



NORTH AYRSHIRE EQUALITY OUTCOMES

2021 - 2022

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Introduction

All public authorities in Scotland must comply with the public sector equality duty as set out in the Equality Act 2010. This means that all public authorities, as part of their day to day business, must show how they will:

- 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
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The protected characteristics referred to in the Equality Act 2010 are:

- Age,
- Disability,
- Gender reassignment,
- Marriage and civil partnership,
- Pregnancy and maternity,
- Race and ethnicity,
- Religion and belief,
- Sex
- Sexual orientation.

We are all likely to have more than one protected characteristic that makes up our individual identity. More information on the protected characteristics is available at appendix A.

A one-year equality outcomes plan

For the service year April 2021 to March 2022, North Ayrshire Health and Social Care Partnership will be directed a one-year Strategic Bridging Plan. This bridging plan has been created to effectively 'bridge the gap' between the end of the current plan (Let's Deliver Care Together – 2018-21) and a new longer-term strategy due to be published in April 2022.

It was originally expected that a new longer-term strategy would be published by April 2021. However, due to the impact of the COVID-19 pandemic several barriers were created that limited the scope for effective development and engagement for a longer-term plan. As such, approval was granted to create a one-year plan.

To ensure effective mainstreaming of the Equality Duty, it is important that our Equality Outcomes Plan align with our Strategic Plan. To this end, this Equality Outcome Plan will have a short-term focus of one-year. These outcomes will be reviewed by April 2022 with a view to publishing longer-term equality outcomes in line with a new long-term Strategic Plan.

North Ayrshire Health and Social Care Partnership

North Ayrshire Health and Social Care Partnership (the Partnership) provides locality-based health and social care services for people throughout their life: from birth through childhood, teenage years and adulthood.

Our services areas include:

- Children, families and justice services,
- Adult health and community care services and
- Mental health, addictions and learning disability services

Our teams include: allied health professionals (dietitians, physiotherapists, occupational therapists, speech and language therapists), addictions workers, care at home, care homes, child immunisation, community alarm and digital health, community link workers, money matters, nurses (including specialist nurses), paid carers, psychologists and psychiatrists, social workers (across all age groups), residential adult & childcare staff and volunteers.

In addition, dentists, GPs, optometrists and pharmacists (primary care professionals) work together with us. We also work closely with the Third sector, the Independent sector, Housing Services, NHS acute hospitals, Alcohol and Drug Partnerships, Ayrshire wide Partnerships, Police Scotland, local councillors, and many others.

We want to ensure people in North Ayrshire can access community support in their locality and, as required, contact the right health and social care professional, at the right time. We all work together to provide high quality, safe and sustainable care, as seamlessly as possible for the person needing support.

Lead Partnership Arrangements

The Partnership also delivers a Lead Partnership role across all of Ayrshire, which describes what primary care services the North Ayrshire Integration Joint Board (IJB) will manage on behalf of NHS Ayrshire & Arran (NHS A&A). This is also true in East and South Ayrshire, where both council authorities have their own delegation schemes with NHS A&A.

Across Ayrshire, the following services are managed by a lead partnership:

- Primary Care Services (GP practices, Dentistry, Optometry) are managed by East Ayrshire HSCP
- Mental Health Services (Psychiatry, CAMHS, Inpatient Services) and Children's Health Visiting Service are managed by North Ayrshire HSCP
- Integrated Continence Services, Joint Equipment Store, and Family Nurse Partnership are managed by South Ayrshire HSCP



Further information in relation to Ayrshire's lead partnership arrangements can be found in our joint Lead Partnership Statement. <https://tinyurl.com/2aaemxym>

What are Equality Outcomes

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisation setting them, and that they may include both short and long-term benefits for people with protected characteristics.

From the outset of the development process, the following definition was applied to ensure consistency and rigour.

Outcomes are not what we do, but the beneficial change or effect which results from what we do. These changes may be for individuals, groups, families, organisations or communities.

Specifically, an equality outcome should achieve one or more of the following:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

In aligning with the Partnership's one-year Strategic Bridging Plan, the new Equality Outcomes are to be considered short-term and will be reviewed within 1-year of publication.

Ayrshire Shared Equality Outcomes

In April 2017, along with our Ayrshire Shared Equality Outcomes Partners, we published our 4 Shared Equality Outcomes. Those are that in Ayrshire:

1. **people experience safe and inclusive communities**
2. **people have equal opportunity 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**

To support these actions a joint action plan was developed with partners and implemented over the 4-year period of the plan. Ending in March 2021, our achievements in delivering this plan can be found in our Equality Outcomes and Mainstreaming reports on our website.

<https://tinyurl.com/hrd4wnbx>

The Ayrshire Equality Outcomes Partners agreed to continue with the four identified outcomes into the new planning cycle. Feedback collected through public consultation also supported this decision, as detailed below.

Engagement and Consultation

The Ayrshire Shared Equality Outcome Partners undertook a period of public consultation to help inform the development of new Equality Outcomes to be in place by April 2021. This consultation was promoted across all of Ayrshire and Arran and lasted for five weeks from 13th October 2020 to 18th November 2020.

The method adopted focussed on an online survey created using the Microsoft Forms software. The question set was designed and agreed by AEP members. In all, it contained 10 questions relating directly to Equality Outcomes, plus an additional 'about you' section asking people for relevant demographic information.

Overall, 128 responses were received. The Ayrshire Equality Partnership accepts the limitations of this response level but recognises the additional challenges to engagement during the pandemic period.

65% of responses to the survey were female, **19%** identified as having a disability, **13%** were in a protected age group (under 16 or over 65), **6%** identified their religion as either, Buddhist, Jewish, Muslim, Pagan or Spiritual, **5%** identified as gay, lesbian or bi-sexual, **4%** identified their race/ethnicity as either Asian, Black or mixed/multiple ethnicity. No one identified within the gender reassignment or pregnancy and maternity characteristic,

From the survey we learned that **87%** of respondents felt the four Equality Outcomes were still relevant to take forward. The feedback and learning from the survey will be used to inform the outcome action plans for each partner organisation.

An analysis of the consultation findings can be accessed here: <https://tinyurl.com/u4k8mpse>

This plan was also submitted for review and comment to a number of the Partnership's key leadership groups:

- Partnership Senior Management Team (PSMT) – 18th March 2021

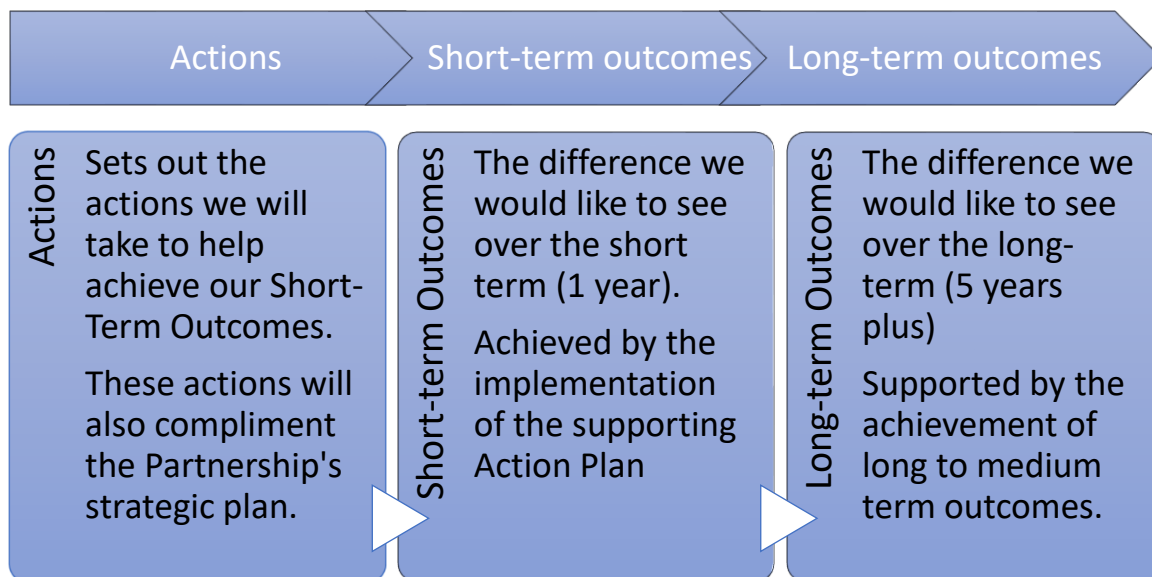
- Strategic Planning Group - 30th March 2021
- Children, Families & Justice Services SMT – 13th April 2021
- Mental Health, Learning Disability and Addictions SMT – 21st April 2021
- Health and Community Care SMT – 23rd April 2021
- Integration Joint Board – 13th May 2021

Developing Short-term local outcomes

During December 2020, seminars were held with representatives from the Equality and Human Rights Commission (EHRC). Feedback from EHRC suggested that the four outcomes set out in the 2017 Shared Equality plan were of too high a level, suggesting they are more ‘long term outcomes’ or mission statements. To address this, the Equality Outcomes Partners agreed to maintain the four outcomes as ‘long term outcomes’ and identify individual organisational outcomes for the short to medium term.

In addition, learning from the period highlighted the complexities of sharing joint actions across multiple partner agencies. Going forward, the Equality Partners agreed to not produce a shared action plan. Instead, each partner will create their own organisational action plan and share any best practice identified with partners.

The graphic below sets out North Ayrshire’s Equality Outcome pathway



Our Outcomes

We have identified eight short-term Equality Outcomes the Partnership will progress from April 2021. As identified in our approach, HSCP Equality Outcomes are intended to be short-term and will be reviewed within one year in line with the development of the Partnerships Strategic Plan from April 2022.

How these outcomes align with our five strategic priorities and national outcomes is detailed in the outcomes map at appendix C.

Ayrshire Shared Outcome (Long-term)	HSCP Equality Outcome (Short-Term)
In Ayrshire, people experience safe and inclusive communities	1.Vulnerable adults and older people are cared for, as much as possible, at home
	2.Vulnerable young people are identified quickly and supported in their own community
In Ayrshire, people have equal opportunity to access and shape our public services	3.Services will involve service users in the review or redesign of services that affect them.
	4.Local people are aware of the various ways they can help shape HSCP services
	5.Local people understand how to access the right HSCP Service for them
In Ayrshire, people have opportunities to fulfil their potential throughout life	6.Vulnerable people can access meaningful education, training and employment options
	7.People at risk of involvement with the Justice System are redirected to positive outcomes
In Ayrshire, public bodies will be inclusive and diverse employers	8.We better understand the Diversity in our workforce

Related strategies

Our endeavours to meet these equality outcomes will be underpinned by several relevant strategies and policy directions including:

- North Ayrshire HSCP Strategic Bridging Plan 2021-22: <https://tinyurl.com/dn4hccaw>
- Caring for Ayrshire programme: <https://tinyurl.com/4mxf5ey6>
- North Ayrshire Council Plan (2019-24): <https://tinyurl.com/znum4u8>
- Public Health Scotland Strategic Plan (2020-23): <https://tinyurl.com/87n2zps>
- Independent Review of Adult Social Care in Scotland: <https://tinyurl.com/4z5rja59>

By contributing to each of these plans we will seek to actively improve the access to and quality of public services for all.

Equality Action Plan

During the 2021/22 service year, the Partnership will deliver a number of key actions that will endeavour to review services and ultimately improve health and wellbeing outcomes for local people. These majority of these actions will be delivered through the implementation of the Strategic Bridging Plan.

The following table describes the rationale for each of the identified short-term equality outcomes. It also aligns the key actions from the Partnership's Strategic Bridging Plan to those equality outcomes.

For reference, the Service Area acronyms relate to HSCP service areas; **HCC** refers to Health and Community Care Services, **MH&LD** refers to Mental Health and Learning Disability Services, **C,F&J** refers to Children, Families and Justice Services, and **F&T** refers to Finance and Transformation Services.

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
1. Vulnerable adults and older people will be cared for, as much as possible, at home	People are best cared for at home. The partnership will support people to receive the health and social care support they need at home. We will support people to live as independently as possible, at home for as long as it is safe to do so. Partnership services will be more community focussed in the future and will be supported by a vibrant third and independent sector.	1:1	By 31st March 2022, we will have reviewed the independent provision of Care at Home services and identified future service models for implementation in 2022.	HCC	Age Disability
		1:2	By June 2021, we will increase the staffing resource within Care at Home service, providing greater capacity for people to be supported in their own home.	HCC	Age Disability
		1:3	By August 2021, Review service models within the Hospital Assessment teams to further embed the Home First approach, basing discharge destination on the capability and rehabilitation potential of patients.	HCC	Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		1:4	Develop a short-term intermediate support service within the Adult CMHT to provide support at home to prevent hospital admission, facilitate discharge from hospital, and support people while they await implementation of commissioned services.	MH&LD	Age
		1:5	Develop further Mental Health digital solutions to enhance choice and improve scope for individuals to remain independently at home with appropriate support.	MH&LD	All
		1:6	Develop a model to respond to emergency mental health care with a community-based response, supporting individuals at home where possible, or facilitating a speedy discharge from hospital when not.	MH&LD	All
2. Vulnerable young people and families are identified quickly and supported in their own community	Supporting people at the earliest possible stage will help address a situation before it reaches crisis point. This is true for both health and social circumstances. By responding to an issue as soon as it arises, we can prevent any long-term	2:1	Refocus the school nursing role to include emotional health and wellbeing as a priority. This will help to improve the mental wellbeing of children and young people.	C,F&J	Age
		2:2	By June 2021, Named Person Service processes and procedures will have been reviewed and improvements identified where applicable, to ensure Named Persons and Lead Professionals are provided with effective and efficient early intervention & preventative support in meeting	C,F&J	Age Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
	negative impacts it may have.		the needs of children, young people and their families.		
		2:3	Develop and review a Young Person's Suicide Support Pathway, to effectively refer concerns raised at Hospital Emergency Departments to Service Access for speedy response for young people unknown to services.	C,F&J	Age Disability
		2:4	Routine gender-based violence screens will be completed by Health Visitors and Family Nurses.	C,F&J	Sex
		2:5	Train all Interventions Team Managers and Senior Officers in ASP process to ensure that risk is recognised for both children and adults	C,F&J	Age Disability
		2:6	Develop and review a Young Person's Suicide Support Pathway, to effectively refer concerns raised at Hospital Emergency Departments to Service Access for speedy response for young people unknown to services.	C,F&J	Age
		2:7	Embed Recovery Development Workers within MAASH and Service Access to improve support to vulnerable families affected by substance misuse	C,F&J	Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		2:8	We will reduce the number of repeat domestic abuse referrals through collaborative working with the Police and Women's aid, to develop a dedicated multi-agency holistic response to domestic abuse.	C,F&J	Sex
		2:9	Develop, with Children First, an intensive support service for trauma experienced parents who are reluctant to accept agency support. Working collaboratively with Early Years Social Work and Health Visiting Teams, the service will work intensively with vulnerable families to prevent escalation of child protection concerns.	C,F&J	Age Pregnancy & Maternity
		2:10	Prioritisation of children and young people where risk and need are identified as requiring specialist services intervention and support.	MH&LD	Age Disability
		2.11	Implementation of Specialist Perinatal Mental Health Service (Pan Ayrshire) providing specialist mental health care for pregnant and new mums.	MH&LD	Age Pregnancy & Maternity Disability Sex
		2.12	GP based mental health practitioners will be established as first point of contact for expectant/new mothers who require mental health advice or support.	MH&LD	Age Pregnancy & Maternity Disability Sex

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		2.13	Adult CMHT to establish protocol to prioritise assessment for expectant or new mothers referred direct to the service who may have bypassed GP MH practitioner	MH&LD	Age Pregnancy & Maternity Disability Sex
3. We will involve service users in the review or redesign of services that affect them.	To ensure Partnership services are right for the people who use them, we will always seek to actively engage the views and ideas of service users to help us improve our services.	3:1	Complete the delivery of the ASN campus and respite house engagement strategy with the Children and Families Disabilities team being in situ.	C,F&J	Age Disability
		3:2	Progress the Radical Test Site which has developed a small Parents Collaboration Group to inform practice/provide consultation and advice to the experiences of parents who have their children out-with their care, and help shape the care most suited to them.	C,F&J	Age
		3:3	Scope the potential to extend 'Signs of Safety' approaches and enhancing families/family group conferencing as a potential dual strategy approach. This would enhance solution focused support plans to enable children and young people to remain within their family units where at all possible.	C,F&J	Age
		3:4	Children and young people have access to key staff, carers, to discuss and ensure their voice is heard, in terms, of LAAC Review, Children's Hearings, Foster Care and Kinship Care Reviews.	C,F&J	Age

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		3:5	From June 2021 begin Remobilisation of Older People's Day Service combining traditional days services with additional outreach options, using learning from telephone interviews undertaken with day service users.	HCC	Age
		3:6	Progress the redesign of services on Arran, including the views of local people and services users.	HCC	All
		3:7	Use the views collected during engagement activities to help inform the development of a Physiotherapy service for those with neurological conditions.	HCC	Disability
		3:8	Further enhance the use of Care Opinion to collect the view of those who use our services.	HCC	All
		3:9	Ensure the involvement of young people in the review of CAMHS service, recruitment of specialised engagement officer.	MH&LD	Age
		3:10	Engage services users for involvement in future developments as we move to implement the Royal College of Psychiatry Accreditation Scheme.	MH&LD	Disability
		3:11	Continue engagement with service users to inform Ayrshire Mental Health Conversation	MH&LD	Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		3:12	Engage with the Young People's forum to support and inform the development and operationalisation of the new National Secure Adolescent Inpatient Service, Foxgrove, in partnership with the National Stakeholders Group	MH&LD	Age
		3:13	Progress service user involvement in Learning Disability strategy implementation	MH&LD	Disability
		3:14	Undertake review of learning disability day services	MH&LD	Disability
4. Local people are aware of the various ways they can help shape HSCP services	The Partnership values the views of local people and are regularly consulted on programmes of work undertaken. The partnership is continually seeking to improve the scope and method of engagement.	4:1	Hear the voices of local communities through representation at Locality Planning Forums. This will create greater opportunities for local communities to have a say on what services are required within their locality and how they should be delivered.	C,F&J	All
		4:2	Contribute to the review of the pilot of the combined LPF and LPP forum on Arran.	HCC	All
		4:3	Locality Planning Forums will expand approaches in engaging with local communities	F&T	All

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		4:4	Through the North Ayrshire Wellbeing Conversation, we will identify and induct members to the North Ayrshire Care Improvement Network	F&T	All
5. Local people understand how to access the right HSCP Service for them	Local people will require different support at different times. It is important that people are aware of the correct service for them and can quickly identify and access the most appropriate support.	5:1	Further embed and develop the Community Hubs established throughout the pandemic, continuing locally based partnership working to respond to community need.	C,F&J	All
		5:2	Ensure the young females involved with the Syrian Vulnerable Resettlement Programme are confident, meet their aspirations, are independent, healthy, and able to access various services when required and lead fulfilling participatory lives as New Scots within their communities	C,F&J	Sex Race
		5:3	Young people with additional support needs in North Ayrshire, and their families, will be provided with a more effective transition into adulthood, which delivers greater access to a range of provisions and supports in the local community.	C,F&J	Age Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		5:4	By December 2021, Children, young people and their families will be able to more readily access appropriate and timely mental health and wellbeing supports through establishing a North Ayrshire Community Mental Health and Wellbeing Collaborative or collaboratives across the local authority.	C,F&J	Age Disability
		5:5	Support local implementation of Caring for Ayrshire programme	HCC	All
		5:6	Implementation of Primary Care Improvement Plan	HCC	All
		5:7	Progress the integration of teams and implement new models of care to ensure high quality, safe and sustainable services in our community hospitals and island services	HCC	All
		5:8	Enhance and further refine Intermediate Care and Rehabilitation hubs, improving the streamlining of access to rehabilitation services.	HCC	All
		5:9	Launch the Single Point of Contact on Arran by Dec 2021, providing residents of the island a single access point for all health and social care services	HCC	All

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		5:10	Expand access to the increased range of supported digital options for Mental Health supports as part of a tiered model for service delivery	MH&LD	Disability
		5:11	Logos and posters to be displayed which identifies North Ayrshire Drug and Alcohol Recovery Service as being a safe space for LGBTQ+ and trans communities.	MH&LD	Gender Reassignment Sexual orientation
		5:12	Standardised data sets to be included in the Drug and Alcohol Information System (DAISy) which includes wider gender identity options.	MH&LD	Gender Reassignment
6. Vulnerable people can access meaningful education, training and employment options	Often the most vulnerable people in our community face difficulty in engaging with learning or accessing meaningful training or employment opportunities. The Partnership will seek to support these vulnerable groups to achieve positive outcomes.	6:1	Identify preferred tender for service provider to implement intensive employment support programme for care experienced young people into employment and training. Seek to improve confidence and self-esteem post lock-down using creative approaches. Programme to launch late 2021.	C,F&J	Age
		6:2	Utilise available funding to undertake joint initiative with Community education using adult tutors support literacy development with families involved with Rosemount team to improve employability prospects. Initiative will utilise work placement and voluntary options and provide adult learning awards.	C,F&J	Age

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		6:3	Create Modern Apprentice post in the Drug and Alcohol Workers team. The MA will be identified from known young people with experience of family addiction issues.	C,F&J	Age
		6:4	Through rehabilitation support provided through the Dirran's Centre, we will support service users to develop meaningful skills, support their independence and assist them on their route to positive outcomes.	HCC	Disability
		6:5	Support development of new Day Services workforce for those with a learning disability following the move to Trindlemoss	MH&LD	Disability
		6:6	Implementation of locality-based development work in Garnock Valley (Neighbourhood Networks) for services users with a Learning Disability	MH&LD	Disability
		6:7	Enhance volunteer approaches for those accessing addiction support services, focussing on employability support	MH&LD	Disability
		6:8	MH Recovery College will continue to support people with MH issues to improve access to education and training.	MH&LD	Disability

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		6:9	The individual placement and support service, will support individuals within MH services to regain meaningful employment.	MH&LD	Disability
		6:10	College wellbeing and liaison post will support students to remain in education with Ayrshire College. Covering all campuses across Ayrshire.	MH&LD	Disability Age
		6:11	Develop sustainable social enterprise in ACORN service, providing training and recovery services to people with complex Mental Health concerns.	MH&LD	Disability
7. People at risk of involvement with the Justice System are redirected to positive outcomes	Often people enter the justice system as a result of negative environmental factors. Involvement with the Justice System can also lead to stigma and resulting in poor outcomes. By providing support to those involved or at risk of being involved with the justice system, we can help people away from the justice system, reduce re-offending and improve outcomes.	7:1	We will improve the employment opportunities to support people with criminal records into employment.	C,F&J	All
		7:2	Development of a robust formal working partnership with peer workers in the Alcohol and Drug Partnership to encourage additional supports, inclusiveness, community reintegration and enhance support to service users subject to Drug Treatment and Testing Orders.	C,F&J	Disability
		7:3	Work in collaboration with Police Scotland and Children First to develop a 'Whole family approach' for Women subject to Diversion from prosecution	C,F&J	Sex Age

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
		7:4	Embed the 'Safer and Together' model to enhance our response to domestic abuse, providing support to children and their non-abusing parents. The model will support children (including pre-birth) and non-abusing parents to remain together in a supportive and safe environment, whilst working with perpetrators to reduce harm to the child and promote family safety.	C,F&J	Sex Age Pregnancy & Maternity
		7:5	Implementation of Housing First model in collaboration with housing addictions and mental health services to support those released from prison, reduce reoffending and help deliver sustainable housing and promote recovery.	MH&LD	Disability
		7:6	Review of clinical pathways for individuals with mental health concerns coming to attention of police, police custody and court.	MH&LD	Disability
		7:8	Implement the court distress pathway to provide greater support to those with complex Mental Health issues who face the justice system.	MH&LD	Disability
8. We better understand the Diversity in our workforce	A brief benchmarking exercise undertaken between the Ayrshire Shared Equality Outcomes partners	8:1	Report the findings of the Workforce Benchmarking exercise to Partnership Senior Management Team with recommendations for Action.	F&T	All

HSCP Equality Outcome	Rationale	Action ID	Supporting Action	Service Area	Protected Group
	demonstrated an information deficit in relation to the protected characteristics of the North Ayrshire workforce. In order to help address any inequalities based on protected characteristics, it is vital we have a wider understanding of Partnership staff.	8:2	Identify and implement action to address the protected characteristic information deficit.	F&T	All

Appendices

Appendix A: General Equality Duties and Protected Characteristics

General Equality Duty:

- **Eliminate discrimination**, harassment and victimisation and other prohibited conduct.
- **Advance Equality of Opportunity** - between people who share a relevant protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and those who do not.

Protected Characteristics:

Age	The Equality Act 2010 protects people of all ages.
Disability	Disability includes people with physical, learning and sensory disabilities, people with a long term illness and people with mental health problems.
Race	Under 'The Equality Act 2010' 'race' includes, colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.
Religion or Belief	In The Equality Act 2010, religion includes any religion. It also includes a lack of religion. Belief means any religious or philosophical belief or a lack of such belief.
Sex	Both males and females are protected under The Equality Act 2010
Pregnancy and Maternity	The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breastfeeding
Sexual Orientation	The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people
Gender Reassignment	The Equality Act 2010 provides protection to someone who proposes to, starts or has completed a process to change his or her gender.
Marriage and Civil Partnership	Marriage is defined as a union between two people of different or of same sexes. In addition to same sex marriage, same sex couples can also have their relationship legally recognised as 'civil partnerships'. This category only applies to eliminating unlawful discrimination in employment.

Appendix C: National Health & Wellbeing Outcomes

The Public Bodies (Scotland) Act 2014 defines a complete set of principles for the implementation of health and social care services in Scotland. These are the principles against which integrated services should be delivered and the quality of those services should be evaluated. The Act also defines the national outcomes and the health and wellbeing outcomes that integration is looking to achieve. These are as follows:

1. People are able to look after and improve their own health and wellbeing and live in good health for longer

People in North Ayrshire feel confident and able to make positive personal decisions about themselves and their families' health and wellbeing and receive the support they need to achieve their aims.

2. People (including those with disabilities or long-term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community

People in North Ayrshire live as independently as possible, playing an active role within their local community.

3. People who use health and social care services have positive experiences of those services and have their dignity respected

People in North Ayrshire are actively engaged in the design and delivery of services, ensuring that these are tailored to local needs and preferences.

4. Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services

People in North Ayrshire express what matters to them most and help design and deliver services that help them attain this.

5. Health and social care services contribute to reducing health inequalities

People in North Ayrshire benefit from improved lifestyles, life circumstances, life expectancies, health and quality of life, with more rapid improvements in communities that experience the highest levels of need and deprivation to reduce the inequality gap.

6. People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing

Carers in North Ayrshire benefit from highly accessible and proactive services designed to maintain high levels of health and wellbeing.

7. People using health and social care services are safe from harm

People who use health and social care services in North Ayrshire should do so safely, be free from fear or harm and have their rights and choices respected.

8. People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide

Staff – including those of the third and independent sector – who provide health and social care services in North Ayrshire, actively participate in the programme of continuous improvement and have ownership of the future model of service delivery.

9. Resources are used effectively and efficiently in the provision of health and social care services

Individuals who provide or access health and social care services in North Ayrshire are fully engaged in assessing and allocating the resources available to local communities, and use a rigorous and transparent process to agree how maximum benefit can be attained.

Appendix C: Outcomes Map

Ayrshire Shared Outcome	HSCP Equality Outcome	HSCP Priority	National Health & Wellbeing Outcomes	Other National Outcomes
In Ayrshire, people experience safe and inclusive communities	Vulnerable adults and older people will be cared for, as much as possible, at home	Tackling Inequalities	2. People (including those with disabilities or long-term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community	
	Vulnerable young people are identified quickly and supported in their own community	Prevention & Early Intervention	7. People using health and social care services are safe from harm	<u>Children's Outcomes</u> We have improved the life chances for children, young people and families at risk
In Ayrshire, people have equal opportunity to access and shape our public services	Services will involve service users in the review or redesign of services that affect them.	Engaging Communities	4. Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	<u>Children's Outcomes</u> Our children have the best start in life and are ready to succeed
	Local people are aware of the various ways they can help shape HSCP services	Engaging Communities	4. Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	
	Local people understand how to access the right HSCP Service for them	Improving Mental Health & Wellbeing	1. People are able to look after and improve their own health and wellbeing and live in good health for longer 3. People who use health and social care services have positive experiences of those services and have their dignity respected	
In Ayrshire, people have opportunities to fulfil	Vulnerable people can access meaningful education,	Tackling Inequalities	3. People who use health and social care services have positive experiences of	<u>Children's Outcomes</u> Our young people are successful learners,

their potential throughout life	training and employment options		those services and have their dignity respected	confident individuals, effective contributors and responsible citizens
	People at risk of involvement with the Justice System are redirected to positive outcomes	Prevention & Early Intervention	4.Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	<u>Children's Outcomes</u> We have improved the life chances for children, young people and families at risk <u>Justice system Outcomes</u> Social inclusion to support desistance from offending
In Ayrshire, public bodies will be inclusive and diverse employers	We better understand the Diversity in our workforce	Bringing Services Together	8.People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide	

Appendix 4 – Ayrshire Equality Partnership

The Ayrshire Equality Partnership is comprised of:

- NHS Ayrshire and Arran
- Ayrshire College
- Ayrshire Valuation Joint Board
- Community Justice Authority
- East Ayrshire Council
- East Ayrshire HSCP
- North Ayrshire Council
- North Ayrshire HSCP
- South Ayrshire Council*
- South Ayrshire HSCP



*South Ayrshire Council is an Equality Outcomes Partner but did not adopt the four Shared Equality Outcomes.