

# NHS Lothian Equality Outcomes 2021-25

## Equality Outcomes – what are they?

Equality Outcomes set out what our organisation will do over a four year period to improve the life chances and/or experiences of particular groups of people whom we serve, or who work for us. Every four years, by law NHS Lothian has to publish a set of Equality Outcomes. This document sets out our Equality Outcomes for 2021-25.

## What have we already done?

In 2018, we set out an [Equality Outcomes and Human Rights Framework](#) to help us to reduce inequalities in Lothian. That approach still underpins our work and we have developed our thinking this year to build on what we set out in 2018. We do not repeat it here but recommend looking at that framework to understand what we are seeking to do in improving access, compassion, participation, and justice.

We have published a short [Equality Mainstreaming Report](#) setting out our main achievements and learning since 2018.

## How did we decide on these Equality outcomes?

Since 2018, some important things have happened and they have influenced our choice of Equality Outcomes for 2021-25.

We have **worked closely with other public bodies in Lothian** to think about what is most important to do to reduce inequalities.

We reviewed the **evidence** that is published at a global, UK, Scottish, and local Lothian level, in particular the publication [Is Scotland Fairer?](#) and the work of the local [Poverty Commissions](#).

We thought about the impact of the **Coronavirus pandemic**, and how it has exposed many inequalities in our society and services. We asked the Equalities & Human Rights Commission and the Scottish Government to put back the deadline for agreeing new Equality Outcomes, but they did not agree to that. So we have done this work under lockdown conditions, and there is some uncertainty about what the world will be like from April 2021 onwards – we have done our best to take that into account in our proposals.

We carried out an **Integrated Impact Assessment** about possible actions. You can read our report of that consultation and its findings at [www.nhslotian.scot/YourRights/EqualityDiversity/RapidImpactAssessments/IIA\\_Equality\\_Outcomes\\_Development\\_2020.docx](http://www.nhslotian.scot/YourRights/EqualityDiversity/RapidImpactAssessments/IIA_Equality_Outcomes_Development_2020.docx)

We did a joint **consultation** (October – December 2020) and heard from 257 different people and groups. You can read our report of that consultation and its findings at <https://consultationhub.edinburgh.gov.uk/bi/equality-outcomes>

After this, we had 7 Equality Outcome Themes that had broad support from the people who responded to our consultation. They cover what we believe to be the most important issues where we could make a difference in Lothian.

The [Equality Act \(2010\)](#) says that each public body must publish Equality Outcomes which it can have a significant influence on. So NHS Lothian has separated the outcomes we propose into three categories;

- Equality Outcomes (we will lead and do this work)
- Mainstreaming Actions (we will continue to improve our performance on these issues)
- Equality Outcomes where NHS Lothian plays a supportive role (but we are not the lead agency)

The three sets of Equality Outcomes are set out below. In the separate Action Plan document, there is information about what we will do and when things will happen.

## Equality Outcomes

### Equitable Access to services

1. We will make sure that people who are less well off, people from particularly at-risk ethnic minority backgrounds, and middle aged white men get to use our Type 2 Diabetes prevention services more equitably

### Equitable access to information

2. We will make sure that people who do not read and/or understand written English get the information they need about Covid-19 and other health matters from NHS Lothian.

### Safer communities

3. As we come out of lockdown and return to our local community places, we will work with Police Scotland to increase the number of [I Am Me Keep Safe](#) spaces in Edinburgh, East Lothian, Midlothian and West Lothian.

### An inclusive place to work

4. We will listen to our 4 Staff Networks and agree with them plans to advance equality for staff in NHS Lothian

5. We will incorporate a specific Corporate Objective for 2021-22 to address discrimination at NHS Lothian.

### Mainstreaming Actions

#### Environment Sustainability

6. We will make sure that disabled people, people living in deprived areas, and Black and Ethnic Minority people can and do participate more fully in our sustainability work and opportunities.

#### Equitable Access to Services

7. We will improve availability and access to sexual health services for women and men with high & complex needs in East, West and Midlothian.

#### Better support for our staff

8. We will make sure we understand which groups of staff are using our many staff wellbeing services, and change things to make uptake more equitable, should we need to.

### Equality Outcomes where NHSL plays a supportive role

#### Housing

9. We will work with Council and Health & Social Care Partners to make sure people at risk of homelessness get suitable accommodation on leaving hospitals or prisons

#### Inclusive Education

10. We will work with Local Education Authorities and others to make sure that children and young people have a greater sense of belonging and safety in schools, and have better mental health and wellbeing.