East Lothian Health and Social Care Partnership

Equality Outcomes 2021-25

April 2021

Equality Outcomes – what are they?

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

What have we already done?

This is the first time that East Lothian Health and Social Care Partnership (ELHSCP) has published Equality Outcomes. However, equalities outcomes are enshrined in the nine [National Health and Wellbeing Outcomes](https://www.gov.scot/publications/national-health-wellbeing-outcomes-framework/). These underpin our strategic planning process, which is expressed in our three-year [Strategic Plan](https://www.eastlothian.gov.uk/downloads/file/28278/east_lothian_ijb_strategic_plan_2019-22), which runs from 2019 to 2022. Equalities form a ‘golden thread’, which should inform every aspect of strategic planning.

How did we decide on these Equality outcomes?

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

We reviewed the **evidence** that is published at a global, UK, Scottish, and local Lothian level, in particular the publication [Is Scotland Fairer?](https://www.equalityhumanrights.com/en/publication-download/scotland-fairer-2018) and the work of the local [Poverty](https://edinburghpovertycommission.org.uk/) [Commissions](https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12017/east_lothian_poverty_commission).

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

We carried out an **Integrated Impact Assessment** about possible actions. You can read our report of that consultation and its findings here .*(insert link to published IIA – Annex C)*

We did a joint **consultation** (October – December 2020) and heard from 257 different people and groups. You can read our report of that consultation and its findings [here](https://consultationhub.edinburgh.gov.uk/bi/equality-outcomes/). *Insert link to published consultation report, now at Annex D)*

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

The [Equality Act (2010)](https://www.legislation.gov.uk/ukpga/2010/15/contents) says that each public body must publish Equality Outcomes which it can have a significant influence on. So ELHSCP has separated the outcomes we propose into three categories;

* Equality Outcomes (we will lead and do this work)
* Mainstreaming Actions – this will be our first such report
* Equality Outcomes where ELHSCP plays a supportive role (but we are not the lead agency)

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

Equality Outcomes

Equitable Access to services

1. People know what support and services are available and know how to access them

*We should be proactive about sharing information in other languages (in line with prevalence in our community, for example, Polish) and other formats, for example easy read and BSL. Information will be available on request in other languages or formats, and we will continue to support interpretation and translation.*

Equitable access to premises

1. People with protected characteristics are able to access our premises easily and find them easy to use

*We will ensure that our premises are DDA-compliant, and pay attention to signage and physical arrangement to support gender-identity, cultural or religious requirements, people on the Autistic Spectrum, people whose first language is not English, people with learning disabilities, and people who have hearing or sight impairments (or both).*

Safer communities

1. We will protect people at risk in our communities.

*Community Development is reserved to East Lothian Council but ELHSCP will continue to work in partnership with the council as part of the community planning process and continue to build our working relationship with Local Area Partnerships, and in particular LAP Health and Wellbeing Sub-Groups, to ensure that local needs are understood and reflected in our strategic planning process.*

*We will also continue to support and promote awareness of:*

* *East and Midlothian Public Protection Committee*
* *MELDAP*
* *Community Justice*
* *Local health protection and health improvement services.*

An inclusive place to work

1. We will be proactive in developing an inclusive staff culture at all levels.

*ELHSCP's HR functions are delivered by NHS Lothian and East Lothian Council, both of whom operate inclusive employment practices. However, ELHSCP can also provide training and support that encourages diversity in the workplace, and undertake to support inclusive working environments for people with protected characteristics in our teams and divisions.*

Mental health

1. We are committed to supporting better mental health for all

*Improving mental health is something that underpins all our work, be it that of staff, patients, carers, minority groups, people with dementia or other core service-users. We are committed to developing quick access services provided by specialist mental health professionals. Services will also support people with problems that impact on their physical and mental wellbeing, and we will continue to work with local third sector and community mental health groups to grow support at a local level.*

Mainstreaming Actions

Environment Sustainability

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

Equitable Access to Services

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

Equality Outcomes where ELHSCP plays a supportive role

Housing

1. Housing is the preserve of East Lothian Council. We will work alongside East Lothian Council to support the delivery of safe and accessible housing, and housing related services, which prevent homelessness, improve health outcomes and allow individuals to remain living at home where appropriate, across all client groups in East Lothian. We will work to ensure that the needs of people with protected characteristics inform our planning to ensure equitable access.

Inclusive Education

1. Education is the reserve of East Lothian Council (ELC) and local colleges. However, we can support ELC and colleges with improving equalities for young people in transition from children’s to adult services, and ensure that we are aware of issues for young people with protected characteristics to ensure equitable access to services.