategic objectives will drive the services provided and commissioned by the HSCP and are based on the engagement and conversations we have had with our partners and the community, as well as reflecting existing commitments across the Council, the NHS and the broader Community Planning Partnership.

Our strategic objectives are:

- We focus on prevention and tackling inequality
- We nurture and are part of communities that care for each other
- We work together to give you the right care in the right place
- We help to build communities where people are safe
- We are an ambitious and effective Partnership
- We are transparent and listen to you
- We make a positive impact beyond the services we deliver



## Our Principles

We will work hard with our staff – including with our trade union representatives – and our partners to develop a full understanding of and buy-in to what these values mean for our day-to-day work. The following principles bring these values to life. The HSCP will be encouraged to work together to develop these at a service / team / staff level:

- Providing joined-up services to improve quality of lives
- Putting individuals, carers, and families at the centre of their own wellbeing and care
- Providing timely access to services, based on assessed need, resources and a rights-based approach
- Bureaucracy will be the minimum it needs to be
- People will have access to good information and advice pre-crisis points
- Support and services will be co-produced – ‘doing with’ not ‘doing to’
- Being evidence-informed and driven by continuous performance improvement

### The ‘South Ayrshire Wellbeing Pledge’

While the HSCP is ultimately here to serve the public and offer high quality services, if we are to truly shift to a focus on prevention and enablement, we need to work with the community to achieve our objectives together.

We hope a new relationship between the HSCP, and the community can allow us to harness, empower and build on the amazing resilience, spirit and mutual support our communities have displayed throughout the pandemic. This will require a new relationship between the HSCP and the community.

The HSCP will make use of existing routes into the community (such as the South Ayrshire 1000 citizens panel, our locality planning groups and Champions Boards) to develop the notion of a ‘Wellbeing Pledge’ further and we will also explore how this can be strengthened with our Community Planning Partners.

We will ensure that we are engaging with and listening to people who use our services and with those who have lived experience to shape how we deliver services. We will also work with the third and independent sector and community organisations to include them in this new relationship.

The ‘Wellbeing Pledge’ was inspired by our engagement on the Strategic Plan, reflecting the notion of two parties (public services and the community) contributing to a common goal.

OUR WELLBEING PLEDGE	
OUR PART	YOUR PART
Support families to ensure their children have the best start in life.	Help protect children and the vulnerable.
Provide services around you and your family.	Take time to be supportive parents or carers.
Help communities to connect and care for each other.	Get involved in your local community.
Ensure people have the information they need to support their health and wellbeing.	Be informed about how best to address and manage your health and wellbeing.
Listen to you and support you to take control of your own care.	Make your own choices and have control over the support you need.

Support people to age well by keeping them healthy and in their home for as long as possible.	Support older relatives, friends and neighbours to be independent for as long as possible.
Give you information on how you can keep active and well.	Keep active at whatever stage of your life.
Be open, honest and friendly.	Have your say and tell us if we get it right and wrong.

## 8. Part A: Mainstreaming the Equality Duty 2021-23

This section outlines how equalities have been mainstreamed into the work of the HSCP.

### Impact Assessment

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.

For relevant agenda items we undertake full Equalities Impact Assessment and, where appropriate, we also undertake Children's Rights Assessments on IJB decisions and reports. These were completed in full for the IJB Strategic Plan and we will continue to roll out further training in and mainstreaming of impact assessments, ensuring staff take responsibility for their own contribution to this (rather than impact assessment solely being undertaken by the corporate function within the HSCP).

The following sections set out how we have mainstreamed equalities into our activities to date. The IJB is not subject to board diversity reporting.

### South Ayrshire-specific activity

In addition to the work we have contributed to and supported through the Ayrshire Equality Partnership, there are a range of HSCP specific activities we have highlighted below. Range of HSCP specific activities;

#### **1. In Ayrshire people experience safe and inclusive communities.**

##### **Protect Vulnerable Children and Adults from Harm**

The Child Protection Committee and Adult Protection Committee report to the Chief Officers Group (COG). Children are placed on the child protection register when there are significant concerns for their safety. Adult Support and Protection referrals completed within five working days are improving with 83% now completed within this time period, compared to 70% in 2018/19.

The South Ayrshire Alcohol and Drug Partnership's (ADP) multi-disciplinary group developed a new process for carrying out in-depth reviews of all suspected drug related deaths, increasing



the local understanding of the protective and contributing factors of drug related deaths, in order to progress towards preventative activities to reduce drug deaths in South Ayrshire.

### **Disabled and Supported Housing**

Within the South Ayrshire Council [Local Housing Strategy 2017 – 2022](#) some key findings related to disabled and supported housing include;

- The cost of providing private-sector disabled adaptations has increased by 23% since 2011;
- The need for Council house adaptations has also increased by 24% since 2011; and
- Increased demand for supported housing options has been identified within the South Ayrshire community.

### **Telecare**

Telecare equipment is available in South Ayrshire for elderly and disabled people if there is an assessed need for this type of 24/7 care. Telecare remotely monitors to identify real time emergencies and lifestyle changes via various sensors and devices in order to minimise the risks associated with independent living.

## **2. In Ayrshire people have equal opportunities to access and shape our public services.**

### **Support people to exercise choice and control in the achievement of their personal outcomes**

A report was submitted to the IJB in 2022 entitled [Transformation and Efficiency Update](#), demonstrating the improvement to outcomes as well as reducing the spend by, focusing on early intervention to reduce demand in particular within children's family placements and out with authority placements. Within adult services the development of core and cluster supported accommodation has reduced the need for more expensive residential based care, providing accommodation locally in the community. An increased update of Self-Directed Support options 1 and 2, providing service user with more choice, and control has reduced spend on traditional purchased care services and provided services users with more autonomy to direct their care. Investment in services for Older People providing early intervention and preventative care such as telecare equipment with responder services and reablement provision, this has been proved to limit the demand for care home and care at home placements, as detailed in the report. The focus on high volume, lower level supports benefits the demand for higher cost, lower volume and ensures people remain living in the community in their home or homely setting for as long as possible.

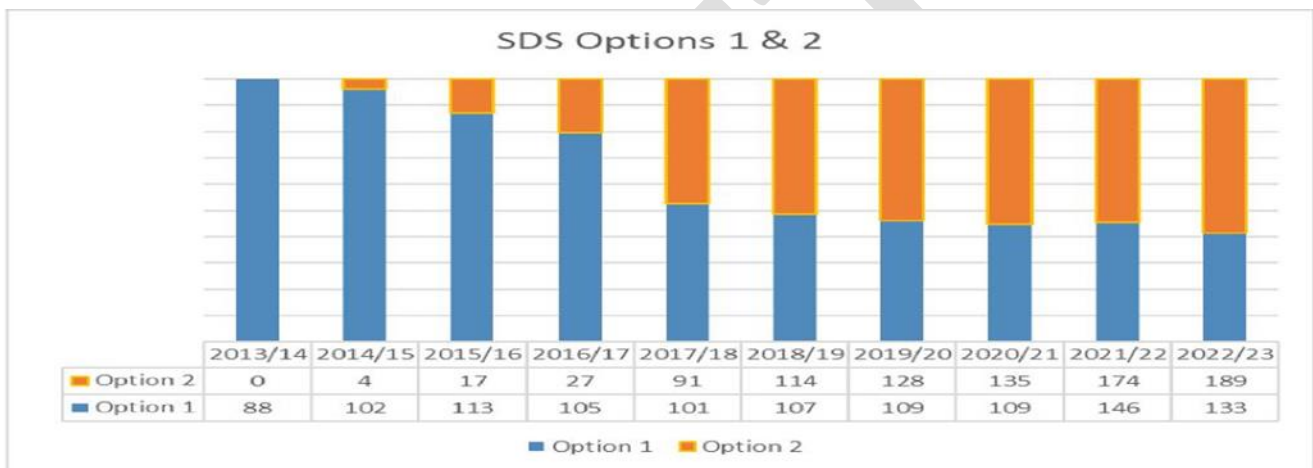
### **Give all our stakeholders a voice**

Stakeholders were consulted and engaged with on all HSCP strategies and key documents in keeping with this strategy, however we recognise that as a partnership we can always improve how we communicate, engage with and involve our communities and the people we support, in key decisions and the design of our services. A revised communications strategy will be published in Spring 2024 and an updated engagement strategy will be published mid-late 2024.

**Self-Directed Support**

The uptake of SDS Options 1 and 2 have increased from 192 in 2017/18 to 322 in 2022/23. Option 1 levels increased from 101 to 146 in 2021/22 with 2022/23 showing a slight reduction down to 133. Option 2 has increased from 174 cases in 2021/22 to 189 in 2022/23.

(Option 1 – Direct Payment, Option 2 – Individual Service Fund)



**3. In Ayrshire people have opportunities to fulfil their potential throughout life.**

**Work to provide the best start in life for children in South Ayrshire**

The Universal Health Visiting Pathway has been fully implemented, this has led to an increase in contact with families, which has enabled early intervention approaches to be used. The latest trends show an improvement from 74.6% in 2020/21 to 77.6% in 2021/22 of children reaching developmental milestones at the time of their 27 – 30-month health review. South Ayrshire's performance is higher than the National level of 73.2% - *Source: early child developmental statistics – Scotland 2020-2022 Published April 2023.*

**Improve outcomes for children who are looked after in South Ayrshire**

Achieving the positive outcomes for our young people is attributed to the continuous, positive expansion of training and awareness, in conjunction with a range of services, which has and continues to be rolled out.

On 31 July 2022 the number of children looked after in South Ayrshire in 2022 was 182, this is a decrease of 20% from 229 in July 2021. *Source Children's Social Work Statistics 2021-22 published 25/04/23.*

This equates to 0.9% of the 0 - 17 South Ayrshire population. In Scotland, the percentage of the 0 – 17 population of looked after children is 1.2% - *Source: National Records of Scotland and Children's Social Work Statistics published 13/07/2022 and 25 April 2024 respectively.*

As at 31st July 2022, the majority of children (88%) are being looked after in the community, either at home with their parents, with friends / relatives, or with foster carers. 11% of children looked after are in residential accommodation. 90% of children looked after across Scotland were being looked after in the Community and 92% across the comparator authorities. The number of children in South Ayrshire who are Looked After and Accommodated is down by 20% between 2021 and 2022. - *Source Children's Social Work Statistics 2021-22 published 25 April 2023.*

### **The Family Nurse Partnership**

The Family Nurse Partnership (FNP) is a Licensed Model supported by Scottish Government to improve outcomes for those young mothers who are 19 years old and under, who engage with the service. They are recruited at the Midwifery Booking Visit and have no obligation to engage with the support offered. The programme works intensively with families for 2 years, offering 26 visits as a minimal, supporting the family's needs. There are more intense engagement and visiting around the needs of the individuals and baby.

The success of this programme has been highlighted in the Annual Report from Scottish Government. Individual families, Mums and Dads have had successful outcomes from the engagement with FNP resulting in improved outcomes for children and individuals in first 2 years of life. The FNP work closely with the Health Visiting Service as children return to the mainstream services of the Health Visitor at 2 years.

Positive outcomes for the parent and child:

- 59.2% of mothers initiated breastfeeding their babies at birth. – *Source: Infant feeding statistics – financial year 2022-2023 published 7 November 2023.*
- At 12 months, 97.4% of children had received their primary immunisations. By 24 months, 96.8% of children on the programme had received recommended immunisations. – *Source: Childhood immunisation statistics Scotland published 19 December 2023.*

#### **4. In Ayrshire public bodies will be inclusive and diverse employers.**

As noted above, the IJB/Health and Social Care Partnerships is not an employer and full employee information can be found in the Public Sector Equality Duty (PSED) reports of the NHS and Local Authority.

## **9. Part B: Equality Outcomes 2021-23**

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 South 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 South Ayrshire who experience discrimination and disadvantage.

## 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 2020, the Ayrshire Shared Equality Outcomes Partnership agreed to re-commit to the following set of Shared Equality Outcomes:

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

The diagram below demonstrates how the Ayrshire Equality Outcomes link across to the Strategic Objectives Set out in the IJB Strategic Plan.

IJB Strategic Objective	Equality Outcome
1. We focus on prevention and tackling inequality	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
2. We nurture and are part of communities that care for each other	1. People experience safe and inclusive communities 3. People have opportunities to fulfil their potential throughout life
3. We work together to give you the right care in the right place	3. People have opportunities to fulfil their potential throughout life
4. We help to build communities where people are safe	1. People experience safe and inclusive communities
5. We are an ambitious and effective Partnership	
6. We are transparent and listen to you	2. People have equal opportunities to access and shape our public services 3. People have opportunities to fulfil their potential throughout life
7. We make a positive impact beyond the services we deliver	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

## 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.

## 10. Links to Associated Documents and Supporting Material



- [South Ayrshire IJB Strategic Plan 2021-31](#)
- [South Ayrshire Strategic Plan Equality Impact Assessment](#)
- [South Ayrshire Strategic Plan Children's Rights Impact assessment](#)
- **South IJB Annual Performance Reports:**
  - [Annual Performance Report 2020/21](#)
  - [Annual Performance Report 2021/22](#)
  - [Annual Performance Report 2022/23](#)
- **HSCP Profile (March 2023)**
  - [HSCP Profile \(south-ayrshire.gov.uk\)](#)

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