Developing Equality Outcomes in Lothian 2021

Integrated Impact Assessment

**Summary Report Template**

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| Interim report | October  2020 | Final report | 3  March  2021 |

1. **Title of proposal**

Meeting specific and general Equality duties through the development of the Edinburgh and Lothian Council’s and NHS Lothian Equalities and Diversity Framework for 2021-25.

1. **What will change as a result of this proposal?**

The Equality Act 2010, the Equality Act 2010 (Specific Duties) (Scotland)

Regulations 2012, 2015 and 2016 require public listed bodies such as the Council,

Education Authority, Licensing Board, NHS Boards and Integrated Joint Boards/Health & Social Care Partnerships to produce and publish an Equality Outcomes Report every four years.

Equality Outcomes are designed to ensure that listed bodies progress the requirements of section 149 (1) of the Equality Act 2010 to:

* + - Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
    - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
    - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

It is now time to develop and publish Equality Outcomes for the period 2021 – 2025. Public consultation including Listed Bodies’ service sections and staff is necessary to ensure that we capture the evidence-based needs and aspirations of all people who make up our communities and organisations.

Seven themes were presented in this consultation exercise and we asked consultees to tell us whether they are the correct themes for them, and to tell us in their opinion the numerical order they should be placed in.

Since the completion of the consultation period, the themes were converted into outcomes and all participating bodies will work over the next four years to achieve these in a Specific, Measurable, Achievable, Realistic, and Time bound (SMART) manner.

A final meeting was held on 3 March 2021 to update and finalise the interim IIA. This takes into account the work taken forward since the first scoping meeting to develop a set of equality outcomes. It also expands on this work and assesses any potential impact in the development, publication of and implementation of the Equality report itself. This report, like the outcomes, will be different for different Lothian partners. For example, the inclusion of information about how the partners are meeting their equality duties in procurement, employment and impact assessment in addition to publishing equality outcomes and mainstreaming actions for 2021-2025.

1. **Briefly describe public involvement in this proposal to date and planned**

An internal organisation three-week consultation period was completed before

October 2020. This was followed by a seven-week public consultation period across Edinburgh and the Lothians, with the opportunity of further contribution from the internal organisation services.

The public consultation took place in November and December 2020, with measures taken to encourage participation from different groups. The results are published on the City of Edinburgh Council [consultation hub](https://consultationhub.edinburgh.gov.uk/bi/equality-outcomes/). Further engagement across service areas in respective organisations also took place. Feedback from all sources was analysed and reflected in subsequent iterations of the framework.

1. **Is the proposal considered strategic under the** [**Fairer Scotland Duty?**](https://www.gov.scot/publications/fairer-scotland-duty-interim-guidance-public-bodies/)

Yes.

1. **Date of IIA**

01 October 2020; updated and finalised 03 March 2021

1. **Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

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| **Name** | **Job Title** | **Date of IIA training** |
| Michele Mulvaney | Strategy Manager, Communities |  |
| Pamela Roccio | Equality and Diversity Officer | 2012 |
| Chris Bruce | Lead on Equalities & Human Rights, NHS Lothian | 2017 |
| Euan Hamilton | Development Officer, EaRN |  |
| Julia Sproul | Senior Policy and  Insight Officer,  Community Planning Team | 2016 |
| Lesley Crozier    Report Writer | Corporate Equality,  Diversity & Human  Rights Officer | 2010 |
| Annemarie Procter | City of Edinburgh  Council, Depute  Head Teacher, ASL  Service | 2019 |
| Lois Marshall | Assistant Programme Manager |  |

**Attendance at update meeting of 3rd March 2021:**

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| Emma Candy | Senior Policy and Insight  Officer, Insight team, The  City of Edinburgh Council | Nov 2019 |
| Lois Marshall | Midlothian Health and Social Care Partnership |  |
| Julia Sproul | Senior Policy and Insight  Officer, Community Planning team, The City of Edinburgh Council | 2016 |
| Garry Sneddon | Senior Policy and Insight  Officer, Community Planning team, The City of Edinburgh Council |  |
| Sarah Bryson | Planning and  Commissioning Officer,  Edinburgh Health and  Social Care Partnership |  |
| Ruth Baxendale | Senior Policy and Insight  Officer, Policy Unit, The  City of Edinburgh Council |  |
| Pamela Roccio | Equality and Diversity Officer West Lothian Council | 2012 |
| Gillian Donohue | Senior Housing  Development Officer,  Place, The City of  Edinburgh Council |  |

1. **Evidence available at the time of the IIA**

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| **Evidence** | **Available – detail source** | **Comments: what does the evidence tell you with**  **regard to different groups who may be affected?** |
| Data on populations  in need | Scottish Government paper on Covid-19 and Domestic Abuse  [https://www.gov.scot/publications/domestic-abuseforms-violence-against-women-girls-vawg-duringcovid-19-lockdown-period-30-3-20-22-05-20/](https://www.gov.scot/publications/domestic-abuse-forms-violence-against-women-girls-vawg-during-covid-19-lockdown-period-30-3-20-22-05-20/)      Stonewall research on impact of Covid on LGBT communities: [https://www.stonewall.org.uk/about-us/news/howcovid-19-affecting-lgbt-communities](https://www.stonewall.org.uk/about-us/news/how-covid-19-affecting-lgbt-communities)    How Covid-19 is affecting LGBT young people: [https://www.lgbtyouth.org.uk/news/2020/how-covid-19is-affecting-lgbtqiaplus-young-people-living-in-scotland/](https://www.lgbtyouth.org.uk/news/2020/how-covid-19-is-affecting-lgbtqiaplus-young-people-living-in-scotland/)  What does lockdown mean for LGBT young people experiencing domestic abuse?  [https://www.lgbtyouth.org.uk/news/2020/whatdoes-lockdown-mean-for-lgbt-young-people-living-withdomestic-abuse/](https://www.lgbtyouth.org.uk/news/2020/what-does-lockdown-mean-for-lgbt-young-people-living-with-domestic-abuse/)  Intercultural Youth Scotland survey/report: COVID in Colour: the experiences of young Black and People of Colour Scots during the Pandemic.  [https://static1.squarespace.com/static/5b9aaa1c0d bda3921bdda433/t/5f74cd3e560f724947cdd939/16](https://static1.squarespace.com/static/5b9aaa1c0dbda3921bdda433/t/5f74cd3e560f724947cdd939/1601490289574/COVID+IN+COLOUR+FINAL+UPLOAD+VERSION.pdf)  [01490289574/COVID+IN+COLOUR+FINAL+UPL](https://static1.squarespace.com/static/5b9aaa1c0dbda3921bdda433/t/5f74cd3e560f724947cdd939/1601490289574/COVID+IN+COLOUR+FINAL+UPLOAD+VERSION.pdf)  [OAD+VERSION.pdf](https://static1.squarespace.com/static/5b9aaa1c0dbda3921bdda433/t/5f74cd3e560f724947cdd939/1601490289574/COVID+IN+COLOUR+FINAL+UPLOAD+VERSION.pdf) | See summary in “evidence of unmet need” row |

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| **Evidence** | **Available – detail source** | | | **Comments: what does the evidence tell you with**  **regard to different groups who may be affected?** |
| Data on service  Uptake & access | | Public Health Shielding Rapid Evaluation <https://www.publichealthscotland.scot/media/2949/covid-19-shielding-programme-scotland-rapid-evaluation-full-report.pdf> | See summary in “evidence of unmet need” row | |
| Data on socioeconomic disadvantage e.g. low income, low wealth, material deprivation, | | [https://www.nrpfnetwork.org.uk/information-andresources/policy/covid-19-and-everyone-in](https://www.nrpfnetwork.org.uk/information-and-resources/policy/covid-19-and-everyone-in) Evidence gathered through the Edinburgh Poverty Commission’s engagement activity. | See summary in “evidence of unmet need” row | |
| Area deprivation | Evidence gathered from the Edinburgh Armed Forces Covenant. | | |  |
| Data on equality outcomes | Respective HR depts. will have data on Gender Pay Gap which may feed into potential Equality Outcomes. | | |  |
| Research/  literature evidence | NHS Lothian and NHS Greater Glasgow & Clyde [Research on lgbt+ health & wellbeing](https://www.stor.scot.nhs.uk/bitstream/handle/11289/580258/Health%20Needs%20Assessment%20LGBTQ.pdf?sequence=1&isAllowed=y) include a literature review and qualitative findings from focus groups, providing evidence for lgbt+ communities. | | | See summary in “evidence of unmet need” row |
| Public/patient  /client  experience  information | Work in the localities has flagged up issues in relation to young people. | | |  |
| **Evidence** | **Available – detail source** | | | **Comments: what does the evidence tell you with**  **regard to different groups who may be affected?** |
| Evidence of inclusive  engagement of people who use the service and involvement findings | The Third sector evidence about young people and the needs of young people. [https://www.health.org.uk/publications/longreads/generation-covid-19](https://www.health.org.uk/publications/long-reads/generation-covid-19)      Multi-cultural Family Base work with children and young people. | | |  |

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| Evidence of  unmet need | Evidence emerged from the Covid pandemic to highlight existing needs and those with the potential to be exacerbated e.g. through the economic consequences:   * Digital inclusion – skills, connectivity,   devices (challenge e.g. for older people).  Some may have no computers (and can’t  access one in the library at this time). It is a challenge for many older people leaving the house just now because of the Covid risk.   * Young people are one of the groups hit hardest from the pandemic, re employment opportunities. * More children will experience poverty in the aftermath of the pandemic. * [Two in five trans-people](https://www.stonewall.org.uk/lgbt-britain-trans-report) experience a lack of understanding by others of their specific health needs when accessing general healthcare services; and now face delays or cancellations on essential gender-affirming treatment, which many have been waiting years to access. * The mental health impacts of the pandemic are of increasing concern, including the reduction in people coming forward for support during the crisis. * Many disabled people have reported reduced support during the pandemic even though there were clear instructions that service shouldn’t be reduced (‘Equality There’ on resuscitation). * Increased risk of domestic abuse * Groups of people at increased risk of unemployment and poverty include single parents, people with mental health problems and physical disabilities and people from some BAME backgrounds - detailed in the Edinburgh Poverty Commission’s final report, [A Just Capital](https://edinburghpovertycommission.org.uk/wp-content/uploads/2020/09/20200930_EPC_FinalReport_AJustCapital.pdf) and their [Data and Evidence paper.](https://edinburghpovertycommission.org.uk/wp-content/uploads/2020/09/20200930_Poverty_in_Edinburgh-Data_and_evidence.pdf) * Lone parents can experience insecurity of unsuitability of accommodation e.g. appropriate number of bedrooms to accommodate age ranges of children, potentially far from their support network – this leads to isolation, moving schools, etc. * Looked After Children often have poorer than average educational success rates, may lack a support framework through e.g. several moves in their lifetimes * Some former armed forces personnel may experience challenges adjusting to civilian life. | | |  |
| Good  practice  guidelines | |  |  | |

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| **Evidence** | **Available – detail source** | **Comments: what does the evidence tell you with**  **regard to different groups who may be affected?** |
| Carbon emissions generated/re duced data | N/A |  |
| Environment al data | N/A |  |
| Risk from cumulative impacts |  |  |
| Other (please specify) | None. |  |
| Additional evidence required | 03.03.21 Colleague experience contributed to the second meeting and finalising of this IIA. |  |

1. **In summary, what impacts were identified and which groups will they affect?**

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| **Equality, Health and Wellbeing and Human Rights**    **Positive**  The framework is intended to bring positive improvement across protected characteristic groups, through the prioritisation of evidence-based actions to respond to identified needs, including those highlighted by the Covid pandemic.    Benefits from the process of developing the framework include:   * A greater understanding of needs, including those arising from or increased by the Covid pandemic, particularly issues around exclusion and equality.      * Increased buy-in, knowledge and engagement of staff and leaders across the organisations through collaboration in developing the framework, which will increase likelihood of effective delivery of the plan.     The communications plan to raise awareness of the Equality report once published has potential to raise the profile amongst staff and the community thereby increasing expectation and pressure to deliver for the different protected groups.    Raising awareness of this equality work, getting ownership from senior management and official leaders in the organisation, and ensuring a robust infrastructure for delivery have been identified as potentially having a positive effect on the groups of people impacted by this plan.    **Negative**    The governance framework described in the framework document describes how progress will be monitored. Any  gaps or barriers emerging will be identified and addressed through this process. | **Affected populations**      All groups targeted in equality outcomes and mainstreaming actions. This includes staff who share protected characteristics. |

1. **In summary, what impacts were identified and which groups will they affect?** (continued)

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| **Environment and Sustainability including climate change emissions and impacts**    **Positive**    The Framework underpins the corporate objectives for the organisation, as described in the strategic plans - .    Any actions should consider how they can support the implementation of relevant environmental/climate change strategies for example the NHS Lothian Sustainable Development Framework, Councils Sustainability Strategies and the Edinburgh 2030 net-zero carbon target      **Negative**    There is a risk that the opportunities to further mainstream equality into other key workstreams of the organisation are not fully exploited. Risk management process will be used to address this. | **Affected populations**          All          All                  All |

|  |  |
| --- | --- |
| **Economic including socio-economic disadvantage**    **Positive**    See Equality, Health and Wellbeing and Human Rights section above.    As above, links between equality and economic impact should be made where possible.      **Negative**    See Equality, Health and Wellbeing and Human Rights section above.    As above, risk management processes may help to prompt the links to be made between equality and economic impact. | **Affected populations** |

1. **Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children’s rights, environmental and sustainability issues be addressed?**

This is addressed in the NHS Scotland Procurement Strategies which includes the following actions:

* 1. Equalities considerations and requirements are incorporated in all tender documents from the planning stage to contract award;
  2. The terms and conditions of our contracts require service providers and any subcontractors to deliver services in a non-discriminatory way that ensures fairness and equality to all users of the services; as well as to comply with the policies on equality and all relevant laws. The terms and conditions provide for information on protected characteristics in relation to employment and service users to be provided on request.

1. **Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

This consultation process had a full communications plan which ensures that all alternative formats and translations will be made available on request. The communications plan in relation to publicising the Equality Framework report will also consider alternative formats to reach particular groups.

1. **Is the policy likely to result in significant environmental effects, either positive or negative**? If yes, it is likely that a [Strategic Environmental Assessment](https://www.gov.scot/policies/environmental-assessment/strategic-environmental-assessment-sea/) (SEA) will be required and the impacts identified in the IIA should be included in this.

No.

1. **Additional Information and Evidence Required**

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

None identified.

1. **Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

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| **Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)** | **Who will take them forward (name and job**  **title** | **Deadline for progressing** | **Review date** |
| Develop a communications plan to raise the profile of the Equality report once published. | WLC - CEC – S+C team NHS Lothian | April 2021 | Mar 23 |
| Support and embed an effective infrastructure in the organisations to facilitate implementation, strategic oversight and support. | WLC - CEC – S+C team NHS Lothian | May/June 2021 | Mar 23 |
| Highlight equalities risk within risk management processes. | WLC - CEC – S+C team NHS Lothian | May/June 2021 | Mar 23 |

1. **Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

None.

1. **How will you monitor how this proposal affects different groups, including people with protected characteristics?**

Legislation requires public bodies to report progress on equality outcomes every two years. These reports will go to appropriate Committees of the Health Board for noting/approval.

1. **Sign off by Head of Service/ NHS Project Lead**

**Name Chris Bruce, Lead on Equalities & Human Rights, NHS Lothian**

**Date 15 March 2021**