

consistency. Different reporting cycles is a barrier to completely aligning the outcomes across all three statutory bodies.

There is considerable evidence that discrimination of people with protected characteristics exists and this negatively impacts health, particularly mental wellbeing. This contributes directly to inequalities in life opportunities and

The IJB upholds the rights of all people, regardless of protected characteristics, to lead healthy and fulfilled lives and to have appropriate health and care services available when they need it.

The IJB firmly believes that by integrating health and social care services there is potential to improve health and social care outcomes for the whole population and narrow the gap between the better off and worse off in Argyll and Bute.

The IJB will provide strategic leadership for equalities and work toward consistent approaches in the parent organisations. It will also act as a role model to partners in Argyll and Bute.

The IJB recognises the importance of equality being embedded in day to day service delivery.

The IJB has to report annually on the progress of the implementation of the Strategic Plan. Equalities will be one element of the report.

The IJB will be sighted on the impact of service changes on people with

Existing reporting arrangements for NHS and Council equality activity will remain in place. The IJB will not duplicate existing activity, rather it will add value and ensure consistency across the two organisations.

2.3 Position in Argyll and Bute Council and NHS Highland

Both Argyll and Bute Council and NHS Highland have published outcomes for equalities and they are available here:

NHS Highland Equality Outcomes - Equality and diversity (scot.nhs.uk)

Shaping Place for Wellbeing which is a project aimed at improving wellbeing by reducing inequalities, this project is being carried out in the Dunoon area.

Screening Inequalities this was a project aimed at providing information to people to increase the uptake of screening by people who have a mental health condition or learning disability.

In addition to outlining specific pieces of work the report included a review of Equality Impact Assessments (EIAs) carried out in the period 2021-2023. The EIAs completed covered a wide range of topics such as redesign of services, reallocation of budgets and redevelopment of service access criteria. The broad range of EIAs carried out suggests that equalities are considered when making service change throughout the HSCP.

The report also describes engagement carried out with Locality Planning Groups to assess whether the HSCP equality outcomes were still relevant and appropriate. Discussion also took place on what work is required to fully embed equalities into decision making processes. The majority of participants said that the outcomes were relevant and agreed that these should remain in place up to 2025 when they are due for review. Work will continue to advance equalities before the Equality Outcomes are review in June 2025.

4. RELEVANT DATA AND INDICATORS

Previous mainstreaming reports were published in 2018 and 2021. Equality

The purpose of this report is to promote equality and diversity throughout all HSCP functions, aiming to increase fairness for both patients and staff.

9. GENERAL DATA PROTECTION PRINCIPLES COMPLIANCE

Confidentiality of individual protected characteristics is essential and there are sensitivities of enquiring about these. All equalities duties are conducted in accordance with GDPR legislation and this activity does not include the recording of individuals with protected characteristics. There is recognition that recording characteristics in small populations in Argyll and Bute may lead to people being identified.

10. RISK ASSESSMENT

There is a legal requirement to comply with legislation and compliance under the Equality Act 2010 and non-compliance will result in action being taken by the Equalities and Human Rights Commission.

11. PUBLIC & USER INVOLVEMENT & ENGAGEMENT

There is scope to undertake further consultation with people affected by our services.

12. CONCLUSIONS

The HSCP has a legal duty to demonstrate a planned approach to reducing inequalities. Inequalities in service provision and access to services amongst people with protected characteristics are known to result in a disparity in health and wellbeing outcomes. Therefore ongoing investment in improving equality of provision has the potential to improve population health outcomes. This report outlines a range of work that has been delivered to improve equality of outcomes across the population of Argyll and Bute. The IJB has a role to continue to uphold good standards of equality and diversity across health and social care delivery.

13. DIRECTIONS

Directions
required to