

AssessmentNo	615	Owner	mjcardno
Resource	HSCP		Service/Establishment Joint
	First Name	Surname	Job title
Head Officer	Margaret-Jane	Cardno	Head of Strategy and Transformation
	(include job titles/organisation)		
Members	West Dunbartonshire HSCP Strategic Planning Group		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	West Dunbartonshire Health and Social Care Partnership Strategic Plan 2023-2026		
	The aim, objective, purpose and intended outcome of policy		
	The HSCP Strategic Plan aims to detail the progress the HSCP Board have made in realising the aims of integration whilst outlining how services will transform and develop over the next three years. The HSCP Board continue to develop partnership working and seek to develop stronger links with statutory and other partners. The four key strategic outcomes are: 1. Caring Communities 2. Safe and Thriving Communities 3. Equal Communities 4. Healthy Communities		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	o Multi-agency Strategic Planning Group o Eight Workshops undertaken, over 60 people engaged o Two rounds of surveying, over 170 people engaged West Dunbartonshire Council Performance, Monitoring Review Group o NHS Greater Glasgow and Clyde Corporate Management Team and Finance, Policy and Performance Committee o Series of focus groups with: service users; staff; special interest groups including patient groups and people with disabilities; unpaid carers; locality planning groups. o Improvement Service o Healthcare Improvement Scotland		
Does the proposals involve the procurement of any goods or services?		Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
All citizens of West Dunbartonshire will be affected by the HSCP Strategic Plan. The plan adopts a place based approach to service development and delivery and focuses on the wider determinants of health, early intervention and prevention alongside the delivery of services to people experiencing a range of health and social care issues.			
Who will be/has been involved in the consultation process?			
o Multi-agency Strategic Planning Group o Eight Workshops undertaken, over 60 people engaged o Two rounds of surveying, over 170 people engaged o West Dunbartonshire			

Council Performance, Monitoring Review Group o NHS Greater Glasgow and Clyde Corporate Management Team and Finance, Policy and Performance Committee o Series of focus groups with: service users; staff; special interest groups including patient groups and people with disabilities; unpaid carers; locality planning groups. o Improvement Service o Healthcare Improvement Scotland

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	The strategic plan recognises that West Dunbartonshire has a decreasing and aging population.	Between 2018 and 2028, the population of West Dunbartonshire is projected to decrease from 89,130 to 87,141. This is due to fewer babies being born each year and more people moving out of the area than moving in. The total number of households in West Dunbartonshire is project to decline between 2023 and 2043, with 42% of those named as responsible for the accommodation being over the age of 60. By 2028 it is projected that 1 in 2.4 households will have a single adult with the number of single adult dwellings increasing since 2012 to an average of 4	The Strategic Plan has been developed in recognition not only of West Dunbartonshire's aging population but in cognisance of the cumulative impacts of poverty and the fact that those living in deprived areas live far longer in poor health than those in more affluent areas. The Plan focuses on creating the conditions where everyone in West Dunbartonshire lives in a place they can call home, in communities that care, doing things that matter to them, leading healthy, happy and fulfilling lives, and, when they need it, they receive care and support that prioritises independence, control, choice and recovery.
Cross Cutting			
Disability	The strategic plan recognises that many of our community members, including staff, service users and carers experience inequality due to	West Dunbartonshire has a rate of 23.7 per 1,000 school pupils assessed and/or declared as having a disability compared to the Scottish rate of 24.3 per 1,000	We recognise the cost of living crisis and the deepening and widening of poverty across West Dunbartonshire will affect the health and behaviours of people who use the health

	<p>disability.</p>	<p>pupils. 26% of residents report having a lifelong time limiting condition (Scotland is 24%). Women are more likely to be disabled than men, with disabled women at greater risk of violence and abuse compared with both non-disabled people and disabled men. 458 Individuals with a learning disability are known to HSCP learning disability services, learning disability rates are above the Scottish average and these individuals have some of the poorest health outcomes of any group in Scotland. The HSCP provides a range of specialist and non-specialist support to people with disabilities.</p>	<p>and care system including its staff. The Covid-19 pandemic has highlighted existing health inequalities, it has also renewed a focus on poverty. People experiencing poverty are at the deep end of health inequalities, and are also more likely to be a part of minoritised groups who also experience health inequalities as a result of, for example, disability. The Strategic Plan and associated delivery plan ensures service design, delivery and development takes account of the needs of those who are inappropriately stigmatised by ensuring these are considered in the planning process with mitigating adjustments put in place. The Plan focuses on creating the conditions where everyone in West Dunbartonshire lives in a place they can call home, in communities that care, doing things that matter to them, leading healthy, happy and fulfilling lives, and, when they need it, they receive care and support that prioritises independence, control, choice and</p>
--	--------------------	--	---

			<p>recovery. The Strategic Plan and associated delivery plan ensures service design, delivery and development takes account of the needs of those who are inappropriately stigmatised by ensuring these are considered in the planning process with mitigating adjustments put in place.</p>
<p>Social & Economic Impact</p>	<p>The Strategic Plan recognises the cost of living crisis and the deepening and widening of poverty across West Dunbartonshire will affect the health and behaviours of people who use the health and care system including its staff. The Covid-19 pandemic has highlighted existing health inequalities, it has also renewed a focus on poverty. People experiencing poverty are at the deep end of health inequalities, and are also more likely to be a part of minoritised groups who also experience health inequalities as a result of, for example, race, gender and disability. It's important that work addressing health inequalities is also explicit about the impact of poverty, because those</p>	<p>Before the pandemic, one in five Scots were living in relative poverty after housing costs, including almost one in four children. West Dunbartonshire contains the third equal highest share of the most deprived data zones out of Scotland's 32 local authority areas. In 2019 29% of West Dunbartonshire residents were in fuel poverty, this is predicted to rise to 41% from April 2022. Child health and wellbeing is also affected by household income and the employment status of parents. 17.3% of children live in households in fuel poverty. West Dunbartonshire has continued high rate of child poverty across the whole area (26%) with projections that this</p>	<p>With a focus on poverty, the plan seeks to support people to reduce, prevent or undo the impact of the wider determinants of health.</p>

	<p>affected by poverty have a high risk of the worst health outcomes.</p>	<p>will rise to 33%. 22.6% of children live in low income families and there is a high eligibility for and uptake of free school meals (27.4% for primary 4-7 pupils) although the registration rate for secondary school pupils is on a downward trend. Almost half of the primary schools in West Dunbartonshire have rates of over 30% of pupils in Primary 4-7 registered for free school meals.</p>	
<p>Sex</p>	<p>The evidence in the Strategic Plan recognises health inequalities across the population and focuses on specific areas where both men and women are adversely affected.</p>	<p>Healthy life expectancy has decreased in West Dunbartonshire to 58.1 years for males and 58.5 for females. If all cancers were grouped together, cancer would be the leading cause of death in West Dunbartonshire, setting this aside, the leading cause of death for males in 2020 was ischaemic heart diseases (13.6% of all male deaths), followed by lung cancer (8.1%). The leading cause of death for females in 2020 was dementia and Alzheimer's disease (15.2% of all female deaths), followed by ischaemic heart disease (8.3%). Women are more likely to be disabled</p>	<p>The supporting delivery plan recognises and seeks to address these issues. Other supporting plans and strategies support the delivery of the HSCP Strategic Plan for example: The Scottish Government Women's Health Plan underpins actions to improve women's health inequalities by raising awareness around women's health, improving access to health care and reducing inequalities in health outcomes for girls and women, both for sex-specific conditions and in women's general health. We will consider and implement the</p>

		<p>than men, with disabled women at greater risk of violence and abuse compared with both non-disabled people and disabled men.</p> <p>Domestic Abuse rates in West Dunbartonshire are the second highest in Scotland, at 168 incidents per 1,000 population reported to Police Scotland.</p> <p>Children are adversely affected by domestic abuse with the average number of people involved per incident remaining at four (victim, perpetrator and two children). Mental wellbeing is lower in West Dunbartonshire compared to both NHSGGC and Scotland, females have lower mental wellbeing than males. Self-reported male alcohol consumption in West Dunbartonshire is 15.2 units which is higher than the Chief Medical Officer low risk guidelines of 14 units. Cancer is the top burden of disease, the disease burden is the impact of a health problem as measured by financial cost, mortality, morbidity, or other indicators. Cancer is ranked the top burden of</p>	<p>aspects of these plans which relate to HSCPs. Equally Safe is the Scottish Governments strategy to take action on all forms of violence against women and girls. By this we mean violent and abusive behaviour directed at women and girls precisely because they are women and girls. Behaviour which is carried out predominantly by men. Working in partnership we will drive down the prevalence of gender based violence and provide those affected with the support they need.</p>	
--	--	--	---	--

		<p>disease within West Dunbartonshire with a projected 23.5% increase in males and 9.1% increase in females by 2030. The top three types of cancer prevalent in West Dunbartonshire are breast, prostate and colorectal. Across Scotland, young carers were more likely to live in the most deprived SIMD deciles. In West Dunbartonshire: the majority of known adult unpaid carers are most likely to be female; adult unpaid carers are most likely to be aged between 45-64 years; reported adult carers needs include support to access services, financial and health and wellbeing support.</p>	
Gender Reassign	<p>No specific issues have been identified through the compilation of the Strategic Plan</p>	<p>The HSCP will use the data collected from the Census 2022 once available in considering future equality outcomes.</p>	<p>The HSCP continues to promote and implement the NHSGGC Gender Reassignment Policy and raise awareness of Police Scotland third party reporting for hate crime.</p>
Health	<p>Health inequalities is a significant issue for communities across West Dunbartonshire.</p>		<p>The Strategic Plan recognises a wide variety of factors which impact on health inequalities and the plan seeks to address these focusing on the role of the HSCP in building resilience to prevent ill health and enable the</p>

			people of West Dunbartonshire to live healthy, happy and fulfilling lives.
Human Rights		<p>Ongoing work upon which the Strategic Plan has been developed evidences a commitment to human rights for example:</p> <ul style="list-style-type: none"> o The development and implementation of a more strengths based and human rights based Adult Carer Support Plan. o To support the 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. o In April 2021, the HSCP replaced its Single Shared Assessment document with the My Life Assessment (MLA). 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 its approach to assessment. 	<p>The Strategic Plan is based on the National Performance Framework 2018. 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. 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.</p>
Marriage & Civil Partnership	No specific issues have been identified through the compilation of the Strategic Plan.		<p>This protected characteristic relates to employment only. As employees working within the HSCP remain the</p>

			responsibility of the Health Board and the Council, the HSCP will continue to support staff by implementing the relevant organisational policies and procedures and continue to adopt a strong approach to staff governance.
Pregnancy & Maternity	No specific issues have been identified through the compilation of the Strategic Plan.	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	Supporting pregnant employees working within the HSCP remain the responsibility of the Health Board and the Council. The HSCP will continue to support local staff by implementing the relevant organisational policies and procedures as appropriate.
Race	No specific issues have been identified through the compilation of the Strategic Plan.	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.
Religion and Belief	No specific issues have been identified through the compilation of the	All adults supported by the District Nursing teams have their	Further work is required in this area and the HSCP Mainstreaming

	Strategic Plan.	religious/beliefs considered by the service in relation to their ongoing care.	Equalities Action Plan, which supports the Strategic Plan, recognises the requirement to scope out options for further development of service considerations of patient's religious/beliefs for their care.
Sexual Orientation		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. Upon publication the findings from this research will help inform work at HSCP level in relation to this protected characteristic.	

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing bases?

The impact of the Strategic Plan will be monitored quarterly by the HSCP Audit and Performance committee and annually, via an Annual Performance Report, by the HSCP Board and Scottish Government. Specific projects within the delivery plan will be monitored by the HSCPs Programme Management Office (PMO) and will be reported to formal committees as appropriate. What is your recommendation for this policy?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The HSCP Strategic Plan is based on addressing inequalities across West Dunbartonshire. It provides clear evidence through the compilation of a comprehensive strategic needs assessment combined with professional and lived experience that the needs of those with

protected characteristics are understood and can be addressed. It is acknowledged that this is a strategic document and that each action within the associated delivery plan will need to be screened prior to implementation and, if required, further equality impact assessments undertaken prior to delivery.