

Scottish Borders Health and Social Care Partnership

Equality Outcomes and Mainstreaming Framework 2023-25

Mainstreaming the equality duty has several benefits including:

Equality becomes part of the structures, behaviours and culture of an authority, an authority knows and can demonstrate how, in carrying out its functions, it is promoting equality mainstreaming equality contributes to continuous improvement and better performance.

Source: Equality and Human Rights Commission

Our vision as a partnership is that “all people in the Scottish Borders are able to live their lives to the full.” Our strategic framework 2023-26 has a number of strategic objectives and ways of working that aim to ensure that this happens.

Working to achieve our vision, objectives and ways of working will increasingly promote equality and human rights as part of our core business.

For this reason, the Scottish Borders Health and Social Care Partnership’s (SBHSCP’s) Equality Outcome and Mainstreaming Framework (EOMF) directly aligns to our strategic objectives and our ways of working.



The equality outcomes developed for 2023 to 2025 are listed below:

Outcome 1	Improving access and confidence in using health and social care services.
Outcome 2	Inclusive and co-productive approach to reducing poverty and increasing equality of outcome
Outcome 3	Community engagement and empowerment across the Scottish Borders is inclusive, co-productive and fair
Outcome 4	People living, working, studying or visiting the Scottish Borders are safe and free from harm because all staff delivering health and social care services fully understand their legal duties and other responsibilities
Outcome 5	All staff feel valued, respected and have their needs met appropriately
Outcome 6	A workforce that is reflective and representative of the communities we care for

The successful implementation of the Scottish Borders Health and Social Care Partnership’s (SBHSCP’s) Equality Outcome and Mainstreaming Framework (EOMF) will be supported by a network of Equality and Human Rights Service Specialists. The Service Specialists will have a lead role in supporting their colleagues to evidence compliance with equality and human rights legislation and other requirements. This offers a process to support continual improvement of quality of life outcomes for people using health and social care services in the Scottish Borders.

SBHSCP’s EOMF will be underpinned by a quality assurance and performance framework which will be used to give the Strategic Planning Group (SPG) and the Integration Joint Board (IJB) assurance that compliance with the Public Sector Equality Duty and the Scottish Specific Public Sector Equality Duties is evidenced. In addition, the quality assurance and performance framework will support self-evaluation and continuous improvement models to be embedded. It will also enable quarterly performance reporting to the SPG, annually to the IJB and biannually to the Scottish Parliament’s appointed Equality and Human Rights Regulator.

The Independent Review of Adult Social Care in Scotland identified that “the Covid-19 pandemic has intensified pre-existing inequalities and a lack of focus on rights, especially for older people, disabled people, people from minority ethnic communities and people from disadvantaged communities”. This framework also is designed to support SBHSCP to deliver against recommendations 1 to 10 of the Feeley report.

Independent Review of Adult Social Care in Scotland – Recommendations

Source: [Independent Review of Adult Social Care - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/06/Independent_Review_of_Adult_Social_Care.pdf)

A human rights based approach

The Independent Review of Adult Social Care in Scotland recommendations for establishing a human rights and equality approach to social care services and support are rooted in the work to consider incorporation of international treaties into domestic legislation, and the recent experiences during the pandemic that exposed structural inequalities and pre-existing inadequacies in the current social care support system:

1. Human rights, equity and equality must be placed at the very heart of social care and be mainstreamed and embedded. This could be further enabled by the incorporation of human rights conventions.
2. Delivering a rights based system in practice must become consistent, intentional and evident in the everyday experience of everyone using social care support, unpaid carers and families, and people working in the social care support and social work sector.
3. People must be able to access support at the point they feel they need it, including for advice and signposting to local community-based resources and help, and for barriers to this, such as the current eligibility criteria and charging regime, to be fundamentally reformed and removed, to allow a greater emphasis on prevention and early intervention.
4. People should understand better what their rights are to social care and supports, and “duty bearers”, primarily social workers, should be focused on realising those rights rather than being hampered in the first instance by considerations of eligibility and cost.
5. Where not all needs can be met that have been identified as part of a co-production process of developing a support plan, these must be recorded as unmet needs and fed into the strategic commissioning process.
6. Informal, community based services and supports must be encouraged, supported and funded to respond appropriately to the needs of local citizens, including for preventative and low level support.
7. A co-production and supportive process involving good conversations with people needing support should replace assessment processes that make decisions over people’s heads and must enable a full exploration of all self-directed support options that does not start from the basis of available funding. Giving people as much choice and control over their support and care is critical.
8. More independent advocacy and brokerage services, including peer services, must be made available to people to ensure that their voices are heard, and to help prepare for participation in planning and organising their support.
9. When things do not work well for people and their rights have not been upheld, they must have rapid recourse to an effective complaints system and to redress.
10. Packages of care and support plans must be made more portable and supported people should not have to fight to retain support because they have moved home.

Equality Outcome 1 - Improving access to and confidence in using health and social care services	
Equality Duty: Advancing the equality of opportunity	
Strategic Framework Objective	<p>Improve access to services</p> <p>Supporting unpaid Carers</p>
Ways of working	Dignity and Respect

What will success look like
1.1 Information and advice will be delivered in accessible formats that best suits people's needs
1.2 Proactive partnership arrangements which support SBHSCP demonstrate a welcoming environment with informed and understanding staff.
1.3 All premises that the SBHSCP work out of or deliver services from have been collaboratively reviewed in terms of location, suitable environment, ramped access, signage, transportation links etc
1.4 SBHSCP adheres to the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018
1.5 2012 SSPSED embedded into the commissioning and procurement processes relating to the delivery of adult health and social care services – (<i>Fair Work Principles and Ethical Commissioning, Getting it Right for Everyone GIRFE</i>)

Equality Outcome 2 - Inclusive and co-productive approach to reducing poverty and increasing equality of outcome	
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations	
Strategic Framework Objective	Reducing poverty and inequalities
Ways of Working	<p>People at the heart of everything we do</p> <p>Good agile teamwork and ways of working: “Team Borders” Approach</p> <p>Providing quality, sustainable, seamless services</p>

What will success look like
2.1 More people with the relevant protected characteristics and lived experience are engaged in exercise, self-care and meaningful activities
2.2 Number of organisations and people participating in Social Prescribing initiatives
2.3 Reduction in the number of people with Learning Disabilities and or people with autism remaining hospital and an increase in the number being supported to live in the communities of the Scottish Borders
2.4 Young people leaving care transition seamlessly into adult services
2.5 Young people with learning disabilities transition seamlessly into adult services

<p>2.5 SBHCSP's commissioning plans are based on the needs of our communities, and public feedback, including engagement with people with protected characteristics. SBHCSP's plan linked with Scottish Borders Council's Local Housing Strategy, Housing Need & Demand Assessment</p> <p><i>Quote from Derek Feeley Report: "People with lived experiences must be partners in the commissioning process and integral to decision making and prioritisation, monitoring process and making improvements; nothing about me without me as the saying goes"</i></p>
<p>2.6 Information and qualifying criteria relating to disabled adaptations in private and social housing (both major and minor adaptations) is promoted and easily accessed by all of Scottish Borders communities</p>
<p>2.7 Equality of outcomes for all</p>

Outcome 3 - Community engagement and empowerment across the Scottish Borders is inclusive, co-productive and fair	
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations	
Strategic Framework Objective	<p>Improving our effectiveness and efficiency</p> <p>Supporting unpaid Carers</p> <p>Reducing poverty and inequalities</p>
Ways of working	<p>People at the heart of everything we do</p> <p>Care and compassion</p> <p>Dignity and Respect</p>

What will success look like
<p>3.1 Increased participation, influence and voice from people with protected characteristics, with lived experiences, in the Scottish Borders Locality Working Groups</p> <p><i>Derek Feeley Report quote</i> <i>At the population level, Integrated Joint Boards and Locality Planners need to do a better job of building the user voice into their considerations.</i></p>
<p>3.2 Adhere to the Planning with People guidance when engaging with communities of interest.</p>

Outcome 4 People living, working, studying or visiting the Scottish Borders are safe and free from harm because all staff delivering health and social care services fully understand their legal duties and other responsibilities

Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations

Strategic Framework Objective	<p>Improve access to services</p> <p>Improving our effectiveness and efficiency</p>
Ways of working	<p>Good agile teamwork and ways of working: “Team Borders” Approach</p> <p>Openness, honesty and responsibility</p> <p>Care and Compassion</p> <p>Dignity and Respect</p>

What will success look like

- 4.1 Equalities and Human Rights awareness training delivered to all staff working in Partnership services
- 4.2 Interventions are early and effective, preventing all forms of abuse, and maximising the safety and wellbeing of adults, children, and young people in our communities.
- 4.3 Awareness of all forms of abuse in relation to public protection and consequential harms and trauma that can occur are better understood by staff working in Partnership services.
- 4.4 Improved services for those affected by hate crime and hate incidents in the Scottish Borders, this to include this will include staff who experience unacceptable behaviours.

4.5 Improved preventative work and a shared understanding of the causes hate crimes and incidences.
4.6 Improved services and support for those at risk of and those that are affected by Female Genital Mutilation (FGM).
4.7 Improved understanding of and development of a joined up approach to support those affected by human trafficking and exploitation.
4.8 Improved understanding of the causes of honour based violence and the support services necessary to keep people safe.

Outcome 5 - A workforce that is reflective and representative of the communities we care for	
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations	
Strategic Framework Objective	Rising to the workforce challenge
Ways of working	<p>People at the heart of everything we do</p> <p>Dignity and Respect</p> <p>Openness, honesty and responsibility</p>

What will success look like
5.1 Workforce data reflects SBHSCP service user data
5.2 Flexible and targeted recruitment drives to address current gaps identified in 5.1 above and the needs of current and future service users
5.3 Staff have a shared understanding of cultural diversity and difference

Outcome 6 - All staff feel valued, respected and have their needs met appropriately	
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations	
Strategic Framework Objective	Reducing poverty and inequality
Ways of working	<p>People at the heart of everything we do</p> <p>Dignity and Respect</p> <p>Care and Compassion</p>

What will success look like
6.1 Managers have a shared understanding of their responsibilities in relation to reasonable workplace adjustments
6.2 Wellbeing initiatives to support an improvement in the mental health of women working across the health and social care sector will be coproduced and reviewed for effectiveness
6.3 Compliance with A Fair Work Action Plan: Becoming a Fair Work Nation by 2025
6.4 Embedding the requirements of the Scottish Government's Fairer Scotland for All: An Anti-Racist Employment Strategy into and across all employment policies
6.5 FREDIE Principles embedded into Integrated Workforce Plan's associated action plan