



Midlothian
Health & Social Care

Midlothian Integration Joint Board
Equalities Outcomes &
Mainstreaming

Update & Future Plans 2023

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Introduction

This report shows our progress on our actions to improve equality and our plans for the future. It looks at the progress we made over 2021/22 to deliver the key priorities from our [Equalities Outcomes and Mainstreaming 2021-2025 Report](#).

Everyone should be treated equally: no-one should have worse opportunities because of where they were born, how they identify, what they believe or whether they have a disability. Under the law there are 9 characteristics which protect people from being treated differently, unfairly or excluded. These are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

This report shows how we are progressing with our mainstreaming equality work. This includes the way we make decisions; the way people who work for and on behalf of us behave; how we decide how we spend money and how we improve our services. Midlothian Health and Social Care Partnership is the organisation delivering services to the community, and working to further equality in its work, but the IJB must publish the report on its actions.

We have shown how we are progressing against the actions from last year using a simple code:

- We have achieved the target set.
- We have partially achieved the target set.
- We have not achieved the target set.

Who we are

We are the Midlothian Integration Joint Board (IJB). We plan and direct health and social care services for the people of Midlothian. We are a planning and decision-making body created by Midlothian Council and NHS Lothian. We are responsible for the integrated budget (received from Midlothian Council and NHS Lothian) and allocate this in line with our objectives in the Strategic Commissioning Plan.

Our responsibilities and legal duties are outlined in the Public Bodies (Joint Working) (Scotland) Act (2014). We are subject to the Public Sector Equality Duty – we must work towards eliminating discrimination and harassment and advancing equality opportunities between people who share a protected characteristic and those who do not.

WE PLAN HEALTH & CARE SERVICES FOR

93,150

PEOPLE IN THEIR HOMES,
IN THE COMMUNITY
& IN HOSPITALS



OUR SERVICES INCLUDE:

ADULT SOCIAL CARE	CARE HOMES	A&E	COMMUNITY HOSPITAL
DAY SERVICES	END OF LIFE CARE	VACCINATIONS	ALLIED HEALTH PROFESSIONALS
CARE AT HOME	JUSTICE	MENTAL HEALTH	COMMUNITY NURSES
SUPPORT FOR CARERS	SPORT & LEISURE	GP	REHAB & RECOVERY

Summary of Actions 2023-25

Midlothian IJB Actions

- **Board Membership, Induction and Training**
 - Improve Board members understanding of their role in relation to equalities issues.
- **Integrated Impact Assessment (IIA)**
 - Agree and implement a system for the identification, completion, publication, monitoring, and review of Integrated Impact Assessments (IIAs)
 - Assess the impact of new IJB policies and practices
 - Assess the impact of Midlothian HSCP services
 - Request assurance via HSCP Governance that new and revised HSCP service strategies, policies and plans have completed an IIA where appropriate.
- **Data, Evidence, & Directions**
 - Improve the infrastructure required to collect equality data for Midlothian HSCP
- **Communication with the Public**
 - Review the information Midlothian IJB publishes online

Actions in Collaboration with our HSCP, NHS Lothian & Local Authority Partners

- **Staff Training, Awareness and Understanding**
 - Improve understanding, knowledge, and skills of equalities issues
- **Engagement with the Public**
 - Improve the quality of all health and social care related public information in Midlothian
- **Integrated Impact Assessment (IIA)**
 - Ensure IIA completion where appropriate

Integration Joint Board Actions

Board Membership, Induction & Training

Our Board is made up of four male and four female voting members and a range of non-voting members.

The Board membership includes

- elected councillors who are then appointed to the IJB as voting members
- Non-Executive Directors appointed to the NHS Board who are then appointed to the IJB as voting members
- health and social care professionals who are appointed as members of staff to NHS Lothian or Midlothian Council and appointed to the IJB as non-voting members due to their professional leadership roles
- a range of other representatives for people who experience services, carers and the voluntary sector

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
Improve induction for Board Members	- Induction Handbook produced	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
Develop Training Plan for Board Members	- Diversity succession plan and training programme	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

We have produced an induction handbook and induction programme for Board members. These include information about how we operate, introductory sessions with the officers of the Health and Social Care Partnership, and information about service offers and supports in Midlothian. We are unable to influence the membership of the Board so have been unable to progress a diversity plan.

Future Plans 2023-2025

Action	Performance Indicator	Our Progress
Improve Board members understanding of their role in relation to equalities issues by: - Provide training in the role of Board Members in relation to equalities	- Board members report a greater understanding of equalities issues	

We will ensure our work helps to remove or minimise disadvantage, meets different needs, encourage participation, and helps to tackle prejudice and promote understanding. To do this we will review the training and development opportunities for our Board members.

Integrated Impact Assessments (IIAs)

In Midlothian, equality assessments are called Integrated Impact Assessments (IIAs). They support consideration of equality issues, health inequalities, socio-economic inequalities, needs assessments for care experienced people, human rights, and environmental impact. An IIA should be considered for all new and revised strategies, policies and plans, provisions, practices, and activities. It should highlight how to avoid discrimination against groups of people and remove/minimise disadvantage where possible.

A regional equalities working group ensures our NHS and Local Authority partners work together to improve how we are identifying equality issues.

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
Assess the impact of new and revised strategies, policies and plans, provisions, practices, and activities	- 1 IIA completed: Our Strategic Commissioning plan	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>

Future Plans 2023-2025

We will agree and implement a system to effectively identify when an IIA is required. This process will include the completion, publication, monitoring, and review of IIAs for new and revised strategies, policies and plans, provisions, practices, and activities undertaken by Midlothian IJB.

Action	Performance Indicator	Our Progress
Agree and implement a system for the identification, completion, publication, monitoring, and review of Integrated Impact Assessments (IIAs)	- Process in place by April 2023 - Quarterly Audits	
Assess the impact of new IJB policies and practices, in particular: <ul style="list-style-type: none"> - Standing Orders - Public Engagement Plan for 2024, and - Scheme of Publication 	- IIAs completed	
Assess the impact of Midlothian HSCP services <ul style="list-style-type: none"> - Request assurance via HSCP Governance that new and revised HSCP service strategies, policies and plans have completed an IIA where appropriate. 	- HSCP Assurance received	

Data, Evidence & Directions

Our [Joint Strategic Needs Assessment](#) contains information on our communities and their needs. This includes information on differences in health, wellbeing, and the length of life for different population groups alongside data on the wider social determinants of health.

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
Improve Equalities Data in the Joint Strategic Needs Assessment	Quarterly updates to data	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>

Future Plans 2023-2025

We will ensure there is a process to gather and review data relevant to our communities. This will help us tackle inequality and understand how people with protected characteristics are being treated. We will use our Directions as a mechanism to identify equality issues and make specific reference to areas for improvement.

Action	Performance Indicator	Our Progress
Improve the infrastructure required to collect equality data for Midlothian HSCP by: <ul style="list-style-type: none"> - Ensuring services have data by HSCP area - Ensure services have relevant equality data to improve service design and delivery 	<ul style="list-style-type: none"> - Data by HSCP area is available - Relevant equality data is available 	

Communication with the public

We must consider accessibility of all our published information in line with the duties of the Accessibility Regulations. This includes meeting papers for the Board, our policies, and strategies.

We will ensure that published Midlothian IJB and Midlothian HSCP information is easy to find, clear and written so that someone with a reading age of upper primary school could understand it. It must be available in alternative formats and languages as required.

We will work with our partners to ensure all health and social care information in Midlothian follows accessibility guidance.

Future Plans 2023-2025

Action	Performance Indicator	Our Progress
<p>Review the information Midlothian IJB publishes online</p>	<ul style="list-style-type: none"> - Published information meets Scottish Government accessibility standards - IJB Board Papers are available online in an accessible and searchable format 	
<p>Ensure the Midlothian IJB and Midlothian HSCP webpages hosted on the Midlothian Council website are distinct and hold the relevant information</p> <ul style="list-style-type: none"> - Review the content of all Midlothian Council hosted webpages with our Midlothian Council Partners. 	<ul style="list-style-type: none"> - Midlothian IJB webpages hold IJB information and activity - Midlothian HSCP webpages hold HSCP information and activity - The activity of delivery partners is appropriately signposted with links where appropriate 	

Our Partners' Actions

We don't directly employ staff or run any services. Midlothian Health and Social Care Partnership (HSCP) oversees the delivery of the IJBs Strategic Commissioning Plan in collaboration with our partners, NHS Lothian, and Midlothian Council.

It is NHS Lothian and Midlothian Council who employ the local workforce. As such, the actions below are not undertaken by the IJB, but in collaboration with Midlothian HSCP.

Staff Training, Awareness & Understanding

It is important for staff to have the understanding and awareness of equality and available resources and support.

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
Improve understanding, knowledge, and skills of equalities issues by: <ul style="list-style-type: none"> - Training courses - Staff attend Midlothian Equalities Forum - Staff attend community events organised by People's Equality Group 	<ul style="list-style-type: none"> - 93 staff attended Equality, Diversity and Rights Module - 1 staff member attended Transgender Equality and Inclusion Module - Forum paused - No data available 	
Train staff on IIA process	Our partners cannot currently provide disaggregated data for Midlothian	

Future Plans 2023-2025

We will continue to monitor, the training, development and equality awareness opportunities provided by our partners

Action	Performance Indicator	Our Progress
Improve understanding, knowledge, and skills of equalities issues by: <ul style="list-style-type: none"> - Highlighting training 	<ul style="list-style-type: none"> - No of staff attending Equality, Diversity and Rights module - No of staff attending Transgender Equality and Inclusion Module - No of Midlothian Equality Forum meetings and events - No of staff attending IIA training 	

Engagement with the Public

We want to work with the people who live in Midlothian who use our services, their families, and the community to make sure our services work well for them. Engagement means that services involve people and communities in decision-making processes to better understand their needs.

Midlothian HSCP published its Public Engagement strategy in 2021. Work continues to embed these principles across services in Midlothian.

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
The HSCP will develop, implement, and support services to adopt an engagement strategy	<ul style="list-style-type: none"> - HSCP Public Engagement Strategy published - % of services with evidence of co-production and design 	

Future Plans 2023-2025

We will continue to ask Midlothian HSCP for assurance on how services are implementing the Public Engagement Strategy and increasing the opportunities for people and communities to be part of our decision making

Action	Performance Indicator	Our Progress
Improve the quality of all health and social care related public information in Midlothian <ul style="list-style-type: none"> - Midlothian HSCP will creating a Standard Operating Procedure for publishing information on the Midlothian HSCP webpages hosted on the Midlothian Council website - Midlothian HSCP will create guidance for Third and Independent Sector providers when providing information about a service we have commissioned 	<ul style="list-style-type: none"> - Standard Operating Procedure completed - Guidance created 	

Integrated Impact Assessments (IIAs)

Update to Actions 2021-2023

Action	Performance Indicator	Our Progress
IIAs completed	8 IIAs have been completed across the HSCP during 2021/22	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>

Future Plans 2023-2025

We will continue to work with Midlothian HSCP to ensure IIAs completed in relation all new and revised strategies, policies and plans, provisions, practices, and activities delivered by Midlothian HSCP.

Action	Performance Indicator	Our Progress
IIAs completed	% of new or revised strategies, policies or plans across the HSCP with completed and published IIAs each year between 2023-25.	

COMMUNICATING CLEARLY

We are happy to translate on request and provide information and publications in other formats, including Braille, tape or large print.

如有需要我們樂意提供翻譯本，和其他版本的資訊與刊物，包括盲人點字、錄音帶或大字體。

Zapewnimy tłumaczenie na żądanie oraz dostarczymy informacje i publikacje w innych formatach, w tym Braillem, na kasecie magnetofonowej lub dużym drukiem.

ਅਸੀਂ ਮੰਗ ਕਰਨ ਤੇ ਖੁਸ਼ੀ ਨਾਲ ਅਨੁਵਾਦ ਅਤੇ ਜਾਣਕਾਰੀ ਤੇ ਹੋਰ ਰੂਪਾਂ ਵਿੱਚ ਪ੍ਰਕਾਸ਼ਨ ਪ੍ਰਦਾਨ ਕਰਾਂਗੇ, ਜਿਨ੍ਹਾਂ ਵਿੱਚ ਬਰੇਲ, ਟੇਪ ਜਾਂ ਵੱਡੀ ਛਪਾਈ ਸ਼ਾਮਲ ਹਨ।

Körler için kabartma yazılar, kaset ve büyük nüshalar da dahil olmak üzere, istenilen bilgileri sağlamak ve tercüme etmekten memnuniyet duyarız.

اگر آپ چاہیں تو ہم خوشی سے آپ کو ترجمہ فراہم کر سکتے ہیں اور معلومات اور دستاویزات دیگر شکلوں میں مثلاً بریل (تایینا افراد کے لیے ابھرے ہوئے حروف کی لکھائی) میں، ٹیپ پر یا بڑے حروف کی لکھائی میں فراہم کر سکتے ہیں۔

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