

Equality, Human Rights and Fairer Scotland Duty Impact Assessment

Stage 3



Analysis of findings and recommendations

Scottish Borders Health and Social Care Partnership Integrated Workforce Plan

Please detail a summary of the purpose of the proposal being developed or reviewed including the aims, objectives and intended outcomes

The Public Bodies (Joint Working) Scotland) Act 2014, places a duty on the Scottish Borders Integration Joint Board (IJB) and the Scottish Borders Health and Social Care Partnership to maximise the integration of services. To do this effectively this plan has been designed to carefully consider the interdependencies across the whole system as well as delivering the platform from which to ensure that one part of the system's actions do not impinge on another's and the Integration Joint Board and Scottish Borders Health and Social Care Partnership's vision of an across the system approach, to current and future workforce pressures and one that address the current inefficiencies experienced by organisations providing care as staff move from one provider to another.

To capture creative and innovative solutions to support the Scottish Borders Health and Social Care Partnership to get into a more sustainable position for the whole health and social care workforce, this plan is a living documents and will be subject to review and evaluation by staff, care provider organisations, partners and most crucially, the people who have chosen to use the Scottish Borders Health and Social Care Partnership's services to improve the quality of their life and those who have not. These will be taken forward by Action Plan Specific, Short Life Working Groups representing community based organisations and services. This to deliver a flexible approach and enable the short life working groups to adapt and respond to the changing care needs of the Scottish Borders diverse communities.

Equality Act 2010 – Relevant Protected Characteristics as identified in Stage 1 (remove those that do not apply)

Protected Characteristic	Equality Duty		What impact and or difference will the proposal have	How will you know - Measures to evaluate/mitigating actions
Age	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	X	Current terms and conditions differ across the sectors, further work is required to fully assess the impact this is having on the cross sector workforce	Outcome of analysis to be used to inform/influence future discussions
	Advancing equality of opportunity	X	Supported employment initiatives specifically designed to meet the needs of school leavers with identified support needs will increase the employment opportunities available	Number of school leavers successfully attaining and sustaining employment
	Fostering good relations by reducing prejudice and promoting understanding	X	Addressing the balance in workforce age profile will support Intergenerational relationships and a greater understanding in the needs of older people and the skills, knowledge and expertise of young people delivering care	Workforce Data Views of people being cared for – including but not limited to care surveys
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	X	Undertake a series of managers and team leaders awareness on the obligations placed on employers in respect of Section 6 of the Equality Act 2010 as a way of supporting staff sustain employment	The number of reasonable workplace adjustments under Section 6 of the Equality Act 2010
	Advancing equality of opportunity	X	Promote the obligations placed on employers in respect of Section 6 of the Equality Act 2010 and the variety of options available to support people with disabilities into employment	The number of reasonable workplace adjustments under Section 6 of the Equality Act 2010

	Fostering good relations by reducing prejudice and promoting understanding	X	Questions may be asked by colleagues as to why these flexible arrangements have been put in place for some.	Develop and routinely promote workplace adjustments which support people with disabilities obtain and sustain employment in the health and social care sectors.
Marriage and Civil Partnership (employment only)	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	X	24 October 2022 – at the time of presenting this IIA it is unclear whether or not the employment contracts of the commissioned services impacts positively or negatively in relation to this protected characteristic	It has been identified that further work is required in this area and will be reported on in the updated version of this IIA
	Advancing equality of opportunity	X	24 October 2022 – at the time of presenting this IIA it is unclear whether or not the employment contracts of the commissioned services impacts positively or negatively in relation to this protected characteristic	It has been identified that further work is required in this area and will be reported on in the updated version of this IIA
Pregnancy and Maternity	Advancing equality of opportunity	X	Work with all providers of adult health and social care services to ensure that all staff have the same equality of opportunity to participate in workforce learning and development when on pregnancy, maternity and paternity leave	Number of staff taking up the opportunity to participate in learning and development opportunities
Race	Advancing equality of opportunity	X	To meet the diverse needs of the Scottish Borders communities it has been decided to explore a cross sector approach to recruiting staff from overseas and those already resident in Scotland	The number of providers engaging in the project The number of staff recruited The development and delivery of initiative to support those recruited
	Fostering good relations by reducing prejudice and promoting understanding	X	In addition to delivering care which meets the expressed needs of people being cared the staff recruited will also provide the Partnership with opportunities to connect with communities currently not accessing services	Profiling of people being cared for by protected characteristic Increased awareness of those living in the communities of the Borders and their engagement in influencing and informing service improvements

Religion & Belief including non-belief	Advancing equality of opportunity	X	Supporting staff from different faiths to blend their religious and professional lives	As part of the wider engagement, we will explore how work placement policies and working hours can be adjusted and become more flexible to support the recruitment, retention and engagement of the diverse faith communities of the Scottish Borders.
	Fostering good relations by reducing prejudice and promoting understanding	X	This will impact positively on those staff wishing to participate fully in their religious festivals however questions may be asked by colleagues as to why these flexible arrangements have been put in place for some.	Develop and promote a Diversity Calendar as a way of promoting awareness and participation in different religious events and we will work with Borders (name) to deliver this.
Sex	Advancing equality of opportunity	X	Addressing the current disparity in terms and conditions across the sectors will increase the opportunity of predominantly women to secure mortgages and private sector leasing as well as being able to participate in employment benefit schemes e.g., care leasing schemes	Reduction in the number of commissioned services offering Zero Hour Contracts
	Fostering good relations by reducing prejudice and promoting understanding	X	Promoting employment opportunities in such a way to address occupational segregation will address some of the preconceived ideas of who should be undertaken what roles in the delivery of health and social care services	Staff roles profiled by relevant protected characteristics, base line to be established to support evidencing improvements in reducing occupational segregation

Human Rights – Reference those identified in Stage 1 (remove those that do not apply)

Article	Enhancing or Infringing	Impact and or difference will the proposal have	How will you know - Measures to evaluate/mitigating actions
Education	Higher education and lifelong learning	<p>New and innovative development opportunities which are designed to meet the diverse learning needs of the current and future workforce</p> <p>Developing clear career pathways to encourage continuous lifelong learning</p> <p>Low income, childcare, adult care duties are all impacted on negatively by offsite training. Solutions to these challenges will be discussed with passenger transport services, Ringo and other transport providers. Explore the development of a training suite estate and reduce carbon emissions with reduced travel required.</p>	<p>Diversity of courses delivered</p> <p>Number in attendance</p> <p>Reduction in number of leavers</p> <p>Increase in number of staff who find it difficult to gain employment</p>
Work	Employment Earnings Occupational segregation Forced Labour and trafficking*	<p>Addressing occupational segregation within schools, colleges curriculum including marketing images, job fair representation from existing staff with the relevant protected characteristics.</p> <p>As this the first integrated workforce plan the opportunity to analyse the disparity in terms and conditions across the sectors has been created.</p>	<p>A review of the current staff profiling equality data gathering processes is to be reviewed to reflect current best practice, this to enable consistency in data gathering and reporting across all sectors</p> <p>Number of initiatives designed to advance equality of opportunity to engage in continuous professional development</p>

		<p>Reviewing job adverts for bias e.g., race and gender</p> <p>Consideration has to be given to digital literacy and support devices to enable all staff to have full access to all the technological developments in the delivery of care.</p>	
Living Standards	<p>Poverty</p> <p>Housing</p> <p>Social Care</p>	<p>Addressing the current disparity in terms and conditions across the sectors will increase the opportunity of predominantly women to secure mortgages and private sector leasing as well as being able to participate in employment benefit schemes e.g., care leasing schemes</p>	<p>Review of cross sector terms and conditions</p> <p>Evidencing how these have influenced and informed the developing Commissioning and Performance Framework</p>
Health	<p>Social Care</p> <p>Health outcomes</p> <p>Access to health care</p> <p>Mental health</p> <p>Reproductive and sexual health*</p> <p>Palliative and end of life care*</p>	<p>A core component of the Partnership's Integrated Workforce Plan is a health and wellbeing strategy built upon the 4 pillars of health - financial, physical, social and emotional.</p>	<p>Health and Wellbeing Bulletins</p> <p>Number of staff engaging in initiatives</p> <p>Analysis of absence by causation</p>

Fairer Scotland Duty

<p>Identify changes to the strategic programme/proposal/decision to be made to reduce negative impacts</p>	<p>No negative impacts identified</p>
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Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	The actions to be taken in relation to the expansion of Technology Enabled Care, Digital approaches to the delivery of care and people development plans will all reduce the inequality of outcome for people who are digitally excluded particularly for younger and older people, minority ethnic populations including Gypsy Travellers, homeless people, rural and remote communities, and those from low socio-economic backgrounds.
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Are there any negative impacts with no identified mitigating actions? If yes, please detail these below: N/A

Equality, Human Rights & Fairer Scotland Duty Impact Assessment Recommendations

What recommendations were identified during the HIIA process:

Recommendation	Recommendation owned by:	Date recommendation will be implemented by	Review Date
Transport - Solutions to the challenges identified will be discussed with passenger transport services, Ringo and other transport providers.	Integrated Workforce Plan Implementation Group		31 March 2024
Explore the development of a training suite estate and reduce carbon emissions with reduced travel required.	Integrated Workforce Plan Implementation Group		31 March 2024
Explore working patterns with relevant registered body including the impact that safe staffing	Integrated Workforce Plan Implementation Group		31 March 2024

standards have on flexibility of approach and individual choice.			
Working with Learning Disability services and specialised organisations will enable all employers to have open conversations with staff with additional learning needs.	Integrated Workforce Plan Implementation Group		31 March 2024
Review any potential barriers for those with protected characteristics and the advancement into leadership roles and career opportunities.	Integrated Workforce Plan Implementation Group		31 March 2024
Explore the possibility of prioritizing online learning for those with disabilities to support accessible learning. Explore the possibility of prioritizing online learning for those with caring responsibilities.	Integrated Workforce Plan Implementation Group		31 March 2024
Explore the possibility of prioritizing online learning for those relying on public transport.	Integrated Workforce Plan Implementation Group		31 March 2024
Approach to staff recruitment to explore an equality dimension. Reviewing job adverts for bias e.g., race and gender	Integrated Workforce Plan Implementation Group		31 March 2024

<p>Occupational Segregation within schools, colleges curriculum including marketing images, job fair representation from existing staff with the relevant protected characteristics. Work with members of the developing SPG equality and human rights sub group. Address stereotypical attitudes to roles in the workplace.</p>			
<p>Analysing requests for early retirement with a view to identifying trend and reasons as a way of developing bespoke staff financial health and emotional wellbeing initiatives, which encourage staff to remain in employment.</p>	<p>Integrated Workforce Plan Implementation Group</p>		<p>31 March 2024</p>
<p>Analyse exit interviews by protected characteristics to identify trends and reasons for leaving.</p>	<p>Integrated Workforce Plan Implementation Group</p>		<p>31 March 2024</p>
<p>Review and embed protected characteristics in surveys to capture potential discriminatory practice and support staff within their roles.</p>	<p>Integrated Workforce Plan Implementation Group</p>		<p>31 March 2024</p>

Supported employment initiatives to be explored to improve access to employment	Integrated Workforce Plan Implementation Group		31 March 2024
Explore the possibility of the Partnership becoming a register sponsor for overseas recruitment for all sectors. Including welcome packs with information on housing, local community facilities, access to familiar cultural foods and support groups etc. to encourage their settlement into the Borders.	Integrated Workforce Plan Implementation Group		31 March 2024

Monitoring Impact – Internal Verification of Outcomes

How will you monitor the impact this proposals affects different groups, including people with protected characteristics?

Monthly reporting to the IWP Implementation Group
Risk Committee
IJB Annually

Procured, Tendered or Commissioned Services (SSPSED)

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children’s rights and the Fairer Scotland duties be addressed?

This plan, coproduced with the commissioned services in the Scottish Borders, applies across all sectors will require ongoing partnership working to implement and review.

This will include invitations to commissioned services to become members of the Implementation Group and associated short life working groups.

Communication Plan (SSPSED)

Please provide a summary of the communication plan which details how the information about this policy/service to young people, those with a visual or hearing sensory impairment, difficulty with reading or numbers, learning difficulties or English as a second language will be communicated.

The plan and all associated documents will be uploaded into IJB webpage, in addition the plan will be available in braille, easy read version and will include the Happy to Translate logo.

Signed Off By: **Name Strategic Lead**

Date

