

Meeting of South Ayrshire Health and Social Care Partnership	Integration Joint Board	
Held on	28th April 2021	
Agenda Item:	9	
Title:	Public Sector Equality Duty	
Summary:		
<p>This report sets out how the South Ayrshire IJB and Health and Social Care Partner have met and contributed to the Public Sector Equality Duty. A full Equality Outcomes and Mainstreaming Report is attached at Appendix 1.</p>		
Author:	John Wood, Senior Manager Planning and Performance	
Recommendations:		
<p>It is recommended that the Integration Joint Board</p> <p style="padding-left: 40px;">i. Note the contents of this report and the attached Equality Outcomes and Mainstreaming Report attached at Appendix 1.</p>		
Route to meeting:		
Not applicable.		
Directions:		Implications:
1. No Directions Required <input checked="" type="checkbox"/>		Financial <input type="checkbox"/>
2. Directions to NHS Ayrshire & Arran <input type="checkbox"/>		HR <input type="checkbox"/>
3. Directions to South Ayrshire Council <input type="checkbox"/>		Legal <input type="checkbox"/>
4. Directions to both SAC & NHS <input type="checkbox"/>		Equalities <input checked="" type="checkbox"/>
		Sustainability <input type="checkbox"/>
		Policy <input type="checkbox"/>
		ICT <input type="checkbox"/>

Public Sector Equality Duty

1. PURPOSE OF REPORT

- 1.1 This report sets out how the South Ayrshire IJB and Health and Social Care Partner have met and contributed to the Public Sector Equality Duty. A full Equality Outcomes and Mainstreaming Report is attached at Appendix 1.

2. RECOMMENDATION

2.1 It is recommended that the Integration Joint Board

- i. **Note the contents of this report and the attached Equality Outcomes and Mainstreaming Report attached at Appendix 1.**

3. BACKGROUND INFORMATION

- 3.1 This report presents South Ayrshire Integration Joint Board's Equality Outcomes and Mainstreaming Report 2021. The report, which demonstrates the IJB's adherence to the Public Sector Equality Duty, was due to be published in 2020, however we have used the provisions of the Coronavirus (Scotland) Act 2020 to delay publication until 2021.
- 3.2 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 promoting equality and provide an overview of how we mainstream 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 to for full information on staff profiling and equalities as 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.
- 3.3 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.
- 3.4 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.

- 3.5 The Equality Outcomes and Mainstreaming Report includes information on the general achievement of Equality Outcomes within South Ayrshire as well as the specific contribution of the HSCP.

Legislative requirement of IJBs

3.6 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 South Ayrshire Council.

3.7 For the 2021 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

COVID-19

3.8 As well as delaying the publication of this report, the COVID-19 pandemic has had a significant impact on how people within South Ayrshire experience inequalities and throughout the course of the pandemic we have worked to understand and provide rapid response to how inequalities have been exacerbated. Our services – in close collaboration statutory and voluntary sector partners as well as independent care providers – have endeavoured to support disadvantaged and marginalised groups throughout this period, prioritising those sections of the community who face additional risks.

3.9 Through our monitoring of the IJB Strategic Plan, our ongoing community engagement and our ‘remobilisation and recovery’ exercise, the HSCP will track the impact of COVID-19 on equality outcomes within South Ayrshire.

Ayrshire Equality Outcomes

3.10 It has been agreed on pan-Ayrshire basis that we would recommit to the four existing Equality Outcomes i.e.

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

4. REPORT

4.1 The full South Ayrshire Equality Outcomes and Mainstreaming Report is attached at Appendix 1.

5. STRATEGIC CONTEXT

5.1 Achieving the Public Sector Equality Duty and mainstreaming this into our work is a significant strategic priority for the HSCP and the full report at Appendix 1 shows a clear link between the HSCP Strategic Plan and the Equality Outcomes.

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

6. IMPLICATIONS

6.1 Financial Implications

6.1.1 There are no financial implications of agreeing this report.

6.2 Human Resource Implications

6.2.1 There are no HR implications of agreeing this report.

6.3 Legal Implications

6.3.1 There are no legal implications of agreeing this report.

6.4 Equalities implications

6.4.1 This report pertains directly to equalities and the IJB's meeting of the Public Sector Equality Duty.

6.5 Sustainability implications

6.5.1 There are no sustainability implications of this report.

6.6 Clinical/professional assessment

6.6.1 This report requires no clinical or professional (e.g. social work) advice.

7. CONSULTATION AND PARTNERSHIP WORKING

7.1 This report is based on existing information and activity within the HSCP, thus there was no need for consultation ahead of the report going to the IJB. There appendix refers extensively to the engagement undertaken by the HSCP.

8. RISK ASSESSMENT

8.1. There are no immediate risks associated with this report.