

East Lothian Health and Social Care Partnership

Mainstreaming Equalities 2021

East Lothian
Health & Social Care Partnership



EQUITABLE ACCESS TO SERVICES

Looking at contact, information and physical environment



SAFER COMMUNITIES

Public protection, substance misuse, community justice, health protection and improvement services



INCLUSIVE WORKPLACES

Developing an inclusive staff culture at all levels.



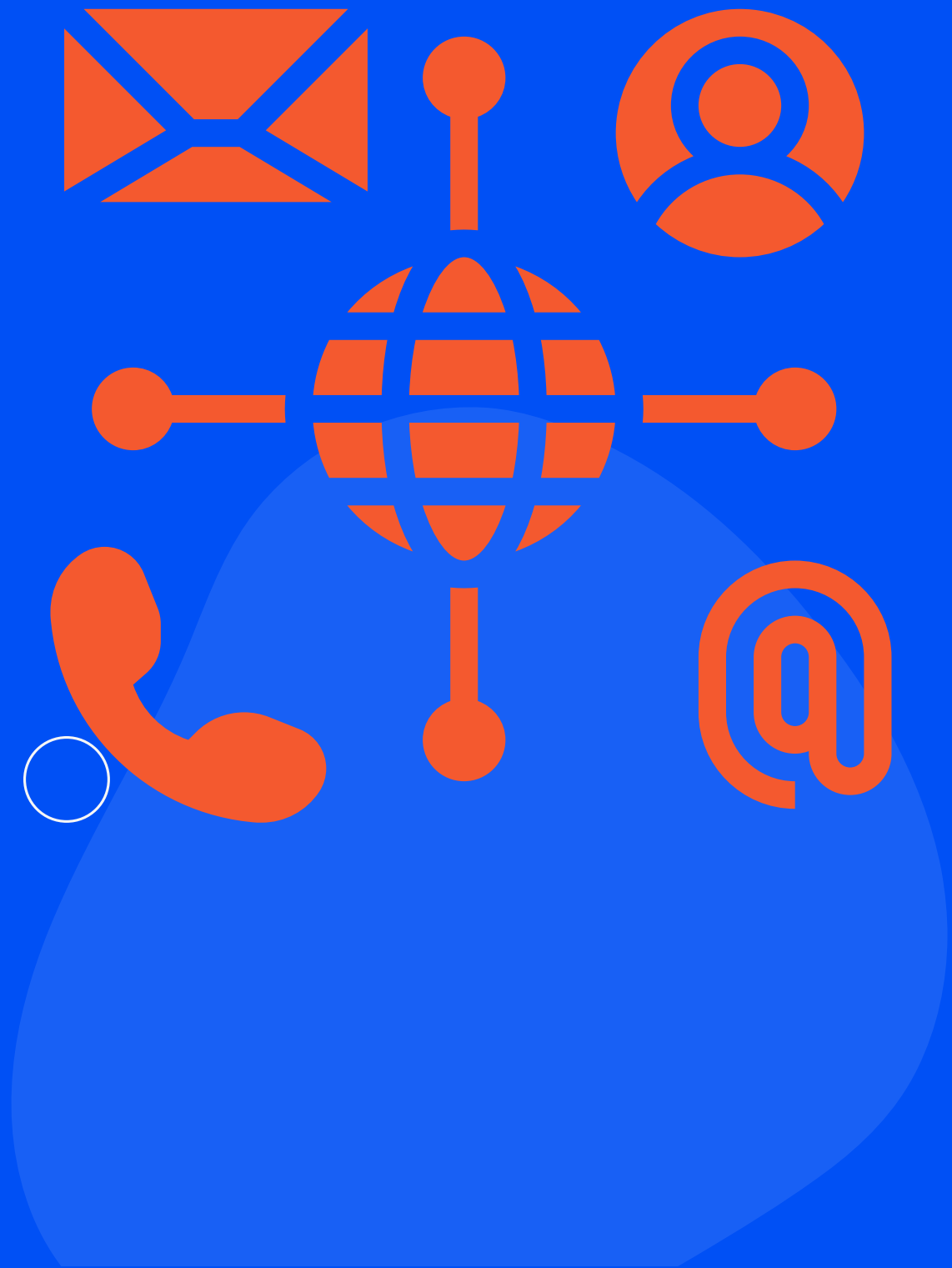
MENTAL HEALTH

We are committed to supporting better mental health for all





Equitable access to services



- Test of Change using Near Me to facilitate access to Adult Social Work Duty Team, facilitated by IRSS. Formal evaluation will inform rollout.
- Service Manager walk rounds, recorded on a shared drive, covering issues around signage, access, audio loops, public wash rooms, availability of wheel chairs. Staff awareness through 1:1s
- Community Link Workers are distributing financial assistance fund (FAF) information, which includes support for food, fuel and digital poverty
- Local media campaigns for primary care services
- CWIC Mental Health media campaigns for direct access
- CWIC Musselburgh Ramp installed at exit door
- All MELDAP services use the National Quality Principles. Key equality issues are covered in this document such as access, how people are treated, the right to involve others in a person's recovery and clients right to play an active role in the treatment options that best meet their needs and to have a copy of their Recovery Plan
- Justice Social Work funding from Connecting Scotland – addressing digital exclusion and poverty, base line assessment completed of all service users
- Work with Heavy Sound to produce a video to reflect the experience of justice social work service users
- Use of translation services for individuals who have English as a second language
- The HILDA digital platform is currently being upgraded to improve access
- Production of information in other formats on demand





Safer communities





- Our Justice Social Work Team support offenders and ex-offenders to understand their offending, make reparation to their communities and develop life skills to prevent future offending. We will promote awareness of this work to protect offenders' human rights and promote greater confidence in public confidence/safer communities.
- We support and promote the work of MELDAP in supporting people affected by substance misuse and promoting a recovery approach
- We support the work of the East and Midlothian Public Protection Office in protecting the rights of, and raising awareness of, vulnerable adults, people experiencing gender-based violence, sex trafficking and modern slavery
- Social workers have a duty under the Social Work Scotland (1968) Act (section 27) to address socio-economic deprivation. This is reinforced through SDS and person-centered approaches. The Independent Review of Adult Social Work is giving us the opportunity to review how rights based approaches are embedded in social work practice
- ,From a Mental Health Officer perspective, we actively address issues related to protected characteristics through MARP, in facilitating compulsion measures under the Mental Health Act
- We work with local area partnerships (LAPs) and LAP Health and Wellbeing Sub Groups to identify local needs and inform out strategic planning



Inclusive workplaces

- Discussions with teams and at 1:1's with staff
- CWIC/CWIC MH following team development plan following NHS Lothian culture and values.
- Encouraging and promoting participation in Healthy Working Lives and to access the corporate opportunities
- Liaising with East Lothian Council HR about the support needs for staff from minority backgrounds
- Adherence to NHS Lothian and ELC HR and Equality and Diversity policies at all times





Mental health



- Delivery of mindfulness sessions to workforce
- For CWIC/CWIC Mental Health line offers quick access to mental health support from specialist mental health occupational therapists and nurses
- MELDAP adult treatment services have to deliver a national standard of clients being offered treatment within three weeks of referral. The Esk Centre where statutory and third-sector partners including CAMHS are co-located provides the opportunity to offer a more holistic level of support particularly for those people with co-occurring mental health /substance use problems.
- MELDAP services have developed new ways to support people during lockdown. For example, Access to Industry provides daily wellbeing support over zoom. Weekly 1:1 calls or face-to-face appointments. Wellbeing walks. with service-users. Weekly SMART Tools sessions. Social media check ins. Classes and groups to join and help with social isolation. Signposting to mental health services and providers. Other services such as MELD and MYPAS have developed similar approaches including well-being walks and improved online presence for certain groups such as LGBT.
- Promoting signposting to CWIC mental health service
- Commitment and investment to a trauma-informed workforce and trauma-aware service (National Trauma Training Programme)
- Commitment to outcome focused work with clients and use of Outcome Measurement Tools and Personal Budgets

