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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) | RacePovertyAge | Performance data from:* CWIC services
* CTACS
* Community Links Worker
* Mental Health Line
* MSK Line
* Justice Social Work online CSO support

Qualitative data from the abovePromotion of SDSSuccessful 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 | OngoingAs part of our ongoing review of performance data – by October 2021As aboveAs aboveAs aboveQuarterly 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 21March/April 21Phase 1 (desk based) complete by end of MarchPhase 2 (service & public engagement) – March to May 21Quarterly via dashboard – full year data review in Oct 2021November 21December 2021Quarterly 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 PartnershipsNHS 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 | RacePovertyDisabilityAge | 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 patientsUse IIA & engagement to understand barriers and create change plan, sharing resources and support with partner organisations where appropriate.Monitor progress against baseline. | Diagnosis 2021Action Plan 2021Implementation 2022Survey staff about use of interpretation services. Develop awareness raising plan for staff for interpretation and translation | Lead on Equalities & Human RightsDirector of CommunicationMay 2021September 2021 | Edinburgh, West Lothian and Midlothian Councils Midlothian Health and Social Care Partnership NHS LothianNHS 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:AgeDisabilityGender reassignment RaceReligion or beliefSexSexual 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 LothianMidlothian HSCPWest Lothian Council (check)Police ScotlandI 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 | RaceSexual orientationGender reassignmentDisabilityAge | 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 2021First plans to cover 2021 – 22 in context of longer term goals  | Planning and Performance TeamNHSL HR DepartmentEast 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 measuresContinue work with ELC HR Team | 2021 -22 | Planning and performance team/senior management teamGeneral Manager, Adult Statutory Services | City of Edinburgh Council, University of EdinburghNHS 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.
 | DisabilityRaceAgeSocio-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 2021Analysis of data 2022, 2023, 2024Annual Surveys of Staff Network members | Reserved to NHS LothianNHS Programme Director, Facilities | Edinburgh & Lothians Health Foundation inc. Tonic ArtsThird Sector partners Cyrenians, Edinburgh and Lothian Greenspace Trust, The Conservation Volunteers, Volunteer EdinburghEast Lothian Council Projects TeamEast 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) | SexPoverty | 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 WaySalvation ArmyPolice 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 | RaceSexual orientationGender reassignmentDisabilityAgeCarersSex | 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 2021Analysis of data 2022, 2023, 2024Annual 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)
 | PovertySex | 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 ServiceNHS LothianEast Lothian Council EMORS, CGL et al  |