

Edinburgh **Health and
Social Care** Partnership



Edinburgh Integration Joint Board Mainstreaming Equality and Outcomes Progress Report 2020

Working together for a **caring,
healthier, safer** Edinburgh



March 2020

Contents

Introduction	3
Context – The General Equality Duty	3
Section 1 – Mainstreaming Equality	3
The Role of the EIJB	3
Board Membership and Structure	4
Leadership	4
Staff training awareness and understanding	5
Partnership Working	5
Edinburgh Partnership	5
Locality Level	6
Communities of interest	6
Integrated Impact Assessment (IIA)	6
Procurement	7
Communication Plans	7
Equality Outcomes	8
Section 2 – Progress Towards Achieving Outcomes	8
Appendix 1 – Meeting the specific duties of the Equality Act	30
Appendix 2 – Edinburgh Integration Joint Board Members	31
Appendix 3 – Protected Characteristics	32

Introduction

In April 2016, the Edinburgh Integration Joint Board (EIJB) published its first [Mainstreaming Equality and Outcomes Report quality Outcomes](#). This stated how the EIJB proposed to mainstream equality into its day to day working and set out its Equality Outcomes.

This document now provides an overview of progress made in embedding its equalities duties and sets out highlights of progress made in achieving the Equality Outcomes.

Context – The General Equality Duty

Under the Equality Act 2010, the EIJB is required by the Public Sector Equality Duty (PSED) to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between different people who share a protected characteristic and people who do not.

In Scotland, the PSED is underpinned by specific duties which require the EIJB to

- publish equality outcomes every four years
- report progress on the outcomes and mainstreaming every two years.

The timetable for these, and additional specific duties, is set out in Appendix 1. The protected characteristics are given in Appendix 3.

Section 1 – Mainstreaming Equality

Mainstreaming equality simply means integrating equality into the day-to-day working of the Edinburgh Health and Social Care Partnership. The ways which the Partnership does this are outlined below.

The Role of the EIJB

The Edinburgh Integration Joint Board is responsible for the strategic planning, operational oversight and performance management of the health and social care functions which it has been delegated. The Board has a legal duty to produce a [Strategic Plan](#) every three years which sets out its plans, vision and long-term outcomes. The current plan was produced in August 2019 and covers the period

2019 to 2022. The EIJB ensured equality and rights considerations were embedded into the Plan through extensive consultation and engagement. Early work was carried out through reference groups which considered older people, mental health, learning disabilities, physical disabilities and primary care. Each reference group included people with protected characteristics and service users. Also included in the groups were EIJB board members, officers, carers and service providers. Online consultation also took place alongside an extensive series of engagement events including meetings with groups of people with additional needs.

Board Membership and Structure

The Public Bodies (Joint Working) (Act) 2014 sets out minimum requirements for membership of integration joint boards. Responsibility for chairing the Edinburgh Board rotates every two years between the Council and NHS Lothian.

The current membership of the board consists of 10 voting members (nine male and one female) and 13 non-voting members (five male and eight female).

There are currently two vacancies for citizens who use adult health and social care services and a vacancy for a person who has unpaid carer experience. These members help ensure that the perspective of people who use adult health and social care services is heard in the deliberations of the Integration Joint Board.

The current Board membership is set out in Appendix 2.

The Board meets every eight weeks and meetings are open to the public. In order to improve transparency and access for all, the EIJB meetings are now webcast. To further improve ease of access and visibility, the meetings are held at different locations around the city. All EIJB papers are available [online](#). Deputations are permitted and the process aims to encourage greater public participation in the democratic process and allow the opportunity for groups and organisations to put their view directly to decision makers and influence the issues that matter to them.

Leadership

EIJB board members have a key leadership role in driving forward the equality agenda. A recent induction session was held for the members of the IJB which included a briefing on their responsibilities in relation to the public sector equality duty. A Good Governance Handbook is also being prepared which will further reinforce their responsibilities and a further induction will be held in summer 2020.

Senior managers are encouraged to give clear and consistent messages to their staff regarding the importance of the public sector equality duty and to ensure that it is given due consideration.

Staff training awareness and understanding

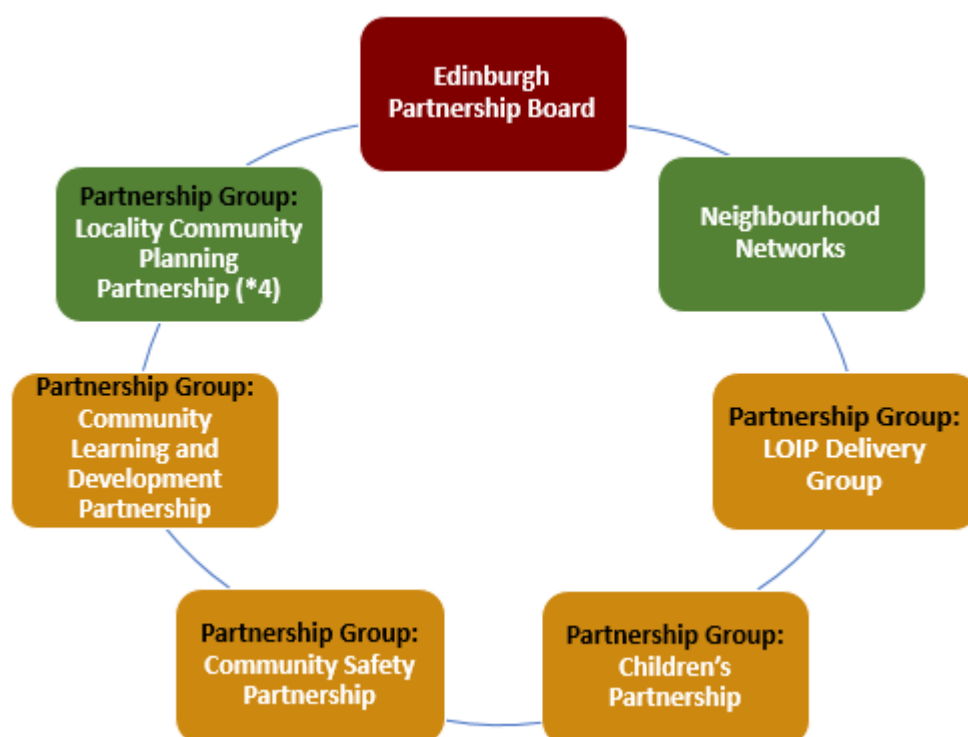
The EIJB recognises the importance of building the capacity of all staff to ensure that they recognise the relevance and importance of considering and promoting equality and diversity when carrying out their own roles. Mandatory equality and diversity training is provided for all staff which provides a general awareness of the issues. A wide range of additional, more specific training courses area are also run.

Partnership Working

Edinburgh Partnership

The EIJB is a formal member of the Edinburgh Community Planning Partnership which brings together partners from education, the City of Edinburgh Council, Scottish Fire and Rescue Service, the health board and police. The Partnership has developed the local outcome improvement plan (community plan) with a vision where '**Edinburgh is a thriving, connected, inspired and fair city, where all forms of poverty and inequality are reduced.**'

The diagram below sets out the governance arrangements for community planning in Edinburgh.



Locality Level

In order to empower communities and work more closely with local people and existing groups, all members of the Edinburgh Partnership agreed to focus service planning and delivery in Edinburgh in four localities.

The establishment of the four localities has led to closer working with communities and locally provided services. The localities provide both a 'front door' access point to health and social care services, as well as the place from which longer-term support is organised. Each locality has produced a Locality improvement plan which aims to improve the quality of life for residents and tackle inequality. These plans are designed around elements that are common to each locality and take account of the additional needs specific to each locality.

Communities of interest

In addition to locality work, many working groups and forums are in place which promote the well-being and quality of life for groups of individuals with shared support needs. For example, the Lothian Sensory Impairment Group is composed of the Lothian See Hear Leads and representatives from NHS Lothian sensory services. The group is attended by third sector providers and others to share information and help implement the See Hear Strategy. The group implements Lothian-wide projects and supports local implementation of pilot programmes with a view to replicating these across Lothian.

Integrated Impact Assessment (IIA)

The undertaking of Integrated Impact Assessments (IIA) is one of the main ways in which the EIJB seeks to ensure equality is mainstreamed across the organisation.

The IIA process helps ensure that partners consider any impacts which a proposal may have on equality, human rights, sustainability and the environment. The IIA process should be integral to the development of any new proposal. The process ensures that consideration is given to any potential impacts which a proposal may have on those with protected characteristics (see Appendix 3) and those in poverty or at risk of falling into poverty. The assessment process then helps identify actions which can be taken to mitigate any negative impacts and enhance any positive impacts. The outcomes from the IIAs should be made available to the decision makers to help inform their decisions and the IIAs are available [online](#).

Regular IIA training is held and is open to all staff. Full guidance is available online.

Procurement

Procurement is undertaken on behalf of the EIJB by either the City of Edinburgh Council (the Council) or NHS Lothian. NHS Lothian now have a specific Equality & Diversity Procurement policy for procurement officers to refer to when letting contracts. This policy helps ensure that any supplier of goods or services chosen to supply NHS Lothian meet the same values of Equality and Diversity held by NHS Lothian.

In addition to compliance with Equality and diversity regulations, the Council expects contractors to take a positive approach to fair work practices and now reflect this in contract documents, which includes the expectation that contractors commit to (amongst others):

- a fair and equal pay policy that includes a commitment to supporting the Living Wage, including, for example being a Living Wage Accredited Employer
- promoting equality of opportunity and developing a workforce which reflects the population of Scotland in terms of characteristics such as age, gender, religion or belief, race, sexual orientation and disability
- flexible working (including for example practices such as flexi-time and career breaks) and support for family friendly working and wider work life balance
- support progressive workforce engagement, for example Trade Union recognition and representation where possible, otherwise alternative arrangements to give staff an effective voice.

Communication Plans

A communications action plan for the Edinburgh Integration Joint Board is agreed each year and was last updated in February 2020. A separate communications action plan for the Edinburgh Health and Social Care Partnership (EHSCP) was agreed in January 2018. These plans help ensure that all members of the public have a better understanding of the roles of the EIJB and the EHSCP and allow them to participate in a meaningful way in decisions around how services are provided.

A Partnership new [website](#) was recently launched which provides more accessibility to information.

Equality Outcomes

The EIJB's 2016 [Mainstreaming Equality and Outcomes Report](#) identified five Equality Outcomes:

- Equality Outcome 1 – Effective and visible Leadership is in place to ensure all health and social care policies, plans and decisions take account of the diversity of needs and characteristics of the community
- Equality Outcome 2 – People with protected characteristics are directly able to influence the way in which Health and Social Care services are planned and delivered at both local and citywide level.
- Equality Outcome 3 – All health and social care services are accessible, appropriate and inclusive to the needs of all with no barriers which can limit access for those with protected characteristics.
- Equality Outcome 4 – Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised
- Equality Outcome 5 – Prevention measures and activities to reduce inequalities are inclusive to all.

Section 2 – Progress Towards Achieving Outcomes

The table below provides an update on progress in implementing the actions listed in the Mainstreaming Equality and Outcomes Report. While this is not an exhaustive list of actions which the EIJB has taken to reduce inequality, it highlights progress across a diverse range of activity.

Key Activities/ Outputs	Protected Char	Progress
<p>Equality Outcome 1</p> <p>Effective and Visible Leadership is in place to ensure all health and social care policies, plans and decisions take account of the diversity of needs and characteristics of the community</p>		
<p>Adequate staff are identified to carry out the Equality Act 2010 legal duties</p>	<p>All</p>	<p>The duties of the Equality Act are mainstreamed throughout the EHSCP. Equality training is provided and is essential for all staff.</p> <p>The undertaking of Integrated Impact Assessments also helps embed equality and the undertaking of IIAs for any new proposal should be standard practice. A paper which outlined the requirements of the Equality Act and emphasised the need to undertake IIAs was presented to the Extended Management Team. This was followed up by an email communication to key staff to reinforce this. Regular promotion and training in IIA facilitation continues and is available to all staff. Staff also have online access to full IIA guidance and templates.</p> <p>All EIJB Committee papers require information on any equality implications and a section for this is included in the Committee report template.</p> <p>IIAs are published online.</p>
<p>Ensure that the emphasis on equality and rights is connected from the strategic level through to the operational level</p>	<p>All</p>	<p>Strategically, equality and rights considerations are incorporated into the EIJB Strategic Plan. Section 1 of this report sets out how these considerations are incorporated into the day to day working of the EIJB. In addition, specific actions identified in this table are aligned to the Strategic Plan.</p> <p>Going forward, the 2019 to 23 Mainstreaming Equality and Outcome Report provides actions which will help achieve the new Equality Outcomes.</p>
<p>Managers give clear and consistent messages about the</p>	<p>All</p>	<p>Managers are encouraged to:</p>

Key Activities/ Outputs	Protected Char	Progress
importance of the public sector equality duty		<ul style="list-style-type: none"> • give out clear messages to staff re the importance of equality and encourage staff to integrate equality into their day-to-day working • help build capacity of staff to broaden their understanding of the people they work with and the issues they face as well as the range of services available to them • alert staff to relevant equality training opportunities. <p>A recent induction session was held for the members of the IJB which included a briefing on their responsibilities in relation to the public sector equality duty. A Good Governance Handbook is also being prepared which will further enforce their responsibilities under the Equality Act.</p>
Equality training is included in the Leadership Development Programme. Training to include competency around all aspects of equality and diversity and the use of tools such as “teach back” to support staff in the delivery of high-quality person-centred care	All	<p>The Leadership in a Box Programme has been launched which allows managers and leaders to take ownership of their own learning.</p> <p>Equality and Diversity training is mandatory for all staff and is included in the Council’s “Essential Learning handbook”. This should be read annually to ensure up to date knowledge of key policies and procedures.</p> <p>As well as the core equality training, a wide range of other equality learning, which is more specific to the job role, is also available and promoted to staff. Equality Diversity Training is discussed with managers and employees as part of staffs’ performance management framework conversations and recommended to all clinical and non-clinical NHS staff to repeat every three years.</p> <p>“Teach Back” continues to be mandatory training for all NHS staff and is a highly effective, simple way of checking patient understands the information provided.</p>
Equality and rights will be an integral part of	All	A section on equality is included in the new EIJB and EIJB sub groups report template. This, and the IIA process, helps ensure that all proposals give

Key Activities/ Outputs	Protected Char	Progress
corporate reporting, communication plans, corporate plans and target setting		consideration to any potential impacts on equality and that these impacts are considered as part of the decision-making process.
A communication and engagement strategy for the Partnership for 2016/17 will be developed	All	<p>A communications action plan for the Edinburgh Integration Joint Board is agreed each year and was last updated in February 2020. A separate communications action plan for the Edinburgh Health and Social Care Partnership was agreed in January 2018. The Plans help create a better understanding for all stakeholders of the roles of the EIJB and the EHSCP. Communications continue to incorporate inequality considerations and are guided by the key principles:</p> <ul style="list-style-type: none"> • clear, concise and inclusive - language will be accessible, jargon free and easy to read. • open and honest - ensure complete transparency and understanding by the target audience. • sustainable - maintain a regular dialogue with the target audiences. • targeted - reach the right audience, in the right place and at the right time. • tested - to ensure that the right language is used to speak to the audiences. • timely - respond to the need for information at the right time and ensure people are given enough time to respond to consultations and surveys. • two-way - listen to people and give them the opportunity to respond or ask questions in a way that suits them. <p>A new Partnership website was launched which provides more accessibility to information.</p> <p>Meetings of the EIJB are now web-cast to ensure they are accessible to all.</p>

Key Activities/ Outputs	Protected Char	Progress
Procurement and monitoring procedures should ensure that partner organisations and suppliers operate in a way that is consistent with the IJB's approach to the promotion of equality and rights	All	<p>Procurement is carried out on behalf of the EIJB through both the Council and NHS Lothian who are responsible for ensuring that existing and new suppliers of goods and services are aware of the requirements of Equality Act 2010 with regard to the duties on public authorities.</p> <p>During the procurement process, consideration is given to whether the award criteria should include equality considerations. In addition, the Council expect contractors/providers to take a positive approach to fair work practices as part of a fair and equitable employment and reward package and now reflect this in their contract documents.</p>
Develop an integrated workforce strategy which will pay due regard to equality and rights	All (and particularly race)	<p>A workforce strategy is currently being developed in line with the Scottish Government's recently published National Health & Social Care Integrated Workforce Plan. The three-year strategic workforce planning document will be finalised and submitted to the Scottish Government by 31 March 2021.</p> <p>A review of local and national markets will feature in the integrated and 'whole systems' approach to designing and delivering services of the future, the workforce component being a key driver.</p> <p>The strategy will look to address a range of challenges including those brought about by an ageing workforce and population and the implications for ongoing workforce capacity. In doing so, it will review the processes in terms of recruitment and retention, help develop effective learning and development strategies, and embrace the possibilities offered through new technologies.</p> <p>Such outputs will in turn support further role transformation and the ability to access wider career development opportunities that will help build a robust workforce that truly reflects today's modern society.</p>

Key Activities/ Outputs	Protected Char	Progress
<p>Equality Outcome 2</p> <p>People with protected characteristics are directly able to influence the way in which Health and Social Care services are planned and delivered at both local and citywide level</p>		
<p>Continue to develop the Joint Strategic Needs Assessment to improve understanding of emerging needs and strengths, such as the needs of asylum seekers and refugees</p>	<p>All (and particularly race and disability)</p>	<p>The JSNA has been further developed with the completion of a report in 2018 which explores <i>The Health and Care Needs of People from Minority Ethnic Groups in Edinburgh</i> and was developed to inform strategic planning and commissioning by the Edinburgh Integrated Joint Board.</p> <p>The suite of JSNAs will be revisited as part of the preparatory work in the development of the next iteration of the Strategic Plan.</p> <p>In addition to the suite of JSNAs, a comprehensive Literature Review: <i>Barriers to Alcohol and Mental Health Support and Services for Vulnerable Groups in Edinburgh</i> has been completed. This identifies a large number of barriers to accessing support and services for the more vulnerable population groups across Scotland. The review found that age, gender, sexual orientation, disability, religious belief, migrant and ethnic minority background, as well as multiple and complex needs, could all increase an individual's vulnerability and thus increase the barriers they face to accessing support and services. The recommendations are intended for providers of mental health and substance misuse services to help address these issues in a way that is sensitive to people's preferences, cultures and circumstances.</p>
<p>Utilise the knowledge, experience and information held by all partners, including local</p>	<p>All (and particularly age and disability)</p>	<p>Extensive public engagement was used to inform the development of the Strategic Plan 2019-22. Early work was carried out through reference groups which considered older people, mental health, learning disabilities, physical disabilities and primary care. Each reference group included people with protected characteristics and services users.</p>

Key Activities/ Outputs	Protected Char	Progress
<p>people and those with protected characteristics, to ensure that all people are able to fully participate in service delivery planning, co-production and locality level partnerships on an equal footing and without discrimination</p>		<p>As part of the EHSCP's commissioning process, consultation and engagement is carried out to inform the development of new contracts.</p> <p>For example, extensive engagement with people with sight loss, people with hearing loss and a wide range of professionals was carried out to inform the development of new contract arrangements for adult sensory support. Ninety service users and 30 professionals were involved in focus groups and an online survey. Particular efforts were made to include the views of BSL (British Sign Language) users through a BSL video embedded into the Council's Consultation Hub. BSL responses were facilitated by BSL/English interpreters.</p> <p>The Public Social Partnership for Mental Health and Wellbeing Services brought together people with lived experience; carers; and staff from a wide range of third sector agencies and statutory services. The Partnership collaboratively produced the new Edinburgh Thrive Strategy for mental health which will be implemented through 6, co-produced, commissioning plans.</p> <p>A number of forums meet regularly to help ensure that service planners and providers are kept abreast of the issues which service users face and allow discussion to take place about how these issues can best be addressed.</p> <p>The Edinburgh Learning Disability Advisory Group (ELDAG) continues to meet every two months. ELDAG is a citizen forum which meets to consider the Edinburgh IJB Strategic Plan 2019-22 and the issues which people with a learning difficulty face. The group membership comprises of individuals who have a learning disability, support worker, colleagues from the EHSCP and the third sector.</p> <p>The Physical Disability Citizen Forum continues to meet to discuss progress in implementing the Strategic Plan, provide an opportunity .to raise any issues and</p>

Key Activities/ Outputs	Protected Char	Progress
		<p>promote awareness of available support and an opportunity for informal peer support.</p> <p>Other forums which continue to run include;</p> <ul style="list-style-type: none"> • Older People’s Service Providers’ Forum • Edinburgh Disabilities Forum • Edinburgh Mental Health Forum • Substance Use Network Forum. <p>The forums are an opportunity to develop the provision of services, share issues of concern, information and knowledge, address common issues together, promote the interests of forum members and develop partnership working.</p> <p>In addition to the regular forums, the EIJB works with EARN, (Equality and Rights Network) which was established in Edinburgh with the aim of enabling individuals, groups, organisations and communities of interest to work in partnership with public services to advance equality, promote human rights and tackle poverty and inequality.</p>
<p>Use locality level forums to assist organisations, including those which represent people with protected characteristics, to come together</p>	<p>All</p>	<p>The EIJB plays a role in supporting the ambitions of the Edinburgh Partnership, particularly through delivery of the four locality improvement plans (LIPs) which have been co-produced with citizens, service providers, partners and stakeholders. The LIPs set out the ambitions for each area to achieve better outcomes for communities based on local priorities and needs. Each of the four LIPs contain actions to improve the health and wellbeing of citizens. There is a focus on preventing individuals and communities from experiencing the effects of inequalities and improving access to care, alongside early intervention.</p>

Key Activities/ Outputs	Protected Char	Progress
		<p>A number of peer support groups are encouraged and operate across Edinburgh. Peer support groups can offer a sense of community, mutual help, emotional support and information sharing.</p> <p>One such group for example is the peer support group for people who have experienced Stroke and are coping with work related issues. The aim of the group is to provide peer support, social connection and learning from experience and support others on their journey back to work after a stroke. The group is run by people with lived experience.</p>
<p>Equality Outcome 3</p> <p>All health and social care services are accessible, appropriate and inclusive to the needs of all, with no barriers which can limit access for those with protected characteristics</p>		
<p>Increased person-centred care which will take account of individuals' specific needs and circumstances</p>	<p>All (and particularly disability)</p>	<p>The Strategic Plan recognises that people are experts in their own lives and sets out how the Partnership will work with individuals and their carers to identify what matters most to them and support them to reach their potential. Evidence supports the view that people wish to maintain their independence and remain at home, and in their communities, for as long as possible. The EHSCP will work with individuals to tailor support to individual need through good conversations. Care needs will be reviewed regularly, and integrated packages adapted to meet the requirement</p> <p>An example being put into practice is the Community Navigator Service which offers information and support to people living with a physical disability who live in a community setting. The service aims to:</p> <ul style="list-style-type: none"> • improve the coordination of care • assist in getting to medical appointments • help access community and voluntary sector services

Key Activities/ Outputs	Protected Char	Progress
		<ul style="list-style-type: none"> • help retain independence where possible • assist in developing self-management strategies • provide support to help increase confidence in wheelchair skills or using public transport.
Continue to support the 17 Headroom practices to explore new ways of working with economically disadvantaged communities and to test arrangements which can inform the 2017 GP contract	All	<p>The Headroom initiative aimed to reduce health inequalities and improve outcomes for people in areas with concentrated economic disadvantage by enabling General Practitioners (GPs) and their teams to meet together to design and implement new ways of working. This project has developed and evolved into the Community Link Worker Network. The link workers help patients set goals and overcome barriers in order that they can take greater control of their health and well-being. The link workers suggest “social prescribing” or “community referral” interventions and provide the support needed to enable the individuals to participate in the activities.</p> <p>To date, the project has shown good results and demonstrates positive outcomes for individuals and for the general practices. Link workers are now based in 20 GP Practices in the most deprived areas of the city. Funding of the Community Link Workers project will continue to March 2023.</p>
Understand better the issues for minority ethnic communities through the development of the JSNA and as part of service delivery plans	Race and disability	<p>The JSNA has been further developed through the completion of a report which explores the health and care needs of people from minority ethnic groups in Edinburgh. This was developed to inform the strategic planning and commissioning of services by the Edinburgh Integrated Joint Board.</p> <p>The suite of JSNAs will be revisited as part of the preparatory work for the next iteration of the Strategic Plan.</p> <p>In addition to the suite of JSNAs, a comprehensive Literature Review, <i>Barriers to Alcohol and Mental Health Support and Services for Vulnerable Groups in</i></p>

Key Activities/ Outputs	Protected Char	Progress
		<p><i>Edinburgh</i>, has been completed. This identified that, across Scotland, population groups considered more vulnerable experienced a large number of barriers to accessing support and services.</p> <p>The Black and Minority Ethnic Equality Workers Forum meet to discuss common issues that affect all minority ethnic employees and their communities. The Forum also works with managers to promote best practice in service delivery in relation to equality and diversity matters.</p>
Monitor the impact of redesigned services on different sections of the population through the new performance framework	All	<p>The Annual EIJB Performance Report provides a review of the progress made in achieving better health and social outcomes for residents of Edinburgh.</p> <p>Project specific monitoring also takes place. For example, the Carers Census has been developed by the Scottish Government, COSLA, Health and Social Care Partnerships, Local Authorities and other stakeholders to monitor the implementation of the Carers Act. Analysis of this information will let all stakeholders understand how the new Act is making a difference to the lives of carers across Scotland and will include monitoring of gender and ethnic groups. The information collated through this will be used to inform the Edinburgh Carers Performance Framework. This is currently being developed and will enable the gathering and analysis of evidence over time to demonstrate progress and contributions towards outcomes for carers. It will also help monitor the impact of the redesigned service on different sections of the population.</p>
Maintain and strengthen links with Community Planning, Neighbourhood Partnerships and other	All	<p>The EIJB is a member of the Edinburgh Partnership and is active in the delivery of the four Locality Improvement Plans (LIPs) which have been co-produced with citizens, service providers, partners and stakeholders. The LIPs set out the ambitions for each area to achieve better outcomes for communities based on local priorities and needs. Each of the four LIPs contain actions to improve the</p>

Key Activities/ Outputs	Protected Char	Progress
service delivery partnerships		<p>health and wellbeing of residents and priorities vary according to the demographics and needs identified locally.</p> <p>The IJB Locality Managers are members of the Locality Leadership Teams and work with other community planning partners to co-ordinate the efforts of statutory, public, independent and third sector services within each locality to address common goals and concerns.</p>
Develop improved pathways for people with autism, physical disabilities, diabetes, alcohol related brain injury and mental health problems and dementia, from assessment, diagnosis and post-diagnostic support to ensure individuals get the specialist support they require in a timely way	All (and particularly disability)	<p>Improved pathways have been developed for a range of people with different needs. For example, an improved, integrated care pathway for diagnosis and support for people who may have autism has been developed by the Lothian Adult Autism and ADHD Resource Team (LAAART). The pathway has been supplemented by funding to a third sector organisation to provide diagnostic and post diagnostic support. The network of autism champions is now well established and training is provided to front line staff to improve understanding of autism and the services available in Edinburgh that can provide advice, information and support.</p> <p>A pathway/network promoting existing services and developing new services for the social support of people with acquired hearing loss has been developed and aims to help reduce isolation. The Edinburgh Hearing Loss Directory was formally launched in March 2019, with over eighty listings of local services and national sources of information and support and posters were widely circulated and complemented by social media advertising. Postcards were issued to all hearing aid users picking up their batteries at their local library, and the HALO service at NHS Lothian Adult Audiology Clinic publicises the directory to all clients.</p> <p>Dementia post-diagnostic support (PDS) continues and provides a locality-based service to around 300 people newly diagnosed with dementia at any one time.</p>

Key Activities/ Outputs	Protected Char	Progress
		<p>PDS is also provided by community mental health staff. The Edinburgh PDS Service has been developed on co-production partnership basis. It is a preventative service intended to develop person-centred support to: understand and self-manage the condition; access peer support; maintain links with local community/ activities, make future plans such as Power of Attorney; develop a person-centred support plan.</p>
<p>Equality Outcome 4 Awareness and understanding of the challenges and needs faced by those with protected characteristics is raised</p>		
<p>Raise awareness and provide training on key initiatives identified in the Strategic Plan such as autism, mental health, dementia, LGBT and older people services.</p>	<p>All</p>	<p>There are many awareness raising and training plans now in place across the IJB.</p> <p>A major training programme was launched in December 2019, aiming to equip staff who regularly work with people with sensory impairments with knowledge and skills. The e-learning modules developed by the Scottish Government are required pre-course learning for the courses, along with the BSL e-learning module launched in 2019. Nine one-day multi-agency courses will be delivered by March 2020, together with two courses for volunteers, and a specialist course provided by the British Deaf Association for those working with BSL users with dementia. Additionally, 34 Sensory Champions have now been trained as part of a Lothian wide project and are skilled in identifying hidden hearing and/or sight loss in people with complex needs and ensuring their onward referral and support.</p> <p>The Edinburgh Autism Champion programme continues to:</p> <ul style="list-style-type: none"> • build knowledge, understanding and skills to work effectively with people with autism • contribute to the development of good autism practice in the city • promote autism awareness, influence and interest throughout partner agencies.

Key Activities/ Outputs	Protected Char	Progress
		<p>There are now over 80 Edinburgh Autism Champions working in a range of teams including locality social work teams, housing teams, third sector services and health settings. World Autism Awareness Week continues to be supported and a series of events to raise awareness to staff and the public are held during the week, events have included panel talks, information stations, autism friendly music events and increased use of social media to promote autism awareness.</p> <p>The Integrated Carer Team continue to run regular Carer Awareness Training Opportunities and there are now approximately 80 Carer Awareness Champions trained each year. The aim of this training is to establish Champions within a wide range of hospital and community settings. The training helps empower Champions to support, refer and signpost carers to dedicated sources of support and enable them to cascade information to their colleagues. The training includes a session on supporting minority ethnic carers.</p> <p>The Dementia Training Partnership has continued to provide Dementia Experience and Promoting Excellence training to staff in a diverse range of roles within care homes, care at home and supported housing, day services, social work and occupational health. In addition, staff from the Festival Theatre have received training, contributing to the Dementia-Friendly-Edinburgh campaign.</p> <p>The Partnership has begun working more closely with Learning Disability services providing the 'dementia experience' for staff supporting service users with these dual difficulties, with further work planned in 2020. Additionally, the Partnership has participated in research with informal carers and care home staff to help move forward the provision of post-diagnostic support for people who receive their diagnosis in a care home.</p>

Key Activities/ Outputs	Protected Char	Progress
		<p>Further work in 2020 involves the provision of training for staff in the Health Agency who support local people to 'make a positive impact on their own and their community's physical, mental and emotional well-being' and the provision of bespoke Promoting Excellence training for Council housing officers.</p>
<p>Raise awareness of and provide training in the use of tools developed by projects such as Edinburgh LGBT Age</p>	<p>Sexual orientation and gender reassignment</p>	<p>LGBTQIA stands for lesbian, gay, bisexual, trans, queer, questioning, Intersex and Asexual people. LGBTQIA people living with dementia are poorly recognised and researched due, in part, to assumptions that all older people are heterosexual, together with persistent ageist stereotypes that older people are asexual. Older LGBT adults are however in fact significantly more likely to require support and reside in care homes as they are more likely to be single, live alone and not have children (for example, a quarter of gay and bisexual men and half of lesbian and bisexual women have children, compared to 90% of heterosexual women and men).</p> <p>The limited knowledge and understanding of how LGBTQIA people are affected by dementia is also due to the 'invisibility' of older LGBTQIA people in dementia and carers services, as LGBTQIA people may be unwilling to express their identity within support services and care settings. It is therefore important that recognition and awareness of issues for LGBTQIA is addressed by the Dementia Training Partnership in their training to all EHSCP staff. 2019 therefore saw the initial development of an LGBTQIA Self-Audit Tool and accompanying Good Practice Guide for Care Homes. Making care homes more 'LGBTQIA friendly' and building on good practice. The launch of the toolkit will take place at the Festival Theatre Edinburgh in June 2020.</p> <p>A variety of training continues to be run in conjunction with partners such as Edinburgh LGBT and Scottish Trans Alliance and includes for example; and Transgender Awareness.</p>

Key Activities/ Outputs	Protected Char	Progress
Continue to develop the award-winning Dementia Friendly Edinburgh Programme	Disability	Dementia Friendly Edinburgh activities continue to be run across the city by partners and in particular Edinburgh theatres who host a range of dementia friendly activities, events and performances.
Work with housing providers to support the development of dementia friendly, accessible and affordable housing	Age and Disability	<p>Blackwood Homes and the Edinburgh Health and Social Care Partnership worked jointly to set up SMART demonstration home at Community and Rehabilitation Centre in Longstone (opened December 2018). The SMART home showcases the latest technologies available to support independent living, where staff and residents can test out what is available in a realistic, well-designed environment. This supports the increasingly important role technology is playing in advancing equality of opportunity and helping people to live independently at home, including older people and people with a disability.</p> <p>Lead officers for Mental Health and Wellbeing within the EHSCP organised a stakeholder workshop in June 2018 on 'Housing in Edinburgh - Inclusive Design to promote a sense of belonging'. This was an exploratory workshop focusing on how inclusive design principles can inform the design of new housing stock in Edinburgh which will contribute to building social connections, social capital and a sense of belonging for individuals with mental health problems.</p> <p>EHSCP staff a workshop held by Council's Housing Development and Regeneration team in June 2019 to help inform the review of the design guide for new build Council homes. It is anticipated that the revised document will enable cost savings and faster delivery while maintaining high design and build standards, future proofing housing for the next generation and meeting a wide range of needs (including older people and people with a disability).</p>

Key Activities/ Outputs	Protected Char	Progress
		<p>Housing and Edinburgh Health and Social Care staff attended joint workshop in November 2019 to discuss housing needs of people with learning disabilities. The discussion focussed on specific design requirements and the role of core and cluster models of housing and support for people with the most complex needs. A partnership agreement is being drafted to reinforce the commitment of housing and EHSCP to work together to meet the needs of people with learning disabilities and other people with particular needs.</p> <p>EIJB Strategic Plan 2019-22 includes a Housing Contribution Statement and a workstream on Future Focused Housing. The Housing Contribution Statement sets out the commitment from the housing sector that 4,500 of the 20,000 new affordable homes planned for the city over the next 10 years will support health and social care priorities. The Future Focused Housing/Infrastructure workstream will provide a focus to continue joint work on identifying need for and ensuring provision of affordable, warm, adaptable, accessible and connected homes to meet needs within the city (short, medium and long term).</p>
Deliver a programme of activity using the Scottish Government's sensory awareness training tools	Disability	A major training programme was launched in December 2019, aiming to equip staff who regularly work with people with sensory impairments with knowledge and skills. The e-learning modules developed by the Scottish Government are required pre-course learning for the courses, along with the BSL e-learning module launched last year. Eight courses will be delivered by March 2020.
Work with partners to support people with a range of needs such as young adult carers, people with learning disabilities and people	Disability	<p>Several initiatives have been set up and continue through the Partnership to help individuals with greater needs access work, training or volunteering</p> <p>Project SEARCH brings together a partnership of the HSCP, Edinburgh College and a supported employment specialist (Intowork) to work with 24 young people aged 16-24 with disabilities who want to move into employment. The young people</p>

Key Activities/ Outputs	Protected Char	Progress
with autism, and people with mental health problems to be able to access work, training or volunteering		<p>gain skills and confidence through internships with the Partnership and classroom learning and on-going support is also available. The outcome results are very high with 60-100% of young people moving into paid positions. There are now two sites in Edinburgh, one hosted in a Council building and one in a hospital setting.</p> <p>Volunteer Edinburgh, in partnership with the EHSCP, provide a support service which enables people with disabilities, mental health problems and other additional support needs get into volunteering. Volunteering has been shown to improve their individual health, confidence, wellbeing and social capital, whilst building community capacity.</p> <p>The Edinburgh Community Stroke Service works with people who have had a stroke to help in their recovery. The model takes a preventative, multi-disciplinary approach and helps people get back to meaningful activity – in the main, back into employment. The team works with both the individual and their employer to advise and encourage measures which they take to enable the individual to return to work, including consideration of, for example:</p> <ul style="list-style-type: none"> • phased return • physical adaptations to the workplace • a graded approach to workload.
<p>Outcome 5 Prevention Measures and activities to reduce inequalities are inclusive to all</p>		
Build on the experience of the Headroom practices and other initiatives to develop the benefits and	All	The Headroom Project has now evolved into the Community Link Work Network. (CLWN). The learning experience and evaluations of the Headroom project, which aimed to reduce health inequalities by designing and implementing new ways of working for General Practitioners (GPs) and their teams, have been used to develop and progress the CLWN.

Key Activities/ Outputs	Protected Char	Progress
applications of social prescribing		<p>The project now supports 14 community link workers (CLW) based in 20 GP Practices in the most deprived areas of the city. The CLWs offer non-clinical support to people, enabling them to set goals and overcome barriers, in order that they can take greater control of their health and well-being. Using 'good conversations' a CLW supports people to identify problems and issues they are experiencing and to talk about what really matters to them. They support people to achieve their goals by enabling them to identify and access relevant resources or services in their community. A CLW also maps local services, engaging with and developing productive relationships with these services. They will keep practice teams informed of the status of existing and new services and identify any local service gaps.</p> <p>In addition, Administrative and Clerical staff in all practices will be offered 'signposting' training to supplement the broader social prescribing picture. In practices with a CLW this approach will be regularly encouraged and reinforced.</p> <p>Funding of the Community Link Workers project will continue to March 2023.</p>
Support initiatives such as Inclusive Edinburgh, the Patient experience and Anticipatory Care Team (PACT) and the Health Inequalities and Learning Disability Group to address health inequalities	All	<p>The Inclusive Edinburgh Board brings together statutory services, third sector partners and local universities. Board members work together to deliver innovative and effective services to reduce inequalities and improve the lives of people who are homeless and have complex needs. The EIJB is progressing integration of primary care, housing and social work and is investing in a new psychologically informed operational base for the joint service. This is due to be completed in December 2020 and will provide a single point of access for those being supported.</p> <p>A number of new initiatives are being progressed and include, for example:</p>

Key Activities/ Outputs	Protected Char	Progress
		<ul style="list-style-type: none"> • New ways of working - staff are involved in reflective practice and will receive training and development in responding to trauma, addictions and mental ill-health to help provide a more understanding, approachable and adaptable service for those who receive support. • An on-site employability worker provides support to help homeless people with complex needs back into work • Provision of on-site, welfare rights and benefits advice to reduce poverty. • An outreach pharmacy project - a pharmacist is paired with a Streetwork outreach liaison worker one day a week to prescribe independently on the streets to people who are homeless. • GP and nursing services are provided on a Monday evening at the night care shelters. <p>ELDAG, a forum which meets to consider the Edinburgh IJB Strategic Plan continues to be supported and regularly meets to discuss issues which people with a learning difficulty face.</p>
Develop coproduced and fully inclusive innovative solutions to build community capacity, tackle social isolation and promote healthy lifestyles.	All	<p>An extensive review of various grant programmes funded by the IJB was carried out in collaboration with the third sector. The new grant programme brings together the various grant streams including health inequality, older people, mental well-being, advice & income maximisation. The programme provides a holistic programme which places a greater emphasis on tackling inequalities, prevention and early intervention and building on community assets. Priorities are;</p> <ul style="list-style-type: none"> • reducing social isolation • promoting healthy lifestyles, including physical activity and healthy eating • mental wellbeing • supported self-management of long-term conditions

Key Activities/ Outputs	Protected Char	Progress
		<ul style="list-style-type: none"> • income maximisation • reducing digital exclusion • building strong, inclusive and resilient communities. <p>The grant programme is in the first year of a three year programme and helps promote community resilience, encourage volunteering and self-help and compliments the wider spending on health and well-being and reducing inequalities.</p> <p>Thrive Edinburgh, the new mental health strategy for Edinburgh, was produced collaboratively with all stakeholders. The strategy recognises the wider social determinants of inequalities and the strong link to mental health. The strategy aims to address health inequalities at a structural, community and individual level and has four objectives:</p> <ol style="list-style-type: none"> 1. identify and address root causes 2. focus on those who are at highest risk 3. provide treatment that is easy to access and makes difference 4. building resilience and enhancing support for people to live well and meet their potential. <p>The Thrive Strategy will be implemented through 6 commissioning work streams:</p> <ul style="list-style-type: none"> • building resilient communities • a place to live • get help when needed • closing the inequalities gap • rights in mind • meeting treatment gaps.

Key Activities/ Outputs	Protected Char	Progress
<p>Build on the development of the LOOPS (Local Opportunities for Older People) initiative to enhance the opportunities for older people to retain socially connected and independent lives within the localities where they live and continue to raise awareness across the public, staff and volunteers of opportunities locally</p>	<p>Age and disability</p>	<p>The LOOPs Project was unsuccessful in its application for funding through the new EHSCP Grant Programme however it did receive transition funding and continues to operate a more limited service in areas of the city. The Edinburgh Signposting Phonenumber, managed by Edinburgh Volunteer Centre, provides information, support and sign posting to anyone in Edinburgh who wants to access support or get involved in activities. The phonenumber also provides valuable help and advice to family, friends and professionals who are seeking to support individuals into a more connected, active and healthy life. The phonenumber is staffed by highly trained volunteers and provides a personalised service.</p> <p>Several new projects which take a preventative approach to improving health outcomes for older people and reduce loneliness and social isolation were funded through the EIJB Grant Programme 2019-22. These projects help individuals connect with their community and include befriending, a senior men's group, a community connecting service and an open-door project.</p>

Appendix 1 – Meeting the specific duties of the Equality Act

Duty	Equality Act reference	Summary of requirements	Frequency	Last published
Mainstreaming progress	Section 3	Publish a report on the progress made to make the equality duty integral to the exercise of functions	At least every two years	This report, and April 2018
Equality outcomes	Section 4 (1) & (2)	Publish a set of equality outcomes having involved protected characteristic groups/ individuals and used available evidence	At least every four years	April 2016 and December 2019
Progress against equality outcomes	Section 4 (4) & (5)	Publish a report on the progress made to achieve the equality outcomes	At least every two years	This report and April 2018
Equality Impact Assessments	Section 5	Conduct IIAs for new/revised policies and publish these	Ongoing	Ongoing on and published on website
Gather and use employee information	Section 6	*Not required	N/A	N/A
Gender pay gap information	Section 7	*Not required	N/A	N/A
Statement on equal pay policy and occupational segregation	Section 8	*Not required	N/A	N/A

*As the EIJB employs only two members of staff, it is not required to meet the various employee reporting regulations.

Appendix 2 – Edinburgh Integration Joint Board Members

Voting Members (10)	
<p>The City of Edinburgh Council Elected Members</p> <p>Councillor Ricky Henderson (Vice-Chair)</p> <p>Councillor Robert Aldridge</p> <p>Councillor Melanie Main</p> <p>Councillor Phil Doggart</p> <p>Councillor George Gordon</p>	<p>NHS Lothian Board Members</p> <p>Angus McCann (Chair)</p> <p>Michael Ash</p> <p>Martin Hill</p> <p>Peter Murray</p> <p>Richard Williams</p>
Non-Voting Members (13 plus 2 vacancies)	
<p>Judith Proctor (IJB Chief Officer)</p> <p>Moira Pringle (Chief Finance Officer)</p> <p>Jackie Irvine (Chief Social Work Officer)</p> <p>Ian McKay (Medical Director)</p> <p>Jacqui Macrae (Chief Nurse)</p> <p>Ella Simpson (Third Sector representative)</p> <p>Christine Farquhar (Unpaid Carer)</p>	<p>Kirsten Hey (Staff Representative – The City of Edinburgh Council)</p> <p>Eddie Balfour (Lead Allied Health Professional)</p> <p>Colin Beck (Professional Advisory Group)</p> <p>Carl Bickler (Professional Advisory Group)</p> <p>Andrew Coull (Clinical Director Acute Medicine)</p> <p>Helen FitzGerald (Staff Representative - NHS)</p> <p>There are currently two vacancies for citizens who use adult health and social care services and a vacancy for a person with unpaid carer experience</p>

Appendix 3 – Protected Characteristics

The protected characteristics referred to in this report and defined in the Equality Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

It is against the law to discriminate against someone because of these protected characteristics.