

REPORT

 Item No: 8

SUBJECT:	Equality Act 2010
TO:	Integration Joint Board
Lead Officer for Report:	Ross McGuffie Chief Accountable Officer
Author(s) of Report	Morag Dendy Head of Planning, Performance and Quality Assurance
DATE:	22 nd June 2022

1. PURPOSE OF REPORT

This paper is coming to the IJB

For approval	<input type="checkbox"/>	For endorsement	<input checked="" type="checkbox"/>	To note	<input type="checkbox"/>
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This paper will set out the IJB's requirements against the Equality Act 2010 and will seek endorsement of the second mainstreaming report and equality outcomes stipulated by the Act.

2. ROUTE TO THE BOARD

This paper has been:

Prepared	<input type="checkbox"/>	Reviewed	<input checked="" type="checkbox"/>	Endorsed	<input type="checkbox"/>
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By Head of Planning, Performance and Quality Assurance.

3. RECOMMENDATIONS

3.1 The IJB is asked to:

- Endorse the Mainstreaming Report
- Endorse the equality outcomes as agreed by the partner organisations
- Request progress updates via the Performance, Finance and Audit Committee
- Note the requirement to meet the 2 year cycle for future Mainstreaming Reports

4. VARIATIONS TO DIRECTIONS

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
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5. BACKGROUND/SUMMARY OF KEY ISSUES

- 5.1 The Equality Act 2010 stipulates that all public bodies across Scotland are required to produce and deliver a set of equality outcomes to further one or more of the three needs of the Public Sector Equality Duty (PSED/also known as General Duty).
- 5.2 The duty has two parts – a General Duty and Specific Duties. The General Duty came into force in April 2011 and applies to any organisation which carries out a public function, requiring due regard to be given to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
 - Advance equality of opportunity between persons who share a relevant characteristic and persons who do not
 - Foster good relations between people who share a protected characteristic and those who do not
- 5.3 The purpose of the general Equality Duty is to ensure that all public bodies mainstream equality into their day to day business by proactively advancing equality, encouraging good community relations and addressing discrimination. The current duty requires equality to be considered in relation to key functions including the development of internal and external policies, decision-making processes, procurement, service delivery and improving outcomes for service users.
- 5.4 In May 2012, further Specific duties came into force to support public bodies in their performance of the general equality duty. This places a statutory duty on designated public bodies to:
- Report progress on mainstreaming the public sector equality duty
 - Publish equality outcomes and report progress
 - Assess and review policies and practices (impact assessment)
 - Consider award criteria and conditions in relation to public procurement
 - Publish in a manner that is accessible.
- 5.5 The IJB does not directly employ any staff and with the HSCP being a joint delivery vehicle between the two partner organisations of North Lanarkshire Council and NHS Lanarkshire, links have been made with the equality leads in each organisation to ensure alignment.
- 5.6 A mainstreaming report has been created (see appendix 1), with equality outcomes that are based on the commissioning intentions of the 2020-23 strategic commissioning plan. With the participation and engagement work already commencing around the next 2023-26 Strategic Commissioning Plan, it will be important to ensure the mainstreaming report is updated accordingly as our new commissioning intentions become clear.
- 5.7 Progress against the equality outcomes will be monitored via the Performance, Finance and Audit sub-committee.

6. CONCLUSIONS

- 6.1 The Strategic Commissioning Plan 2020-23 set out the IJBs priorities in creating integrated health and social care supports and services for the people of North Lanarkshire; service users; carers; the public; independent and third sectors; and practitioners.
- 6.2 To ensure successful delivery of the plan, it is vital that the IJB is fully committed to the values and ethos placed upon it by the Equality Act 2010, ensuring equality is mainstreamed in business and that everyone in North Lanarkshire has equal opportunities regardless of their age, ability, gender, sexual orientation, race, belief, childbearing or marital status.
- 6.3 It is widely documented that the Covid-19 pandemic has further exacerbated inequalities across our communities, making it ever more vital that the IJB has an active sight on the Equality Act and its impact on our local residents.
- 6.4 Work is ongoing with both partners to review the Equality Impact Assessment documentation. As part of the winter business case approved by the IJB in February 2022, work is continuing to explore the potential of creating a whole-system support team to help facilitate proactive impact assessments across key decisions. The aim of this is not to remove the responsibility from existing staff and services, but instead to provide support and advice to allow us to maximise the potential impact of the process.
- 6.5 Recent examples around the creation of the new Monklands Hospital and Covid-19 Vaccination Programme highlight the positive influence that the impact assessments process can have on programme development.

7. IMPLICATIONS

- 7.1 NATIONAL OUTCOMES
This will support the delivery of all nine health and wellbeing outcomes.
- 7.2 ASSOCIATED MEASURE(S)
- 7.3 FINANCIAL
It is unlikely there will be significant financial costs arising from this work.

This paper has been reviewed by Finance:

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
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- 7.4 RISK ASSESSMENT/RISK MANAGEMENT
Risk IJB 09/21 sets out the impact of Covid on the roll out of the IJB's Strategic Plan and widening inequality and is currently rated at very high.
- 7.5 PEOPLE
The Act provides specific protection to people who are discriminated against on the basis of a defined set of nine "protected characteristics". The nine protected characteristics are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

7.6 STAKEHOLDER ENGAGEMENT

Through the creation of the Strategic Commissioning Plan, a wide ranging consultation exercise was conducted to identify the key priorities for North Lanarkshire. In addition, the Strategic Planning Group, staff roadshows and Strategic Commissioning Plan Programme Board have supported the ongoing planning and delivery around key Commissioning Plan outcomes.

7.5 INEQUALITY & FAIRER SCOTLAND DUTY

As discussed throughout this paper.

EQIA Completed:

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
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8. BACKGROUND PAPERS

None

9. APPENDICES

Appendix 1: Mainstreaming Report and Equality Outcomes



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CHIEF OFFICER (or Depute)

Members seeking further information about any aspect of this report, please contact Ross McGuffie on telephone number 01698 752591

Appendix 1



Health & Social Care
North Lanarkshire

Equality Outcomes and Mainstreaming Report

2022-24

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Foreword

This is the second equalities mainstreaming report for Health and Social Care North Lanarkshire. The Covid-19 pandemic has been a challenging time for all of our community, but we know that it has impacted on some more than others, with a growing evidence base highlighting the significant effect on equality, examples including adverse health outcomes in BME communities; the interruption of services for disabled children and adults; day service interruption for older people; increased violence against women and girls; loss of income for people in precarious work, who are disproportionately likely to be from certain ethnic minority groups; and a widening of the gender pay gap.

Our vision is to place individuals and communities at the centre of our service planning and delivery in order to deliver locality based, person-centred outcomes. Our aim is to ensure the people of North Lanarkshire receive fair, consistent and non-discriminatory decisions and services from Health and Social Care North Lanarkshire, irrespective of their origin, protected characteristics and background, and that equality is mainstreamed into all that we do.

1. Introduction to Mainstreaming Report and Equality Outcomes

1.1 The North Lanarkshire Integration Board is now in its sixth year and is fully committed to the values and ethos placed upon it by the Equality Act 2010, ensuring equality is mainstreamed in business and that everyone in North Lanarkshire has equal opportunities regardless of their age, ability, gender, sexual orientation, race, belief, childbearing or marital status.

1.4 The Integration Joint Board recognises individuals, groups and communities who routinely face such disadvantages and inequalities in how they access and experience health and social care services. The Integration Joint Board is committed to making a real and lasting contribution to creating a fairer North Lanarkshire, and to reducing inequalities in health, access and opportunity for the whole population.

2. Legislative Context

2.0.1 All public bodies across Scotland are required to comply with the three aims of the Public Sector General Duty, Equality Act (2010) and (Specific Duties) (Scotland) Regulations 2012.

2.1 The Equality Act (2010)

2.1.1 In 2010, the Equality Act came into force, with the aim of consolidating and harmonising existing equalities legislation and strengthening the law to support equal opportunities in the workplace and in wider society. The Act provides specific protection to people who are discriminated against on the basis of a defined set of nine “protected characteristics”. The nine protected characteristics are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

2.2 Public Sector General Equality Duty

2.2.1 On 5th November 2011, the Equality Act 2010 introduced a new public sector equality duty requiring public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
- Advance equality of opportunity between persons who share a relevant characteristic and persons who do not
- Foster good relations between people who share a protected characteristic and those who do not

- 2.2.2 The Public Sector General Equality Duty replaces the previous Race Equality Duty (2002), the Disability Equality Duty (2006) and the Gender Equality Duty (2007).
- 2.2.3 The purpose of the general Equality Duty is to ensure that all public bodies mainstream equality into their day to day business by proactively advancing equality, encouraging good community relations and addressing discrimination. The current duty requires equality to be considered in relation to key functions including the development of internal and external policies, decision-making processes, procurement, service delivery and improving outcomes for service users.

2.3 Specific Duties

- 2.3.1 On 27th May 2012, the Equality Act (2010) (Specific Duties) (Scotland) Regulations 2012, came into force, to support public bodies in their performance of the general equality duty. This places a statutory duty on designated public bodies to:
- Report progress on mainstreaming the public sector equality duty
 - Publish equality outcomes and report progress
 - Assess and review policies and practices (impact assessment)
 - Consider award criteria and conditions in relation to public procurement
 - Publish in a manner that is accessible.
- 2.3.2 In April 2015 the Scottish Government added Integrated Joint Boards to Schedule 19 of the Equality Act 2010 and to The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015.

3. Operational Context

- 3.1 From 1st April 2016, the Integration Joint Board assumed responsibility for planning, commissioning and overseeing the delivery of integrated health and social care provision, covering adult and child community and unplanned hospital healthcare and adult social work in North Lanarkshire.
- 3.2 The legislation sets out that the Integrated Joint Board must contribute to the delivery of nine national health and wellbeing outcomes for integration:
1. People are able to look after and improve their own health and wellbeing and live in good health for longer.
 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.
 3. People who use health and social care services have positive experiences of those services, and have their dignity respected.
 4. Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.
 5. Health and social care services contribute to reducing health inequalities.
 6. People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and well-being.
 7. People using health and social care services are safe from harm.

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

3.3 The Integration Joint Board publishes a detailed Annual Performance Report on progress to achieve each Outcome, as well as on twenty-three pre-determined National Performance Indicators set by the Scottish Government. In addition, locally derived performance indicators have also been developed to ensure information is tailored to North Lanarkshire's circumstances.

4. Mainstreaming Equality: Benefits

4.1 Mainstreaming equality means integrating equality and diversity into day-to-day activity, by taking equality into account as part of the process of planning, commissioning and delivering health and social care services for the people of North Lanarkshire. Ongoing stakeholder engagement and collaboration are critical to the delivery of equality mainstreaming, activities that the Joint Integrated Board is committed to engage in to provide the best quality supports and services and deliver on the goals of integration.

4.2 Mainstreaming equality has a number of benefits including:

- Ensuring equality becomes part of the culture, structures and behaviours of the partnership
- Helping to ensure that services are fit for purpose and meet the needs of our community
- Attracting and retaining a productive workforce, rich in diverse skills and talents
- Contributing to continuous improvement, better performance and best value.

5. Mainstreaming Equality: Our Approach

5.1 Leadership and Corporate Commitment

5.1.1 Mainstreaming the Equality Duty is an organisational responsibility to which the Integrated Joint Board is fully committed. There is a commitment to see regular reporting to the Board through its governance structures.

5.1.2 The Integration Joint Board will ensure that clear and consistent messages are given to senior officers about the importance of meeting the equality needs of service users, their carers and employees.

5.1.3 Integration Joint Board members are committed to undertaking training to ensure a clearer understanding of the main requirements of the Equality Act, including:

- Defined roles and responsibilities in ensuring compliance
- Identifying a number of actions to be taken forward by senior officers
- Able to use the Equality Impact Assessment (EQIA) guide to inform and support them in understanding the role of EQIA in their decision making process.

5.2 Workforce and Workforce Development

- 5.2.1 Whilst the staff within Health and Social Care North Lanarkshire continue to be employed by NHS Lanarkshire and North Lanarkshire Council, rather than by the Integrated Joint Board, the importance of valuing employees and supporting their development is still understood.
- 5.2.2 Through the Strategic Planning Process, a lot of work was undertaken in partnership with staff to agree values for staff working in North Lanarkshire, with the aim of creating a positive culture where staff are valued and fully involved in decision making.
- 5.2.3 Staff training on Equality and Diversity is strongly championed in both NHS Lanarkshire and North Lanarkshire Council, with Health and Social Care North Lanarkshire keen to maintain this focus with all staff. Other training and courses to support a better work-life balance and improved health and well-being can be applied to everyday personal and professional interactions and understanding, reinforcing the culture and environment we wish to engender.
- 5.2.4 Publication of equal pay and gender pay analysis will be undertaken by NHS Lanarkshire and North Lanarkshire Council as the employing bodies.

5.3 Impact Assessments

- 5.3.1 We are committed to carrying out Equality Impact Assessments on our strategies, policies and services to ensure there is no unlawful discrimination in the way that they are designed, developed or delivered and that, wherever possible, equality is promoted.
- 5.3.2 In meeting this commitment, we will ensure that:
- Equality Impact Assessments will be carried out on all relevant strategies, policies and service re-designs
 - Equality Impact Assessments will be undertaken on any potential budget savings
- 5.3.3 Completed Equality Impact Assessments will be electronically accessible via the Integration Joint Board website.
- 5.3.4 All Committee and Board meeting paper templates have been updated to include a section on Equality Impact Assessments to ensure a strong focus throughout the structure.

5.4. Participation and Engagement

- 5.4.1 The Integration Joint Board recognises the value of engaging with Equality Groups and with people who experience prejudice and discrimination as a result of protected characteristics.

- 5.4.2 The Participation and Engagement strategy aims to strengthen this dialogue and build a good understanding of the range of complexity of risk and needs in communities (both geographical and communities of interest).
- 5.4.3 The Integration Joint Board recognises the importance of ensuring that the services it provides are responsive to the needs of the whole population and specifically, the protected characteristic groups that are served. The opportunity to mainstream equalities within all activities and services delivered is welcomed, as this is essential to the successful delivery of quality, person-centred and effective health and social care supports are services for the people of North Lanarkshire.
- 5.4.4 The engagement and participation principles agreed by Health and Social Care North Lanarkshire are:
- Services are planned and developed in a way which actively and systematically engages with the community and local professionals
 - All stakeholders are treated fairly, equally and with respect
 - Engagement opportunities should be accessible and engagement materials offered in accessible formats
 - All health and social care staff have a role to play in supporting engagement and participation
 - A commitment to learning and continuous improvement
- 5.4.5 The engagement and participation objectives agreed by Health and Social Care North Lanarkshire are:
- Involve stakeholders in the development work aimed at achieving the national outcomes
 - Provide stakeholders with information on how to get involved
 - Ensure a diverse range of engagement and participation and opportunities are in place to suit different needs
 - Measure how well we involve community stakeholders in the planning, design and delivery of our services
 - Provide regular feedback on how stakeholder engagement and participation is shaping and influencing service development and delivery
 - Provide support to enable stakeholder representatives to participate meaningfully and confidently at meetings
 - Develop participation guidelines to ensure a common understanding and set of expectations for both stakeholders and partnership staff
 - Support engagement, planning and participation in localities, taking account of other engagement activity and local plans across the Community Planning Partnership
- 5.4.3 Through strong partnership working, Health and Social Care North Lanarkshire will utilise a number of different existing forums and groups already engaged in work with NHS Lanarkshire and North Lanarkshire Council. This has been an area of significant development over the course of the Strategic Commissioning Plan and now includes a wide range of groups including:
- NLC Disability Monitoring and Review Group
 - Community Groups and Community Councils
 - Lanarkshire Ethnic Minority Action Group
 - Lanarkshire Carers' Centre

- Mosques
- Citizen's Panel
- Locality Planning Groups
- Locality Youth Forums
- Partnership Boards
- Partnership for Change User and Carer Engagement and Representation Forum
- Community Solutions Locality Consortia
- North Lanarkshire Public Partnership Forum
- North Lanarkshire Youth Forum
- Employee Groups
- Regional and National Groups such as Stonewall Scotland, Terrence Higgins Trust, Scottish Government, Equality and Human Rights Commission and Scottish Councils Equality Network

5.4.4 A wide range of networks and groups exist across North Lanarkshire and the Health and Social Care Partnership is keen to explore alternative means of engagement, such as focus groups for specific topics, rather than relying on only existing mechanisms.

5.5 Commissioning

5.5.1 As part of the Public Bodies Act, the Integrated Joint Board develops Strategic Commissioning Plans on a three yearly cycle. Strategic commissioning is the term used for all the activities involved in assessing and forecasting needs, linking investment to agreed outcomes, considering options, planning the nature, range and quality of future services and working in partnership to put these in place.

5.5.2 The equality outcomes listed in section 6 were developed as part of the commissioning process, to ensure the commissioning intentions fully consider equalities.

5.5.3 Procurement of services will take place via NHS Lanarkshire and North Lanarkshire Council, with relevant staff fully aware of the duties and responsibilities for Equality and Diversity legislation.

5.6 Monitoring, Reporting and Publishing

5.6.1 Monitoring will be an important aspect of the Integrated Joint Board's commitment to equality, diversity and inclusion. The collection and analysis of equality data enables the recognition of trends and identification of any barriers facing specific equality groups. The use of equality data collection is embedded into service delivery and design to ensure that services are reflective of the needs of the wider population and target groups.

5.6.2 The Strategic Needs Assessment process which forms part of the Commissioning process is crucial in undertaking this role to support the development of the plan.

5.6.3 National and local systems will be used to ensure accurate data is utilised as part of this process. For example, national data capture through Information Services Division provides a useful repository of data around acute inpatients and day cases,

whilst local service data can also provide a useful breakdown of characteristics such as age and sex.

- 5.6.4 Reporting against the Equality Outcomes will be a formal task of the Integrated Joint Board's Performance, Finance and Audit Sub-Committee and progress will be included in the Board's annual report.

6. Mainstreaming Equality: Equality Outcomes

- 6.1 An equality outcome is the desired aim to further one or more of the general equality duties; eliminate discrimination, advance equality of opportunity and foster good relations. By focusing on outcomes rather than objectives or outputs, it is possible to bring practical improvements in the lives of those experiencing unlawful discrimination or disadvantage.
- 6.2 Outcomes are changes that result for individuals, communities, organisations or society as a consequence of action taken. Outcomes include short-term benefits such as changes in awareness, knowledge, skills and attitudes, and long-term benefits such as changes in behaviours, decision-making, or social or environmental conditions.
- 6.3 NHS Lanarkshire and North Lanarkshire Council have published existing equality outcomes and they are outlined in Appendix 1.
- 6.4 Based on the Strategic Commissioning Plan intentions, the equality outcomes for the Integration Joint Board are as follows, with detailed action plans outlined in Appendix 2:
1. Inequalities in North Lanarkshire have been further exacerbated by the Covid-19 pandemic. Through targeted interventions, people with a protected characteristic(s) will be supported to maximise their health and wellbeing through the pandemic recovery.
 2. Through development of our first responses, we will make services and supports more accessible to meet the needs of people with a protected characteristic(s) to maximise independence and connectedness.
 3. The HSCPs Engagement and Participation Strategy will ensure that we are able to actively engage with a much wider range of individuals in North Lanarkshire, including those from seldom heard groups, supporting people with a protected characteristic(s) to be engaged in the design and delivery of services
 4. Through proactive engagement and Market Facilitation, the HSCP will support the Independent Sector to flourish, creating varied and person-centred supports for individuals including those with disabilities, long term conditions, or who are frail; supporting individuals to have greater choice and control over their care; and creating sustained employment opportunities within the North Lanarkshire area
 5. Through the development of Technology Enable Care, individuals including children and young people, those with disabilities, long term conditions, or who are frail will have alternative methods to engage with services and more innovative solutions to remain living independently, connected in their own community.

6.5 Progress against the outcomes will be monitored on a bi-annual basis at the Performance, Scrutiny and Assurance Sub-Committee of the Integrated Joint Board.

Appendix One

North Lanarkshire Council

1. To know and understand all our communities
2. To involve our communities effectively
3. To demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence
4. To ensure that local public services are responsive to different needs and treat users with dignity and respect
5. To develop and sustain a skilled and committed workforce able to meet the needs of all local people.

The North Lanarkshire Council Equality Strategy can be accessed at

<https://www.northlanarkshire.gov.uk/sites/default/files/2020-06/Equality%20Strategy.pdf>

NHS Lanarkshire

1. Near Me: To provide an alternative method of patient care that increases the ease of access for all patients in Lanarkshire.
2. Staff Equality Networks: To provide a safe and supportive environment for staff to discuss issues relating to a particular protected characteristic.

Further equality outcomes will be developed in 2023 to complement EHRC reporting cycle.

The NHS Lanarkshire Equality Mainstreaming Report can be accessed at

<https://www.nhslanarkshire.scot.nhs.uk/download/equality-mainstreaming-report/>

Appendix Two

Equality Outcome	Protected Characteristics	Actions	Lead
<p>Inequalities in North Lanarkshire have been further exacerbated by the Covid-19 pandemic. Through targeted interventions, people with a protected characteristic(s) will be supported to maximise their health and wellbeing through the pandemic recovery.</p>		<p>Creation of Long Covid AHP Team to provide proactive supports to those with lasting effects from Covid.</p> <p>Development of anti-viral pathway to support those most at risk of complications from Covid</p> <p>Targeted roll out of Covid-19 vaccination programme, including proactive use of home visits and clinics supporting identified groups.</p> <p>Use of Keep Well to provide practical supports to key communities such as Gypsy Travellers and Homeless.</p> <p>Utilise Covid Community Champions group to proactively engage with seldom heard groups.</p>	<p>Head of Health Medical Director Head of Health Improvement</p>
<p>Through development of our first responses, we will make services and supports more accessible to meet the needs of people with a protected characteristic(s) to maximise independence and connectedness.</p>	<p>1,2,3,4,5,6,7,8,9</p>	<p>Development of Home Assessment Teams in each Locality to provide rapid response at home for those that require it and faster discharge from hospital.</p> <p>Development of CAPA model to support faster and effective access to mental health and wellbeing supports for children and young people.</p> <p>Development of Mental Health in Primary Care teams to create rapid access to appropriate level mental health and wellbeing supports for adults</p> <p>Creation of Community Connectors in the third sector, providing proactive support to access a wide range of community based supports, including mental health and wellbeing, for all ages in North Lanarkshire</p>	<p>Head of Health Head of Adult SW Head of Planning</p>

Equality Outcome	Protected Characteristics	Actions	Lead
<p>The HSCPs Engagement and Participation Strategy will ensure that we are able to actively engage with a much wider range of individuals in North Lanarkshire, including those from seldom heard groups, supporting people with a protected characteristic(s) to be engaged in the design and delivery of services</p>	<p>1,2,3,4,5,6,7,8,9</p>	<p>Develop Locality Profiles to fully understand the needs of each Locality area.</p> <p>Create a diverse range of engagement and participation opportunities to suit different needs</p> <p>Provide support to enable stakeholder representatives to participate meaningfully</p> <p>Development of Locality Planning Group structures to support proactive engagement at a local level</p> <p>Expansion of the IJBs Strategic Planning Group to widen patient, service user and carer representation</p>	<p>Head of Planning Manager Adults – Planning OD Manager</p>
<p>Through proactive engagement and Market Facilitation, the HSCP will support the Independent Sector to flourish, creating varied and person-centred supports for individuals including those with disabilities, long term conditions, or who are frail; supporting individuals to have greater choice and control over their care; and creating sustained employment opportunities within the North Lanarkshire area</p>	<p>1,2,3,4,5,6,7,8,9</p>	<p>Development of the partnership's Market Facilitation Plan to reflect pandemic recovery</p> <p>Creative use of independent sector sustainability payments to support local providers</p> <p>Development of regular provider support calls for Care at Home and Care Homes, creating the opportunity for ongoing dialogue, peer support and collaboration</p> <p>Continued development of Self-Directed Support to ensure people, including those with physical or learning disabilities, long term conditions, mental health problems and frailty are able to exercise choice and control over their care.</p>	<p>Head of Planning Head of Adult SW Manager Adults – QA Manager Adults – younger adults</p>
<p>Through the development of Technology Enable Care, individuals including children and young people, those with disabilities, long term conditions, or who are frail</p>	<p>1,2,3,4,5,6,7,8,9</p>	<p>Sustained roll out and use of Near Me across community health and social care services to provide alternative means of engagement</p> <p>Development of the TEC Flat in Allershaw Tower to support staff</p>	<p>Head of Health Head of Adult SW Head of Planning</p>

Equality Outcome	Protected Characteristics	Actions	Lead
will have alternative methods to engage with services and more innovative solutions to remain living independently, connected in their own community.		<p>and service users/carers to see TEC in action and enable innovative solutions to retain independent living</p> <p>Continued expansion of the Making Life Easier website to support self-management, assessment and access to simple equipment</p> <p>Roll out of a wide range of online Mental Health resources</p>	

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation