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| Equality Outcome | **Protected character -ristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who will lead in ELHSCP** | **Other partners taking forward work** |
| People experience easier access to services, (via increased digital inclusion, and alternative access to services) | Race  Poverty  Age | Performance data from:   * CWIC services * CTACS * Community Links Worker * Mental Health Line * MSK Line * Justice Social Work online CSO support   Qualitative data from the above  Promotion of SDS  Successful applications on behalf of clients to Connected Scotland | Quarterly reporting  Use risk profiles to set uptake targets for reach characteristic.  Use Equality Impact Assessment & engagement to understand barriers and create change plan.  Monitor progress against baseline.  Use analysis to develop a plan for improvement if necessary.  Monitor progress against targets/baseline | Ongoing  As part of our ongoing review of performance data – by October 2021  As above  As above  As above  Quarterly via dashboard throughout 2022 | Planning and Performance Team | Edinburgh, West Lothian, Midlothian Councils and Health & Social Care Partnerships and NHS Lothian |
|  |  | Effective tier 2 weight management services used by more people from specific communities – proportional to demographics and risk factor. | Analyse existing data (2020) to understand current referrals for each characteristic.  Use risk profiles to set uptake targets for reach characteristic.  Use Equality Impact Assessment & engagement to understand barriers and create change plan.  Monitor progress against baseline.  Analyse 2021 data to understand patient outcomes and completion data for each characteristic.  Use analysis to develop a plan for improvement if necessary.  Monitor progress against targets/baseline | March/April 21  March/April 21  Phase 1 (desk based) complete by end of March  Phase 2 (service & public engagement) – March to May 21  Quarterly via dashboard – full year data review in Oct 2021  November 21  December 2021  Quarterly via dashboard throughout 2022 | [T2Diabetes East of Scotland Partnership](https://www.eost2d.scot.nhs.uk/about-us/who-we-are/)  via Weight Management Implementation Group | Edinburgh, West Lothian Midlothian Councils and Health & Social Care Partnerships  NHS Lothian |

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| Shared Equality Outcome | **Protected characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who (service area) leading in NHS Lothian** | **Other partners taking forward work in this area** |
| People experience easier access to information from NHS Lothian and partners | Race  Poverty  Disability  Age | People report that they found the information they were looking for regarding their health, relating to COVID-19 and beyond, by using ELHSCP web pages or other means | Gather feedback on current website and other means of communication, e.g. letters to patients  Use IIA & engagement to understand barriers and create change plan, sharing resources and support with partner organisations where appropriate.  Monitor progress against baseline. | Diagnosis 2021  Action Plan 2021  Implementation 2022  Survey staff about use of interpretation services.    Develop awareness raising plan for staff for interpretation and translation | Lead on Equalities & Human Rights  Director of Communication  May 2021  September 2021 | Edinburgh, West Lothian and Midlothian Councils  Midlothian Health and Social Care Partnership  NHS Lothian  NHS 24/NHS Inform |

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| Equality Outcome | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| Citizens feel safe in their communities (because the organisation takes a preventative approach to hate crime, domestic abuse and gender based violence,and works to significantly increase the number of safe spaces | All, but especially:  Age  Disability  Gender reassignment  Race  Religion or belief  Sex  Sexual orientation | Increase in number of ***I am Me*** [keep safe](https://www.scotland.police.uk/keep-safe/personal-safety/keep-safe-places) spaces in Edinburgh, East Lothian, Midlothian and West Lothian | Work with East Lothian Council community development and housing services services, and primary care centres, to identify interest.  Link with Police Scotland to carry out Keep Safe training | As Lockdown eases – April 2021 onwards | Planning and Performance Team | NHS Lothian  Midlothian HSCP  West Lothian Council (check)  Police Scotland  I am me Scotland |

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| **Equality Outcome** | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| A more inclusive working environment is experienced by staff who share protected characteristics | Race  Sexual orientation  Gender reassignment  Disability  Age | Evidence of impact of action plans produced by staff networks on policy and decision making and staff experience in NHS Lothian | Pursue and develop with East Lothian Council and four NHS Lothian Staff Networks to develop Advancing Equalities Action Plans for approval and adoption | Plans approved and adopted April 2021 (NHS)  ELHSCP plan acceptable to both East Lothian Council and NHS Lothian HR teams by September 2021  First plans to cover 2021 – 22 in context of longer term goals | Planning and Performance Team  NHSL HR Department  East Lothian Council HR Department | All Lothian public bodies have their own workforce equality outcomes – potential for useful collaboration amongst staff networks and possibly other actions |
| A more inclusive working environment is experienced by staff who share protected characteristics | Race | Specific actions included in East Lothian Health and Social Care Strategic Plan 2023-26 | More foregrounding of the equality and diversity ‘golden thread’ and the development of performance measures  Continue work with ELC HR Team | 2021 -22 | Planning and performance team/senior management team  General Manager, Adult Statutory Services | City of Edinburgh Council, University of Edinburgh  NHS Lothian |

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| **Mainstreaming Outcome** | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| 1. As ELHSCP services develop to become more environmentally sustainable, people with protected characteristics experience these changes as meeting their needs. | Disability  Race  Age  Socio-economic status | NHSL service redesign and policy development for sustainable development considers the needs of people with protected characteristics.  *For instance:*  People experience better quality greenspace and blue spaces on the ELC and NHSL estate which are more accessible to staff, patients and local communities including those with protected characteristics. | Disabled people, people living in deprived areas, and Black and Ethnic Minority people participate more fully in the staff, patient and community involvement mechanisms outlined in the NHS Lothian Sustainable Development Framework and Action Plan 2020.  Similar actions will be included in East Lothian Council developments which serve ELHSCP | Agree methodology to capture demographic data 2021  Analysis of data 2022, 2023, 2024  Annual Surveys of Staff Network members | Reserved to NHS Lothian  NHS Programme Director, Facilities | Edinburgh & Lothians Health Foundation inc. Tonic Arts  Third Sector partners Cyrenians, Edinburgh and Lothian Greenspace Trust, The Conservation Volunteers, Volunteer Edinburgh  East Lothian Council Projects Team  East Lothian Council Housing Team |

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| **Mainstreaming Equality Outcome** | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| Citizens feel safe in their communities (because the organisation takes a preventative approach to hate crime, domestic abuse and gender based violence,and works to significantly increase the number of safe spaces) | Sex  Poverty | Improved access to sexual health services for women and men with high & complex needs (WAMHCN) in East, West and Midlothian. | Take forward recommendations in WAMHCN action plan, such as improve data collection to identify unmet need, up-skill practitioners in settings accessed by groups at risk |  | Women and Men with high and complex needs (WAM HCN) working group *(reports*  *to Sexual Health, BBV, Harm Reduction Programme Board)* | SACRO - Another Way  Salvation Army  Police Scotland |

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| **Mainstreaming Equality Outcome** | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| Better mental health and wellbeing is reported amongst ELHSCP staff who share protected characteristics | Race  Sexual orientation  Gender reassignment  Disability  Age  Carers  Sex | Reported feedback e.g. via staff network surveys and iMatter/ELC staff survey demonstrates improvement in mental health and wellbeing | Agreed means of identifying protected characteristics of staff accessing range of support systems across NHS Lothian and ELC. Logging and subsequent analysis of that data. Actions to improve access / uptake by under-represented groups. | Agree methodology to capture demographic data 2021  Analysis of data 2022, 2023, 2024  Annual Surveys of Staff Network members | **Planning and performance team**  **Mental Health Lead Officer** |  |

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| **Equality Outcome where NHSL plays a supportive role** | **Protected Characteristics impacted** | **Measure of success** | **Actions to progress outcome** | **Timescale for actions** | **Who leading in ELHSCP** | **Other partners taking forward work in this area** |
| 1. People are less likely to experience homelessness on leaving hospitals or prisons (via pathways and support established) | Poverty  Sex | Increase in number of prison leavers maintaining tenancy  Addictions pathway in place for people in remand, in + on leaving prison, and include elements that recognise specific needs of women prisoners | *(There are already*  *agreed pathways established following the needs*  *assessment which are reviewed on a regular basis)* | **Ongoing** | Justice Social Work | Scottish Prison Service  NHS Lothian  East Lothian Council  EMORS, CGL et al |