



Equalities

Mainstreaming

Report

2022

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Foreword

Welcome to the 2022 update on West Dunbartonshire Health and Social Care Partnership Equality Mainstreaming Update Report 2020 - 2024.

The last report was approved on the 1st of April 2020 with the recognition that the approach to equalities may be subject to change due to the impact of the pandemic.

The ongoing impact of inequalities has been starkly seen in West Dunbartonshire with the average healthy life expectancy National Records of Scotland 2022 for men between 2018 and 2020 decreasing to 58.1 years and women living an average of 58.5 years in good health which has reduced by two years since the previous report in 2021.

In addition, the emerging information on the unequal impacts of the pandemic on people with protected characteristics have reinforced the commitment and focus on improving implementation of the equalities' agenda as an integral part of HSCP Recovery plans.

This report provides an update on the HSCP Equality Outcomes as well as a flavour of the mainstreaming activity taking place by our services as they restart.

Health and Social Care services remain under pressure due to COVID recovery and demographic change, however it is critically important to focus on fairness and equity of services as they are redesigned with the people of West Dunbartonshire.

1 Context

The vision of West Dunbartonshire Health and Social Care Partnership (WDHSCP) is **improving lives with the people of West Dunbartonshire**

Our vision and our desire are to ensure our citizens have access to

The right care, at the right time and in the right place.

WDHSCP strategic outcomes:

- Children and young people reflected in Getting It Right for Every Child
- Continual transformation in the delivery of services for adults and older people as reflected within our approach to integrated care
- The safety and protection of the most vulnerable people within our care and within our wider communities
- Support people to exercise choice and control in the achievement of their personal outcomes
- Manage resources effectively, making best use of our integrated capacity.

West Dunbartonshire Health and Social Care Partnership Board was established on 1st July 2015 as the Integration Authority for West Dunbartonshire.

The WDHSCP Board is responsible for the strategic planning and reporting of a range of health and social care services delegated to it by NHS Greater Glasgow & Clyde Health Board and West Dunbartonshire Council (which are described in full within its approved Integration Scheme) which is currently under review with a new Scheme expected soon.

The Equality Act 2010 (the Act) harmonises and replaces previous equalities legislation and includes a public sector equality duty which replace separate duties in relation to race, disability, and gender equality.

West Dunbartonshire Health and Social Care Partnership remains committed to integrating our obligations in respect of the equalities' duties into our approach to strategic planning, performance management and into the day-to-day operational activities of the organisation.

Section 149 of the Equality Act 2010 (the public sector equality duty) referred to as the General Equality Duty ensures public authorities and those carrying out a public function consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business, to:

- take effective action on equality
- make the right decisions, first time around
- develop better policies and practices, based on evidence
- be more transparent, accessible, and accountable
- deliver improved outcomes for all.

To achieve this the HSCP is committed to giving due regard to the three key needs of the general equality duty across all protected characteristics as defined in the Equality Act 2010 by:

- Eliminating discrimination, harassment, and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not



1.1 Approach to the Fairer Scotland Duty

In April 2018 Scottish Government enacted the Fairer Scotland Duty which placed a legal responsibility on the HSCP to actively consider ('pay due regard' to) how to reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions. The pandemic has more clearly drawn out the effect of deprivation as focus for multiple inequalities

and poor outcomes and the revised Scottish Government statutory guidance for the Fairer Scotland Duty is welcomed to reinforce the major impact of the inequality or disadvantage experienced by people with protected characteristics because of socio-economic disadvantage.

The Scottish Index of Multiple Deprivation (SIMD) 2020 measures deprivation across current income, employment, health and education, skills and training, housing, geographic access, and crime and confirms West Dunbartonshire has the joint third highest proportion of data zones 48 (40%) in the 20% most deprived. This means a large proportion of people living in West Dunbartonshire are more likely to experience conditions which can limit their life opportunities.

1.2 National Performance Framework

The National Performance Framework 2018 is for everyone in Scotland and aims to create a more successful country, give opportunities to all people living in Scotland, and create sustainable and inclusive growth. The framework aims to increase the wellbeing of people living in Scotland and reduce inequalities and give equal importance to economic, environmental, and social progress. The framework clearly references human rights while recognising and protecting the intrinsic value of all people and supports our work with community planning partners to build a society founded on fairness, dignity, equality, and respect.



1.3 Local Strategic Planning Developments

The HSCP approved a two year Covid-19 Recovery and Renewal Plan – Keep Building Better, A Journey of Continuous Improvement in September 2020. This framework for the approach to recovery and renewal included two strategic principles which reinforce the commitment to equalities.

There are

- Adoption of People Centred Service Design Principles

Reduce Inequalities

Key actions which connected with this included

- Development of new HSCP policy development tool which includes equalities as early as possible in the policy development process and make better policy for people. Several

policies and action plans including dementia, autism, and self-directed support are currently being refreshed and using equalities data in the action planning process.

- Adoption of the online [West Dunbartonshire Equality Impact Assessment tool](#) to make it easier to complete equality assessments at an earlier stage and more easily involve community and third sector representatives.
- Completion of an enhanced strategic needs assessment for adult and older people with an expanded population view section covering demographics, socio-economic issues, equalities and housing, to ensure that a strong data informed approach to address equality considerations and ensure equality mainstreaming in the development of the forthcoming strategic plan.

2 Health and Social Care Standards



The HSCP continues to use the [Health and Social Care Standards \(2018\)](#) to make health and social care services better for everyone so every person is treated with respect and dignity, and their human rights are upheld. They build upon five principles which reflect the way that everyone should expect to be treated.

The HSCP Audit and Performance Committee, supports the HSCP's responsibilities for issues of risk, control and governance and associated assurance. The Committee receive, scrutinise, and comment upon the formal submission of reports, findings, and recommendations by the range of Audit and Inspectorate Bodies which use the standards as a framework to inspect the range of commissioned and directly delivered health and social care services.

This enables the HSCP to respond to any concerns raised promptly and appropriately complementing the best practice to ensure high quality care and continuous improvement.

2.1 Standards in Practice in relation to Age and Disability

As part of the response to COVID in Care Homes multi-disciplinary assurance processes were developed and care assurance visits undertaken by a senior nurse and a senior social worker with the intention of working with care home managers and staff to support scrutiny of processes and procedures and benchmark them against current guidance.

This assured that processes are in place or identified areas where support may be required to strengthen actions to achieve the aim that homes are able to continue to provide safe, effective, person-centred care for their residents.

Visits used the principles of appreciative enquiry to document and celebrate good practice and identify areas of improvement where support might be required to secure improvements. This involved discussions with the care home managers, staff, and residents alongside observation of the units and interactions with staff and residents. Assurance visits focussed on infection prevention and control; resident health and care needs and workforce, leadership & culture.

In addition, care home staff received training from the Community Psychiatric Liaison Nurse on Stress/Distress behaviour which enabled staff to support residents in crisis, avoiding admissions to hospital.

3 Development of Strengthened Equality Approach

WDHSCP continues to ensure the particular needs, characteristics and circumstances of different service users are considered and in 2020/21 embarked on an equalities' improvement work programme.

This included

- the creation of a refreshed Equalities Working Group with new Terms of Reference

- established regular pattern of meetings to drive forward the work of the Equalities Working Group
- reviewed of best practice to embed a consistent approach to mainstreaming equalities issues across the HSCP
- creation of an Equalities Improvement Action Plan with the following key priorities identified
 - leadership
 - training,
 - data and access
 - communications
 - best practice
 - awareness raising,

These priorities align well with several the areas for development identified in the [Scottish Government Review of Public Sector Equality Duty 2021](#) specifically, the strengthening leadership and resourcing and making better use of evidence and data.

3.1 Progress on Strengthened Approach

In November 2021, an Update to IJB highlighted that progress has been made in relation to

- Awareness raising and training by promoting the existing NHSGGC and WDC suite of Equalities Training
- Development of training statistics across HSCP workforce
- Creation of bespoke training sessions for Equality Impact Assessments specific to HSCP situations
- Reviewing Equalities information on the HSCP website
- Building the Leadership responsibility and capacity for equalities across the HSCP through an extended management team session

4 Hearing Lived Experience

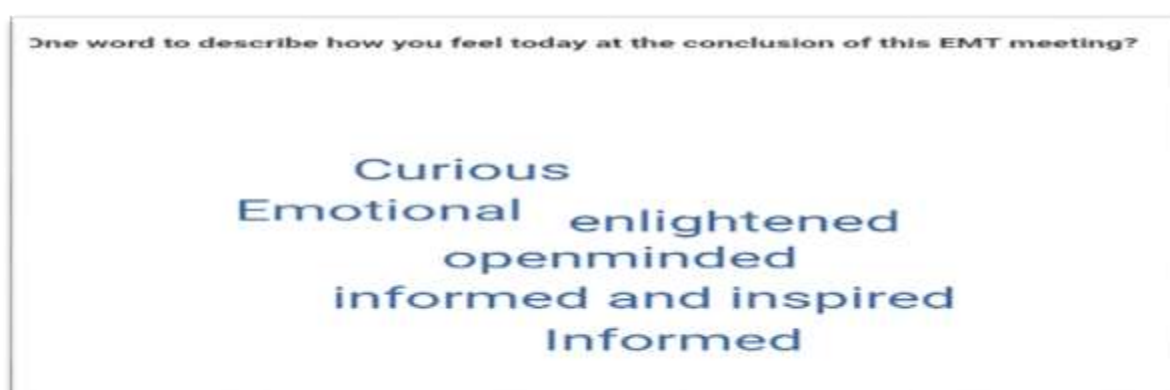
The HSCP reviewed the [participation and engagement strategy-2020-23](#) early in 2020. Whilst there was always a focus on ensuring that all relevant equality groups are included, the pandemic highlighted that there are additional opportunities and challenges with the primarily digital ways of engaging which were carried out during the pandemic.

As part of the commitment to ensure that the views of children and young people continue to inform service developments, a new online opportunity was developed in partnership with [Viewpoint](#), the online engagement tool to include the latest wellbeing

self-assessment questionnaires as well as a version for children with communication difficulties.

In line with the review of the HSCP strategic plan by 2023 there is an additional commitment to review the participation and engagement strategy as part of that.

Work has commenced with enabling staff lived experience in relation to trans issues to be heard in fora including the HSCP extended management team with powerful feedback on the short session.



Importantly this has spurred on other teams to actively involve their team members in sharing their lived experience of particular equalities issues to support sharing knowledge and information.

4.1 West Dunbartonshire Champions Board

The West Dunbartonshire Champions Board was created in 2018 and is a forum to enable care experienced children and young people to help improve services and ensure their voices are heard. The board helps support and fund care experienced young people to participate in local classes and activity groups, to access HSCP services, money advice, addiction services, and housing services.

5 Responding to the Pandemic –

5.1 Prioritising Older People and Maintaining Independence

The HSCP responded rapidly to ensure that there was equity of access to the COVID vaccine for those who were housebound and likely to be older and more likely to have a disability. At the peak of the vaccination programme all 'housebound' over 80's were vaccinated within a 2-week window.

The Older Peoples team speech and language therapists implemented secure video conferencing "Attend Anywhere " rapidly in March 2020 prioritising Care Homes to reassure Care Homes that they would still be able to provide a service to their residents and meet their communication needs.

In particular they tested out an aphasia assessment tool, online therapy and are also exploring group therapy sessions with this patient group to maximise independence and support social support.

5.2 Immediate response to COVID and socio-economic issues

As part of the immediate response to COVID, there were several examples where the HSCP used the additional resources available to minimise the extra costs children, young people and families were facing e.g.

- by the provision of 48 devices and data packages to digitally excluded young people via Connecting Scotland for Throughcare Services
- Financial support for children with additional needs to engage in safe activities at home, as well as exercise and respite.
- Support for children who are looked after, in kinship placements and other vulnerable families including outdoor activities, IT equipment for diversionary and leisure activities or which enhanced the home environment for families.

6 Person Centred Services

6.1 Transitions from Children to Adult Services in Disability

Service developments continued during the pandemic with the transition group that supports joint working with key partners including education, children's services and other adult services who contributed to improvements in the transition of young people with additional support needs (including learning disability) into adult services. More young people had their adult service needs identified up to two years in advance, in recognition of the importance of this significant transition for young people to support their care in a person-centred, compassionate approach.

6.2 Supporting Unaccompanied Asylum-Seeking Young People

The throughcare team has been working with partners in the public and third sector to develop a joint Asylum, Migration, and Integration fund (AMIF) bid for two support

workers to provided dedicated support to unaccompanied asylum-seeking young people and to help them to engage in their local communities

7 The Promise Care Review

The Promise is at the centre of the vision for redesigning children’s social work services recognising that established models for services do not always work effectively for everyone and reflecting the commitment to making services better, using a whole community approach to support those most in need., funding from the Promise Partnership Fund supplemented by the HSCP has secured a fixed term dedicated lead officer post.to support corporate parents and other stakeholders to understand and develop changes to practice and other developments that uphold The Promise at a local level and support staff, partners, children and young people, to assist with the developments around the first Promise Plan for 2021-2024



The HSCP is committed to prioritising our children and families by supporting vulnerable young people and by providing a range of parenting opportunities for all parents in our community. Children and Young people who become looked after are among the most disadvantaged in society with cared for children more likely to live in areas of socioeconomic deprivation. The HSCP strives to ensure children are looked after in the most homely setting and this remains a specific equality outcome for children from black and ethnic minority (BME) communities.

8 Mainstreaming Progress 2020-2022

The following outlines some examples of HSCP services and collaborations which consider particular needs, characteristics and circumstances of different service users framed under the HSCP strategic priorities:

- Early Intervention – to support independence and focus on prevention

- Access – services designed, planned, and provided along with those that use them making and ensure services are available to those who need them
- Resilience – across the community and the life course
- Assets – recognise and collaborate with local assets
- Inequalities – continue to address and focus where there is greatest need.

9 Early Intervention

9.1 Gold Baby Friendly Service

WDHSCP Health Visiting team continue to be accredited as a Gold Baby Friendly Service for excellence in the support of infant feeding and parent infant relationships. The team continue to contribute to the national and regional Infant Feeding Collaborative which aims to reduce the drop off rate of mothers' breast feeding at 6-8 weeks after birth by 10% by 2025. The focus for this work is with mothers who live in SIMD 1 (most deprived) areas. With local Breastfeeding rates for 2020/21 showing an increase which is supported by an additional Breastfeeding Support Worker to provide early support to breastfeeding women as well as a breastfeeding friendly programme which supports cultural change around breastfeeding.

The impact of this enhanced programme is also seen via one local mum's breastfeeding positive journey to breastfeeding her daughter, despite a rocky start when she was born which was featured in a NHSGGC article

9.2 Specialist and Supported Accommodation Particularly for Older People and People with disabilities

The joint work with colleagues in housing services to provide specialist and supported accommodation for people with particular health and social care needs continued via the Local Housing Strategy 2017-22 .

As part of the commitment to provide more purpose built and modern supported housing accommodation several people with learning disabilities moved to new build accommodation within the Dumbarton harbour area and the St Andrews School Site New dementia friendly housing in Alexandria was designed as a result of the dementia friendly design within the West Dunbartonshire Affordable Housing Design Standard with a commitment to delivering more dementia- friendly homes in the future.

The HSCP worked with Housing colleagues to contribute to the development of the 2022-2027 Local Housing Strategy and supported the carrying out of a housing and health needs assessment and a health inequalities impact assessment.

The HSCP continues to work with housing colleagues to

- provide a housing support service enabling long term clients to be supported within West Dunbartonshire
- develop plans for new and refurbished housing
- develop Services at Points of Transition
- provide preventative interventions and supports
- ensure rapid access to assessment, and provision of aids and adaptations
- Seek to develop supported housing solutions for younger adults with complex needs.

10 Access

10.1 New Health and Social Care Buildings

The HSCP has worked on modernising the buildings which provide services to our population with two new state of the art buildings opened in the last eighteen months. Importantly the West Dunbartonshire Access Panel alongside several community groups have been involved from the start of the design process to ensure the buildings are accessible to all.

10.2 Queens Quay House



The modern care home with 84 En-suite bedrooms, cinema, bistro, art room and accessible gardens and outdoor space opened in Clydebank in December 2020. All the flats have been designed with supportive colour schemes to assist those with dementia in helping identify with their home and in creating a warm and homely feel.

10.3 Clydebank Health and Care Centre



Clydebank Health and Care Centre provides access to a wide range of health and social care services under one roof for the first time. The design was influenced by a community led art strategy. This new centre which opened in February 2022 provides space for Third Sector and community groups to offer support and information to local people.

11 Resilience

11.1 Person Centred Care

Older people's Residential & Day Services introduced person centred care plans for all residents, these outline all aspects of their care and how residents wish to be supported. These include likes/dislikes/anticipatory care planning medical and clinical input, and dietary requirements. These plans are compiled with the resident, power of attorney and / or family members and are reviewed and updated monthly or as situations change. Several methods were used to engage with residents and families including six monthly reviews of their service, monthly residents' forum meetings, relatives' meetings, menu planning meetings, medication reviews, newsletters, and feedback questionnaires for residents, relatives, and other professionals.

11.2 Support for Carers

Over the last 18 months West Dunbartonshire HSCP has undertaken a significant volume of work in relation to unpaid carers, particularly but not exclusively from a strategic perspective which, in the near future, will facilitate more effective operational delivery of the HSCPs commitment to supporting carers. Examples of activity that will drive forward the agenda include:

- Appointing a Senior Manager to provide strategic leadership to the agenda
- Refreshing the terms of reference of Carers Development Group
- Refreshing the Local Carers Strategy
- Refreshing the performance framework
- Introducing eligibility criteria for carers
- Revising the Adult Carer Support Plan
- Piloting access to Short Breaks via Self-Directed Support Option 1

With Val Tierney, Chief Nurse, providing strategic leadership, the Carers Development Group with its revised terms of reference now has a clear remit for overseeing the implementation and delivery of the Local Carers Strategy (LCS) which itself has been revised to better reflect local needs. The LCS has a more outcome focused performance framework which will help evidence where the HSCP and partners are performing well and so too areas for development. When available, this data will help ensure future decision-making is data informed and can be used to help take action(s) on tackling inequalities.

The work overseen by the Carers Development Group regarding eligibility criteria will help ensure that carers are helped to identify proportionate support at the right time to meet their needs. An Adult Carer Support Plan (ACSP) is the critical vehicle to implementing the eligibility criteria and ensuring carers can access the services appropriate and commensurate with their needs. A commitment within the LCS is to revise the ACSP to become more strengths and human rights based and outcome focused. This will also support the HSCP in delivering Self-Directed Support for carers to access in their own right. Work has been undertaken which involves HSCP staff, Carers of West Dunbartonshire staff and carers themselves to help co-produce an effective ACSP which will be launched alongside the eligibility criteria. At the same time, a new approach to how carers access support in West Dunbartonshire will also be

launched with Carers of West Dunbartonshire effectively becoming the ‘front door’ for all carer services. From there, early intervention and preventative support can be delivered timeously and, where appropriate, Carers of West Dunbartonshire will support carers to access HSCP support which will see effective collaboration between Carers of West Dunbartonshire, the HSCP and the carer themselves.

The work outlined above helps deliver the HSCP’s five strategic priorities of access, assets, early intervention, resilience, and inequalities and, in terms of the latter, it does so from a preventing and mitigating perspective; access to resources will be expedited, commensurate with needs and strengths and aimed towards achieving personal outcomes. In turn, this will help achieve organisational and locality-wide outcomes and contribute towards the national health and wellbeing outcome, “*People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and well-being.*”

11.3 Rights Based Awareness

To support implementation of the [Medication Assisted Treatment \(MAT\) standards](#) the Alcohol and Drug Partnership is the first area in Scotland to take forward system wide human rights-based awareness training. Around 300 staff in 2021/22 across partner agencies have participated in the one day training provided by [Reach Advocacy](#). This system wide approach has been viewed very positively by colleagues in the [Drug Death Taskforce](#), Public Health Scotland, and Scottish Government.

12 Assets

12.1 Dementia Friendly West Dunbartonshire

The HSCP works as a key partner in the Dementia Friendly West Dunbartonshire (DFWD) initiative. This initiative brings together partners from a range of services across the statutory, voluntary, and independent sector to increase day-to-day community support for people with dementia and their carers. Born from community feedback received as part of a Change Fund survey, DFWD takes a community development approach to promoting awareness and active citizenship and offers free awareness training to individuals, community groups, businesses, and agencies in return for a pledge of commitment to help now or in the future. To date over 6,000 individuals have participated with almost 75% making good on their pledge within 3

months of attending a session. Ongoing work will feature on integrating the Alzheimer Scotland Purple Alert and Herbert Protocol initiatives into local practice, further strengthening community engagement

12.2 Shaping Places for Wellbeing

In recognition of the impact of ‘place’ where people live on how long they live but also on enabling individuals and communities to live free from illness during that longer life, Clydebank has been selected as one of only four places in Scotland to work on the Shaping Places for Wellbeing programme. The partnership between the Improvement Service, Public Health Scotland, NHSGGC and West Dunbartonshire Council with the HSCP will support system change to ensure policies and interventions that impact on our lives (the social determinants of health) can include the work we do, our education, income, where we live and the physical environment nurture and promote good health and minimise the detrimental aspects.

More information on this programme is available from this [video clip](#) and below




Shaping Places for Wellbeing Programme

Unique PHS & IS support offer

- Data led
- Citizen centred
- Place Collaboration(s)
- System Change

Mobilise to Dec 21:

- Inequality data
- Current ambitions
- Staff resource
- Outcome evaluation
- Communication

Place and wellbeing outcomes



The principles of equity, net-zero emissions and sustainability underpin all of these themes, and all themes should be embedded in policy and action.

Activities

Local project towns

- Clydebank, Alloa, Ayr & Dunoon

Local Learning Cohort

- Local project towns
- Local mentor towns
- Local learning towns

National Leadership Cohort

- SG and COSLA reps

12.3 Support for an inclusive West Dunbartonshire

The HSCP continues to participate in WDC and NHSGGC campaigns through involvement in wider equality networks. E.g.

By attending international women’s day flag raising events

By pledging support for LGBTQ+ people via the [NHS Scotland Pride Badge](#)



13 Inequalities

13.1 Addressing Domestic Abuse

The HSCP continues to provide leadership to Community Planning partners in raising awareness of and preventing domestic abuse. [West Dunbartonshire Integrated Children's Service Strategic Needs Assessment 2018](#) and recent domestic abuse data from [Scottish Government 2020/21](#) highlights the continued high levels of domestic abuse that exist in West Dunbartonshire. Collaborative working continues in schools, workplaces, organisations, and communities across West Dunbartonshire where the emphasis is on preventing abuse before it occurs and recognising the significant impact on women and girls. The work focuses on changing behaviour, building the knowledge and skills of individuals, and delivering a progressive shift in the structural, cultural, and societal contexts in which abuse occurs.

A refresh of the Violence against Women Partnership which the HSCP co-chairs with closer links made between Community Justice Services and wider community supports

Key activities carried out by the Violence against Women partnership include

- The development of a [new housing policy](#) widening the access to the housing options, accommodation, and support services available through No Home for Domestic Abuse to all residents of West Dunbartonshire in council and social rented properties.

- As part of the 16 days of action against domestic abuse there was a widely publicised survey carried out to understand the lived experience of women who had experienced domestic abuse including where they have accessed support and information and the visibility of local specialist services available to them.
- Participation in the Equally Safe in Practice Framework which aims to strengthen and scale-up high-quality gender competent gender-based violence training at local, regional, and national level
- Implementation of the Caledonian System behaviour programme for men convicted of domestic abuse offences and support services for their partners and children.

13.2 My Life Assessment

In April 2021, the HSCP replaced its Single Shared Assessment document with the My Life Assessment (MLA). The MLA was informed by collaboration with representatives from teams across the HSCP as well as third sector partners and people with lived experience. As the key vehicle to implementing Self-Directed Support, it is crucial that the assessment and accompanying guidance encourages the adoption of a strengths and rights-based approach. Over 100 staff attended briefing sessions and a new mandatory online training module is due to be published. Encouraging staff to collaborate with citizens during assessment, to ‘assess to understand’ the person and to explicitly seek out what the person can do by themselves and where support might be needed to achieve their outcomes, combine to ensure a strengths-based approach is taken. By adopting the PANEL Principles and ensuring protected characteristics are considered in every assessment, the HSCP is ensuring human rights are at the centre of our approach to assessment; this can inform decisions about care as well as allow the HSCP to monitor MLA implementation. To support accessibility, the HSCP published an easy read document and this animation explaining assessment and will continue to monitor and evaluate the implementation of the MLA.

13.3 HSCP Work Connect Specialist Supported Employment

The HSCP continues to develop the Specialist Supported Employment Service Work Connect programme which supports people with Mental Ill Health, in Recovery from

Substance Misuse, Learning Disabilities, Autistic Spectrum Disorder or Acquired Brain Injury,

The service has continued to build new relationships with wider employability providers including Working 4 U with a new [Realising Ambitions programme](#) part of the [Young Persons guarantee](#) which guarantees all 16- to 24-year-olds in Scotland a job, apprenticeship, further or higher education, training, or volunteering to ensure a wider range of opportunities available. Work continues on part of the Keys to Life learning disability action plan as well as contributing to positive mental health such as via the [Scottish Mental Health Arts Festival](#) .



14 Addressing Socio- Economic Issues

The HSCP continues to use SIMD data to consider the socioeconomic impact of its decision in its strategic planning processes. An updated adult and older people strategic needs assessment is currently being finalised in preparation for the development of a new strategic plan in 2023. The needs assessment has expanded on the life circumstances and equalities data and information included to support thinking and decisions around wider demographics and subsequent strategic direction required.

In view of the complexity and interlinked needs in West Dunbartonshire the HSCP has used primary care development resources to commission an expanded [Community Link worker GP linked service](#) which uses social prescribing to take an integrated approach to people's health and wellbeing and focus on 'what matters to them.'

In addition, the HSCP works in partnership to enable Working 4U welfare advice workers to be based within four of our GP practices to provide more support to address socio economic and issues to do with life circumstances in health and social services via the Improvement Service coordinated Welfare Advice and Health Partnerships

The HSCP continues to support both WDC and NHSGGC Period poverty programmes with free period products available in the majority of HSCP sites as shown in the Scottish Government Pick up my period App to access free period products alongside focused work with health visitors, midwives, and family nurses.



14.1 Child Poverty

The first national Child Poverty Delivery Plan and the recently published Tackling Child Poverty Delivery Plan 2022-26 set out the actions required to meet the ambitious targets set out in the Child Poverty Act 2017. The delivery plan priority groups each relate to one or more protected characteristics: •

- Households with a disabled parent or child
- Lone parents (90% of whom are women).
- Minority ethnic households
- Mothers aged under 25
- Larger families (many of which are minority ethnic families)
- Families with a child under one year of age

West Dunbartonshire Council Working 4U leads the local work to tackle child poverty detailed in the Child Poverty Action Plan 2020-2021 with the HSCP connecting this with the public health arrangements in NHSGGC as well as contributing to this work as part of Nurtured Delivery and Improvement Group, the local subgroup of Community Planning Partners which focuses on integrated children's services.

The HSCP continues to focus efforts to address child poverty on the national priority groups and have additionally emphasised to support; families and children with experience of the care system, children with caring responsibilities and those living in

areas of high material deprivation as outlined in the Chief Social Work Officers Report 2020/21

The HSCP Health Visiting Team continue to support young families to access the range of grants and payments available from Social Security Scotland with £1.8m accessed in the three years of Best Start Grants and £1m in the first year of Scottish Child Payment

15 Workforce

The employer related public sector duties for equalities remain under the responsibility of the Health Board and Council. However, the Health and Social Care Partnership remains committed to effective, joined up work force planning across both health and social care services. The HSCP is developing a workforce strategy and will include connected activity related to equalities in terms of ensuring that staff continue to contribute to and benefit from the workplace equality plans staff forums and working practices, cultures and behaviours offered by both parent organisations. In addition, the strengthened HSCP equalities approach includes developing baseline equalities data from both NHS GGC and WDC HR systems offered by both parent organisations. In addition, the strengthened HSCP equalities approach includes developing baseline equalities data from both NHS GGC and WDC HR systems

This is coupled with a clear commitment to the principles of staff Governance where staff are well informed; appropriately trained; involved in decisions which affect them; treated fairly and consistently and provided with a safe working environment.

15.1 Clinical and Care Governance & Public Protection

The Health and Social Care Partnership has established clinical and care governance structures and processes by which accountability for the quality of health and social care is monitored and assured. The structures support staff in continuously improving the quality and safety of care and identify and address poor performance wherever possible.

Effective clinical and care governance arrangements are in place to support the delivery of safe, effective, and person-centred health and social care services within integrated services. These local arrangements and the local leadership structures continuously consider the requirements of the Equalities Act to ensure quality improvement of services involving staff, service users and the public.

Through the wider Public Protection agenda, the Health and Social Care Partnership will work to ensure that people, particularly at risk, are kept safe from harm and risks to individuals or groups are identified and managed appropriately.

A range of measures are in place including multi agency strategic planning and operational services providing protection to children, young people, and adults at risk. They also include the robust management of High-risk offenders through Multi Agency Public Protection Arrangements provide protection to the wider community.

The key priorities for the HSCP and wider partners

- Work to ensure the people, particularly the most vulnerable, are kept safe from harm and risks to individual groups are identified and managed appropriately
- Continue to ensure services and processes work to protect all vulnerable and at-risk individuals irrespective of age as agreed by the Public Protection Chief Officers Group and our Child Protection and Adult Protection Improvement Plans
- Continue to implement the revised National Child Protection Guidance (2021) including early intervention and prevention.
- Within adult support and protection develop a response to specific areas of harm initially addressing financial harm and hate crime
- Ensure knowledge, skills and awareness across public protection continues to be promoted through multi agency training programmes.

16 Performance Reporting

The HSCP currently has five previously agreed equality outcomes that will be measured in 2020-2024. These outcomes are integrated into the standard HSCP performance reporting framework which means they continue to be included in the annual and public performance reports which are scrutinised by the Audit and Performance Committee.

To ensure a mainstreaming approach, equality outcomes are aligned with the national outcome measures for integration as well as corresponding national outcomes for children and young people as well as community justice as defined by the Scottish Government.

16.1 Equality Outcome Measures

Equality Outcome	Question to be answered	Performance Measure	Information Source	Protected Characteristic	Link Health and Social Care Standards headline outcome	Link to HSCP Health And Wellbeing Outcomes or National Outcomes for Children and Criminal Justice	Link to Wider Theme	Link to General Equality Duty
2020/21 All adults supported by District Nursing teams have their religious/beliefs considered by the service in relation to their ongoing care.	1a All adults supported by District Nursing teams are asked about their religion/beliefs 1b Scope out options for further development of service considerations of patient's religious/beliefs for their care	The percentage of patients who require District Nurse support who have their Religious/belief preferences recorded and planned for where appropriate	Community Nursing Information System CNIS	Religion/Belief	I experience high quality care and support that is right for me	Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	NHSGG C Faith and Belief Communities Manual	Advance equality of opportunity
2018/19 All appropriate IJB have a duty to prepare an adult care	Is there a difference in uptake by age of adult care and support plan or young	Percentage of people who have been identified as a carer who have a	CareFirst	Age	I experience high quality care and support that is right for me	People who provide unpaid care are supported to look after their own health and wellbeing,	Carers Support (WDHSCP Adult commissioning priorities)	Advance equality of opportunity

and support plan (ACSP) or young carer statement (YCS) for anyone they identify as a carer, or for any carer who requests one	carer statement for eligible people in West Dunbartonshire?	support plan in place/ Young Carer Statement				including to reduce any negative impact of their caring role on their own health and Well-being.		
2017/18 All people with learning disabilities known to the HSCP are enabled to access employment where appropriate	Are all appropriate learning disabilities clients able to access open and non-open employment opportunities?	Percentage of adults over the age of 16 who are known to specialist HSCP learning disability services who have employment opportunities	Collected by HSCP Learning Disability Services for central publication by <u>Scottish Commission for Learning Disability</u> https://www.sclcd.org.uk/population-statistics/	Disability	I experience high quality care and support that is right for me	Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	Support independent living (WDHSCP Adult commissioning priorities) Keys to Life Strategy	Advance equality of opportunity

2016/17 All Looked after children are cared for in the most homely setting	Is there a difference between the percentage of BME Looked after children who are looked after in the community and the wider looked after children population?	Percentage of children being looked after in the community	CareFirst	Race	I experience high quality care and support that is right for me.	Our children have the best possible start in life and are ready to succeed or We have improved the life chances for children, young people, and families at risk.	Shifting the Balance of Care (NHSGGC) Improve life chances for children and young people. (WDC)	Advance equality of opportunity
2016/17 All Older People are supported to live in their community	Is there a difference between the percentage of men and women who have assessed care at home needs and a reablement package who have reached their agreed personal outcomes	Percentage of adults with assessed care at home needs and a reablement package who have reached their agreed personal outcomes	CareFirst	Sex	I experience high quality care and support that is right for me	Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services	Reshaping care for older people (NHSGGC). Improve care for and promote independence with older people. (WDC)	Advance equality of opportunity

Rationale for not specifying equality outcomes for the other protected characteristics at this stage are summarised below

Sexual orientation

A specific equality outcome concerning sexual orientation has not been included at this stage due to sparseness of the data collected in relation to this protected characteristic. The intention is that a specific “sexual orientation” related outcome measure would be identified for equality monitoring by using the Public Health Scotland Health Needs Assessment of Lesbian, Gay, Bisexual, Transgender and Non-Binary People in Scotland due to be published in Spring 2022. The findings from this research will help inform work at HSCP level in relation to this protected characteristic.

Gender reassignment

The HSCP will use the data collected from the Census 2022 once available in considering future equality outcomes. The HSCP continues to promote and implement the NHSGGC Gender Reassignment Policy and raise awareness of Police Scotland third party reporting for hate crime.

Maternity and Pregnancy

Supporting pregnant employees working within the HSCP remain the responsibility of the Health Board and the Council. WDHSCP will continue to support local staff by implementing the relevant organisational policies and procedures as appropriate. The HSCP has a leading role on behalf of Community Planning partners in the local implementation of the national Pregnancy and Parenthood in Young People Strategy 2016-2026.

Marriage and Civil Partnership

This protected characteristic relates to employment only and as employees working within the HSCP remain the responsibility of the Health Board and the Council, WDHSCP will continue to support local staff by implementing the relevant organisational policies and procedures as appropriate and continuing to have a strong approach to staff governance

16.2 Equality Outcomes Reporting

16.2.1 Religion/Belief

All adults supported by District Nursing teams have religious/belief considered (where appropriate) in relation to ongoing care.

Protected Characteristic Religion/ Belief	Baseline 2021/22
Number of adults supported by District Nursing team	Data still being scoped
Number of adults who have recorded Religious Belief	
Percentage of adults who have recorded Religious Belief	

16.2.2 Age

All Adult care and support plan (ACSP) or young carer statement (YCS) are prepared for anyone they identify as a carer, or for any carer who requests one.

Protected Characteristic Age	2020/21
Number of Young Carers and Young adult carers supported by Y Sort it	145
Number of young carers known to HSCP eligible for a young Carers Statement	
Number of young carers who have a young carer statement in place (reviews Undertaken)	
% of eligible young carers known to HSCP who have a young carer statement in place	
Number of Carers Supported by Carers of West Dunbartonshire	1,250 carers

	263 new carers identified and supported
Number of adult carers known to the HSCP eligible for adult care and support plan	
Number of adult carers known to HSCP have an adult care and support plan	
% of eligible adult carers known to the HSCP who have an adult care support plan in place	

The HSCP has continued to focus on ensuring that all carers have the support that they require. The HSCP has worked closely with Y Sort it and Carers of West Dunbartonshire to promote access to carer support for all ages via the Carers Development Group.

Source Carers of West Dunbartonshire Annual Report 2021/22 available at <https://www.carerswd.org/wp-content/uploads/2021/12/Annual-Report-2021.pdf>

16.2.3 Disability

All appropriate learning disabilities clients able to access open and non-open employment opportunities

Protected Characteristic Disability	Baseline 2016/17	2017/18	2018/19	2021/22
Number of adults over the age of 16 years who are known to specialist HSCP learning disability services	530	460	467	435

% of adults over the age of 16 years who are known to specialist HSCP learning disability services who have employment or training opportunities	3.2%	2.8%	2.8%	numbers known to HSCP work connect services Transitions 6 Transitions /Young Persons Guarantee programme 12 Learning Disability =4 Total 22.
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Previously information gathered nationally for people with a learning disability related to people who have had contact with the HSCP in the previous 3 years. From 2017/18 this has been changed to contact within the previous year, hence the drop in number. The source of this information is Learning Disability Statistics Scotland which is being transferred to publication by Public Health Scotland and not yet available.

16.2.4 Race

All looked after children are cared for in the most homely setting

Protected Characteristic Race	Baseline Q3 2015/16	2017/18	2018/19	2019/20	Q2 2021/22
Number of looked after children	376	407	492	500	
Number of looked after children who are from BME communities	5	8	14	19	

Balance of care for looked after children: % of children looked after in the community	90.4%	90.3%	85.7%	91.11%	89.7%
% of children being looked after in the community who are from BME communities	80%	75%	91.5%	73.68%	78.9%

The numbers of BME children and young people who are looked after in West Dunbartonshire continues to be very small however is increasing and the proportion of BME children and young people who are looked after in a homely setting is being sustained. The continued focus of the Permanence and Care Programme on permanent homes and the local work of the champions board and the Promise on love, respect and opportunities for all care experienced young people in West Dunbartonshire appear to being implemented equitably for children and young people of all ethnicities.

16.2.5 Sex

All older people are supported to live in their community (difference in sex accessing care at home needs and an enablement package)

Protected Characteristic Sex	Baseline Q4 2015/16	Q4 2017/18	2018/19
Number of men with assessed care at home needs and a reablement package who have reached their agreed personal outcomes	23	26	84

Number of women with assessed care at home needs and a reablement package who have reached their agreed personal outcomes	32	54	175	No data currently available Reablement service being re-established and enhanced
Percentage of men with assessed care at home needs and a reablement package who have reached their agreed personal outcomes	78%	46.8%	57.9%	
Percentage of women with assessed care at home needs and a reablement package who have reached their agreed personal outcomes	44%	68.4%	57.4%	