

Dundee Integration Joint Board

**Equality
Mainstreaming Report
2023**

**Equality Outcomes
2023-2027**

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Supporting Equality and Fairness in Dundee

Dundee Integration Joint Board (IJB) is the group of people responsible for planning, agreeing and monitoring community-based health, social work and social care services for adults.¹

The IJB makes decisions about the services and supports that are delivered by Dundee Health and Social Care Partnership (HSCP), including the services contracted from the Third and Independent Sectors.

The IJB is a public body with responsibilities under the Equality Act 2010. These responsibilities are known as Duties.

IJB Equality and Fairness Duties²

General Equality Duty – eliminate discrimination, advance equality of opportunity, and foster good relations.

Publish equality outcomes and report on progress.

Report on mainstreaming of the Equality Duty.

Assess and review policies and practices for possible equality and fairness impacts.

Publish information in a manner that is accessible to people

1 You can find out more about what the law says about how IJBs must plan, agree and monitor health and social care services at: <https://www.gov.scot/publications/strategic-commissioning-plans-guidance/pages/9/>

2 You can find detailed information about the Public Sector Equality Duty (General and Specific Duties) at: <https://www.equalityhumanrights.com/sites/default/files/essential-guide-public-sector-equality-duty-scotland.pdf>. Information on Fairness Duties can be found at: <https://www.equalityhumanrights.com/sites/default/files/essential-guide-public-sector-equality-duty-scotland.pdf>

What is Equality and Fairness?

Equality is about making sure each person has an equal opportunity, and is not treated differently or discriminated against because of their personal characteristics.

Successful progress towards equality requires policy makers, decision makers and the workforce to take account of the differences between people and groups of people, and recognise a positive value in those differences. Dundee IJB is committed to ensuring that no one has poorer life chances because of their personal characteristics such as their sex, where they come from, the colour of their skin, what they believe or if they have a disability.

Case Study

Equality Mainstreaming Carers Winter Fund 2022 and 2023

Carers are known to be more likely to be affected by poverty and deprivation and are now recognised as a group of people likely to be subject to Health Inequalities. In the winter costs of living can increase especially in households where fuel costs are high and warm clothing, footwear and bedding needs replaced. Through the Carers Covid 19 engagement process it was recognised that increasing numbers of carers were experiencing financial hardship.

In 2022 Dundee Carers Centre successfully applied for Scottish Government monies (non-recurring) for a winter fund to support carers most in need. The fund delivered financial support to 203 carers and their households.

In 2023 Dundee Health and Social Care Partnership allocated Carers Partnership money to Dundee Carers Centre for the same purpose, on a one-off basis. A local fund was set up for carers to help to alleviate some of the increasing financial pressures being experienced over the winter period (e.g. food and fuel increased costs). It also aimed to enable people to continue their caring roles with less anxiety regarding their health, well-being and financial security during the current cost of living crisis.

Whilst Dundee Carers Centre administered the fund they ensured that the fund was

publicised widely across the local support agencies to ensure that carers who did not currently receive support from the Centre were also encouraged to apply for funding. Similarly, the funding panel who reviewed applications and made decisions comprised of representatives across the sector, including money advice services. The external support was invaluable in ensuring that applicants were directed to additional or alternative sources of funding where this was more applicable to ensure best value from the available funds, and support income maximisation.

The 2023 Fund was released in February 2023. Over 500 applications were received and 11 panel meetings were held. There have been 468 awards this year so far with spend to date approaching £140k. The average award was £290. This year applicants identified having to make choices between 'heating' and 'eating', and there was a subsequent increase in the percentage of awards for fuel and food.

The Equality Act 2010, identifies nine 'protected characteristics', these are:



**Carers
of
Dundee**



Dundee Carers Centre
Because We Care

Age, Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation, Marriage & civil partnership (only specified circumstances):

Protected Characteristics
Age
Disability
Gender reassignment
Pregnancy and maternity
Race
Religion or belief
Sex
Sexual orientation
Marriage & civil partnership (only specified circumstances)

These are the characteristics where evidence shows that there is still significant discrimination in employment, provision of goods and services and access to services such as education, social care and health. Having a protected characteristic means that individuals have a right not to be treated less favorably, or subjected to an unfair disadvantage, by reason of that characteristic. Family and friends who are carers of people with health and social care needs also have some protection under the Equality Act because of their 'association' with a person affected by the Protected Characteristics of disability and/or age.

Equality Act 2010 provided the foundations for the introduction of a 'Fairer Scotland Duty'. This duty has the aim of reducing inequalities of outcome caused by living in less favourable social and economic circumstances; this is known as socio-economic disadvantage, meaning poverty and poor social circumstances. Cities like Dundee with high levels of poverty, unemployment and poor social circumstances must pay particular attention to fairness. The Fairer Scotland Duty supports Dundee IJB to avoid people in Dundee having poorer life chances barriers because of poverty and poor circumstances.

Evidence shows that combinations of more than one of the protected characteristics can multiply or compound negative impacts. It is also known that people with protected characteristics are more likely to be impacted adversely by poor socio-economic circumstances.



Working with people who experience barriers and people who are disadvantaged

In late 2022 and early 2023 the IJB began engagement work designed to inform and support the development of their new Strategic Commissioning Framework.

As part of this, engagement information was gathered about what matters to people in relation to equality and fairness matters in delivering Health, Social Work and Social Care services. The information came from a variety and breadth of sources including:

- The formal review of the Strategic and Commissioning Plan in 2021/2.
- The formal review of the Dundee Health and Social Care Integration Scheme in 2022.
- Ongoing development and strategic work focused on specific areas such as Carers, Learning Disability; Mental Health; and, Drugs and Alcohol.
- Strategic plan engagement activities in 2022/23 involving a range of stakeholders, including the workforce; service users/patients with disability and health care needs; carers; and the general public. This included a survey and focus groups. There were also successful visits to existing forums/groups- including retired citizens; British Sign Language Users; wide variety of colleagues; care home residents; specialist Community Health Group; mental health groups; and a group of adults with a learning disability. More detailed information can be found in the IJB Strategic Commissioning Framework Co-production, Involvement and Engagement Report 2023. This will be available at www.dundeehscp.com

The views shared about equalities and inequalities have been central to shaping the IJB Strategic Commissioning Framework 2023-2033. This Framework will be supported by mainstreaming equality activities and the equality outcomes set by the IJB for 2023-2027.

Some of the Key Messages given by stakeholders were:

- Reducing inequalities at an early preventative stage is vital and necessary to address needs in the current economic climate.
- Principles such as Respect; Dignity; Choice and Control; and Human rights should be core to IJB planning and HSCP service delivery.
- A critical area for future work will be to ensure communication and sharing of information is accessible, and available when needed.



Equality Mainstreaming Violence Against Deaf Women Project

Deaf Links is a Tayside-wide charity based in Dundee. Through a wide range of services, activities and learning opportunities they support people who experience sensory loss.

In partnership with Women's Aid in Dundee, Angus and Perth, Deaf Links are committed to supporting Deaf women who have or are experiencing any form of abuse or coercive control. The service was introduced in 2022.

Through advocacy workers who are fluent in British Sign Language they provide a dedicated advocacy service to Deaf women across Tayside who have or are experiencing any form of violence, abuse or coercive control. They work directly with Deaf women, their children and young people offering crisis intervention, information, advocacy services and support to enable equal access to mainstream support services.

The advocacy services provided empower, inform, and enable women in a variety of settings liaising closely with statutory and other voluntary organisations

The Violence Against Deaf Women Advocacy Worker also provides information sessions to Deaf women and raises awareness of BSL and Deaf Culture with mainstream service providers.



Dundee
**Violence Against
Women Partnership**



Equality Mainstreaming and Equality Outcomes

Dundee IJB promote equality and fairness incorporate equality, diversity and inclusion into every part of their work.

This includes the way decisions are made, including financial decisions; deciding how services and supports should be delivered; and how the workforce is supported and developed. This is known as equality mainstreaming.

Dundee IJB agreed a set of Equality Outcomes in 2019. In 2022 the IJB agreed to extend the existing Equality Outcomes to 2023. Through consultation with the public and the workforce the IJB confirmed that these existing Equality Outcomes adequately covered existing and newly raised concerns about equality and fairness. It was agreed that the outcomes remained appropriate and relevant, and IJB made plans to set the next equality outcomes in line with the overall strategic and commissioning plan (which was also extended by one year in 2022). There is a requirement for these outcomes to be reviewed and refreshed within 4 years of setting them.

The 2019-2023 Outcomes were:

- We will make sure people get the care they need and not treat people unfairly because of their characteristics or circumstances.
- We will make our plans with the people that the plans will affect. We will make sure that we listen to everyone who wants to give their view. We will encourage and support people to tell us their views.
- To help us plan for the future we will collect information to check that people have fair access to our services and support. This will include information about how people with Protected Characteristics and people who live in poverty and may be affected by poor social circumstances use our service. We will share this information with the people who gave us it and others, anonymously and in a way that they can understand.
- We will give people information about our supports, services and plans in a way that they can access it and understand it.

- The Health and Social Care Partnership will be part of activities in local communities. Everyone will have chances to be part of these activities and the activities will be accessible to everyone who wants to take part.
- Employees in Dundee Health and Social Care Partnership will be treated fairly at work.

A progress report was produced in 2021 which recorded progress towards the equality outcomes and mainstreaming equality. A copy of this report can be found on the [DHSCP website](#).

Case Study

Equality Mainstreaming Menzieshill House - Care Home for Older People

Menzieshill House won awards in 2022 and 2023 for Intergenerational work connecting the older residents with young people from their local community.

Colleagues, residents and volunteers at Dundee's Menzieshill House have been recognised by the 'Generations Working Together Excellence Awards' for their work towards tackling age discrimination. This work is seen as progress towards enabling inclusive communities and is particularly notable because of progress made to re-establish links to the local community after the pandemic. The work is seen as intergenerational and has involved pupils from Tayview Primary School and Menzieshill Nursery, as well as local high school children working towards SVQ awards.

A lively activity programme is run throughout the year, focused on boosting residents' wellbeing and reducing social isolation. Intergenerational approaches can play a crucial role in achieving outcomes for residents while also benefiting the younger people involved. Nursery age children and residents join each other in storytelling, singing, playing games, and arts and crafts. Primary pupils get to know the residents individually and learn how games, toys, and technology have changed over the years. Some pupils from secondary school spend time with individual residents to form social bonds.

One of the care home residents said of the young people: 'They're lovely. They all have their own idiosyncrasies and personalities - I love getting to know them. They take me right back to when I was that age!'





Outcome Implementation and Mainstreaming Work 2019 - 2023

The information in this report only provides a few examples of the work undertaken by the IJB and the HSCP.

The mainstreaming process means that the day to day practice of the HSCP workforce supports the equality outcomes of the IJB and delivers a service that is rights based. Examples of implementation of outcomes and mainstreaming can be found throughout many of the reports that inform the IJB of developments, plans and progress.

Mental Health and Wellbeing

The Dundee Community Wellbeing Centre has been developed as an initial contact centre for anyone in Dundee City who experiences distress, including those with mental health crisis. The Centre will open in 2023 and will be open at all times for people who need it. The environment and service has been co-designed with a wide range of people in the city in order to ensure the service is able to take account of individuals needs including equality protected characteristics.

Interpreters Services

The HSCP (Council and NHS) workforce have access to Interpretation Services hosted by NHS Tayside. This enables people to be supported to access services and supports, understand information and take part in their own care. Across NHS Tayside and DHSCP the most requested language interpretation was for (in this order) Polish, Arabic, BSL, Romanian, Ukrainian, Urdu, Bulgarian, Russian, Cantonese, Bengali.

Learning and Workforce Development

The workforce across the Health and Social Care Partnership can access a wide range of learning opportunities focussing on Equality and Fairness as well as learning related to their work role. These include learning opportunities in NHS Tayside and Dundee City Council which are usually accessible, at no cost, to the DHSCP workforce or agency. In addition, colleagues can access learning opportunities through bodies like NHS Education Scotland (NES), and resources from the Institute for Research and Innovation in Social Services (IRISS).

The HSCP workforce provide person-centered care and work in a non-judgmental manner. The **Codes of Practice for Social Service Workers and Employers** set out the behaviours and values expected of social service workers and their employers. Colleagues who provide direct Health, Social Care and Social Work support are subject to professional registration with SSSC which includes a requirement for them to demonstrate understanding of equality implications and an expectation of continuous professional learning.

Case Study

Examples of Learning and Development Activities

- NHS Tayside report on the uptake of the Equality and Diversity LearnPro Module which they review on a monthly basis. Overall in NHS Tayside completion of the mandatory Equality and Diversity module up until February 2023 are 88% which is a 6% increase from the last published baseline figure in September 2022 (82%). The aim is to achieve at least 90% completion. In January 2023 86 % of NHS Employees who work in the HSCP had completed the module.
- HSCP Equality and Human Rights Workforce Learning Network. This network was set up in 2022 including HSCP colleagues from NHS, Council Third and Independent Sectors. This group meet quarterly and topics have included- Working with Interpreters, the Human Rights Town App and a Gendered Approach.
- Employee Networks- all NHS and council employees in HSCP, if relevant, have invitations to join the Disability Employee Network, the Black, Asian and Minority Ethnic Employee Network and the LGBTQ+ network. These groups discuss employment matters and service delivery matters relating to the characteristics of group members.

- HSCP colleagues can apply for NHS Tayside Equality Champions Training and maintain Champion status by committing to a number of Equality Champions Sessions per year. They are also kept up to date about equality matters by email. HSCP colleagues form a significant part of the Champions group.
- Dundee City Council offer a range of learning and development opportunities which support the HSCP workforce, a new blended programme was developed in September 2021. This includes a new Equalities, Human Rights and Fairness e-module and follow up workshops to further embed learning. Since updating the programme, 760 employees have fully completed the e-module.
- An Equalities, Human Rights and Fairness open learn resource and workshops were also developed to support Elected Members as part of their ongoing development and induction programmes available to new HSCP colleagues.
- In 2022 Dundee City Council, HSCP and Dundee Violence Against Women Partnership hosted “Discovering Connections between Gender-based Violence, Trauma and Autism Conference”, attended by 112 people. This conference aimed to create opportunities and an inclusive environment to enable the workforce and people with lived experience of trauma, autism or who are neurodiverse to fully participate and learn together. Conference recordings and visual notes can be accessed via this link:
sway.office.com/joeplt4rAlaCcBQW?ref=Link
- In March 2022, Dundee City Council and DHSCP held an event to launch trauma work across the city. The national vision for trauma informed practice in Scotland aims to have a workforce which can recognise where people are affected by trauma and adversity, respond in ways which prevent further harm, support recovery, address inequalities and improve life chances. 88 people attended the Dundee trauma launch event, with a webinar recording of the event being viewed over 343 times. A Dundee Trauma page for the workforce with further resources is available via this link:
onedundee.dundee.gov.uk/employee-wellbeing-support-service-covid-19/trauma-dundee

Equality Mainstreaming Dundee Rep and Dance Theatre – Jericho House

Jericho House; is a purpose-built accommodation in Dundee, offering a specialised service to a community of people who share their experience, strength and hope with each other in recovery from alcohol dependency.

Dundee Rep and Scottish Dance Theatre run a drama-based community theatre programme with 12 male residents of Jericho House. The program supports the men through providing them with tools to give them increased insight into their issues, help develop their self-confidence, improve their mental and physical health and well-being through continuing abstinence, having their output valued and shared and encouraging moves towards them returning to a home in their local community.



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Equality and Fairness Impact Assessment

Equality Impact Assessment and Fairness Impact Assessment are a legal requirement for the IJB; the requirement includes publishing a written record of a systematic and evidence-based analysis of relevant information. In 2022 it was agreed that Impact Assessment Information would be added on the HSCP Equality webpage along with the relevant report; this is in addition to the Impact Assessment information accompanying IJB Agenda papers, published online prior to decision making. There is information on the [Equality Pages](#) that advises people how to ask for other formats of the information.

Equality and Fairness Impact Assessment is recorded on a template called an Integrated Impact Assessment (IIA). An amended format has been introduced for the IIA completed for IJB Reports and this is in the process of implementation trial and review process. Equality Duty and IIA Briefing sessions were arranged for IJB Members in 2023 and IIA briefing sessions have been arranged for report writers by both IJB and Dundee City Council.

IJB Membership

Composition of the group of IJB members is set out in the Public Bodies (Joint Working) (Act) 2014. The board includes City Council Elected Members, NHS Tayside Non-Executive Board Members, IJB Chief Officer, IJB Chief Finance Officer, Registered medical practitioners, a Carer Representative, Service User/Patient Representative.

The Gender Representation on Public Boards Act 2018 sets a gender representation objective of (at least) 50% women for certain public boards. While the IJB is not legally required to comply with this it is best practice to do so. The current board composition (as at 31 March 2023) meets these requirements with 2 male voting members and 4 female voting members.

It is the ambition of Dundee IJB to take this voluntary assessment of characteristics of IJB members further in the future by asking about some of the other characteristics and analysing how reflective the group is of Dundee's population.

Workforce

There are currently around 2,500 people who are directly employed by Dundee City Council and NHS Tayside to deliver DHSCP services and supports, as well as contracted 3rd Sector and Independent Agencies. As DHSCP is not an employer it is not a requirement nor is it possible to produce or publish equality information about its employees. The IJB rely on NHS Tayside and Dundee City Council information gathering to learn more about the workforce and work together with them on matters of workforce equality.

Case Study

Equality Mainstreaming Workforce Plan - Fair work

In 2022 the Dundee Health and Social Care Partnership developed a three-year Workforce Plan. It provides an action plan with a particular intention to improve the strategic alignment between organisations workforce, financial and service planning.

The plan has been produced in partnership with stakeholders, including the third and independent sector partners and identified further learning requirements regarding the use of data from multiple employers, to create a single integrated action plan which is useful and relevant to all organisations. The plan recognises that value and principles resonate across organisations with the workforce being at the heart of health and social care services.

The Workforce Plan aims are to:

- describe the overall direction of travel for the workforce;
- determine the context and drivers for change both locally and nationally;
- outline the changes required;
- determine the new roles and skills required;
- assess the new ways of working;
- highlight the workforce risks;
- outline key actions required to implement change;
- continue to work towards a fully integrated workforce;
- address the need to achieve a sustainable health and social care workforce.

The plans detail investment in the workforce. Since 2016, the IJB has funded contracted social care providers to deliver the real living wage for Social Care; and as part of the Fair Work in Social Care policy there have been further incremental increases in social care pay with hourly pay rates for adult social care staff now higher than the national living wage.

The plan considers the current workforce and future considerations including: the ages of the current workforce; concerns about demands for specialists; and, the need to ensure recruitment and retention of some of the largest practitioner groups such as Social Care workers, Nurses and Allied Health Professionals.

The Workforce are acknowledged as a key resource that will require significant remodelling due to changing models of care. This will be based on workforce profiling, skills analysis and increasing integrated ways of working while maintaining a focus on increasing the wellbeing of staff.

The plan reiterates that Dundee Health and Social Care Partnership is committed to the Fair Work First Commitments, for example payment of the real Living Wage and would aspire to working towards these recommendations through the period of this plan.



Communication and Information

As a result of listening to people the IJB has worked on finding ways of engaging people where they are meeting already as well as continuing to offer traditional ways of hearing from them like focus groups and surveys.

HSCP support NHS Tayside and Dundee City Council in the delivery of the BSL (Scotland) Act 2015. HSCP have sourced and shared sources and links to BSL information widely with colleagues and contacts in BSL communities.

IJB provide accessible info in a range of formats as appropriate to subject and audience. One example of this is the suite of information about the plan to support people with a Learning Disability and Learning Disability and Autism. Included in this is a video interview and a short information leaflet about the plan. This can be found via this link: www.dundeehscp.com/our-publications/news-matters/living-life-well-and-living-life-your-way-dundee-strategic-plan

The IJB has updated the information on its website about equality and fairness. A [dedicated webpage](#) has now been set-up which includes key information and reports. The aim being to make information easier for people to find and to provide a place for the IJB to report to the public on an ongoing basis about equality and fairness work.

Data and Intelligence

In 2021 the IJB revised its [Strategic Needs Assessment](#). This document gives information about the health and social care needs of people in Dundee and informs the priorities and plans the IJB makes. The Strategic Needs Assessment contains information about the specific needs of people with protected characteristics, where that is available, and also contains a wealth of information related to understanding fairness and inequality which has potential impacts on the future health and wellbeing of Dundee's population.

In-depth analysis reports about specific areas of performance, such as falls and hospital readmissions, have been produced for the IJB. Wherever possible these have included detailed breakdowns of performance relating to socio-economic differences, gender, disability and age. This information has informed improvement plans for health and social care services.

The IJB receives information regularly to support them to understand the current and future health and social care needs of the citizens of Dundee. Over the last year this has included developing new information that focuses on specific services that have a high number of people with protected characteristics, including older people, people with poor mental health, and people who use drugs and alcohol.

Information is provided to managers in the HSCP and Scottish Government as part of the National Source Social Care (SourceSC) dataset. This provides an extract of data on social care clients and the services they receive. The data includes age, sex, ethnic group and postcode information which can be used to identify areas of deprivation.

Appendix 1 of this report contains an overview of key data about equality and fairness in Dundee from a health and social care perspective.

Equality Mainstreaming Primary Care Drug Service Redesign

In 2022 Dundee Alcohol and Drug Partnership identified ways to provide local destigmatised support to individuals who require Opioid Substitution Therapy. Their aim was to provide optimum health and social care support for people in Dundee who have stable opiate use on Substitution Therapy. The changes implemented have enabled individuals known to DDARS (Dundee Drug and Alcohol Recovery Service), to transfer their ongoing care to their General Practice who are able to manage their care in a holistic way. The care is provided on a 'Share Care' basis with DDARS.

Previously most people who accessed the service had to travel to a venue in the town centre. This was not only potentially costly and time consuming, it was also inconvenient for people with other demands on their time such as work, education or care responsibilities for children and disabled or older people.

It was agreed to initiate a test of change process with some GP Practices which proved advantageous to the individuals concerned and potentially increased opportunities to provide good quality holistic care at a local GP Practices.

There were a number of potential advantages identified for people with protected characteristics, these included:

- Support based on an understanding of additional complex health care needs and their potential interaction.
- Ease of travel for people with mobility issues who registered with a GP close to home.
- Ability to choose a service from a GP practice who individual is confident about and is potentially more conversant with their race, religious needs and cultural preferences.
- Having holistic provision where needs of whole household are known and understood, including carers and young carers.
- Potential signposting to resources and services in the local community.

Following the test of change other GPs have offered this service too.



Equality Outcomes 2023-2027

Dundee IJB has developed new Equality Outcomes as part of their work to develop a new strategic commissioning framework for health and social care in Dundee. Work towards these outcomes will be undertaken across 2023-2027.

In 2022 the Equality and Human Rights Commission provided support to IJBs across Scotland to help them to improve their work to implement their Equality Duties. This included helping IJBs to think about the best ways to set Equality Outcomes. One of the important messages from this was that the IJB must set Equality Outcomes about the things that they are specifically responsible for. This means their outcomes must focus on planning, agreeing and monitoring health and social care services.

The IJB does not deliver health and social care services – they are delivered by the HSCP, which is a partnership between Dundee City Council, NHS Tayside, the third sector and independent sector. Whilst the IJB's Equality Outcomes do not focus on service delivery, through its strategic priorities and Delivery Plan it will agree some things that it wants the HSCP to focus on improving for specific people who are affected by inequalities.

To decide what their new Equality Outcomes should be the IJB has also considered:

- Feedback from people with protected characteristics, services who support them and the workforce about what matters to them and what needs to improve.
- Data and evidence about the population of Dundee, their needs and how discrimination and disadvantage impacts them.
- Wider information and evidence about how protected characteristics affect health and social care needs and outcomes.
- Guidance provided by the Equality and Human Rights Commission about setting specific, measurable, achievable, robust and timebound Equality Outcomes.

Dundee IJB Equality Outcomes 2023-27

During the period 2023- 2027 the IJB will progress the following Equality outcomes:

1

Information published by the IJB will be more accessible to people who have a sensory impairment or learning disability, whose first language is not English (including British Sign Language Users) and those people who are older.

- Approximately 18% of Dundee's population is aged 65 years or over. 68% of this group have one or more condition that might impact on their communication needs, including 26% being deaf or having partial hearing loss and 9% being blind or having partial sight loss. For every 1,000 people living in Dundee just under 25 are blind or have partial sight loss and just under 70 are deaf or have partial hearing loss³.
- Dundee has the highest proportion of adults with a learning disability of any local authority area in Scotland; in 2019 1,101 adults (aged over 16) were known to have a learning disability and 227 were known to have an autism spectrum disorder⁴.
- IJB members are aware of the need to communicate more effectively often with people for whom English is not their first language, including in person with people who use BSL. This includes both giving information and receiving views and contributions.
- Information from the 2011 Census also shows that 12,121 people aged over 3 years old in Dundee use a language other than English at home. This included Polish (1731), Scots (1008), and other languages (8926)⁵.
- The 2011 Census included a question regarding the use of British Sign Language (BSL) at home (whether or not they had a hearing impairment). Around 12,500 people in Scotland said that they use BSL at home. The Census recorded that BSL users were more likely to be 'permanently sick or disabled' than other people.
- Older people and people with a learning disability have advised that they need more support to access information from the IJB. In particular on-line information should not be used as the only way of informing people. In person sessions are seen as helpful as are tailored information leaflets in paper formats.

³ Source: Census 2011, scotlandcensus.gov.uk

⁴ Source: Scottish Consortium for Learning Disabilities, Learning Disability Statistics 2019

⁵ <https://www.scotlandscensus.gov.uk/search-the-census#/location/topics/list?topic=Ethnicity,%20Identity,%20Language%20and%20Religion&categoryId=4>

- There are a range of opportunities for the IJB to improve the range of information that it publishes to better meet the communication needs of these groups. This includes the written information the IJB publishes (for example, its strategic commissioning plan and other reports), its website and how public meetings of the IJB take place.

2

The IJB has increased the range and effectiveness of ways to listen, hear and learn what matters to older people, people from minority ethnic groups and the LGBTQ community about health and social care services and support.

- The IJB have recognised that there is a limited amount of information received from people from Minority Ethnic Groups and LGBTQ people and from the broad range of older people who use HSCP services.
- There is some evidence that across Scotland people who identify as Lesbian, Gay, Bisexual or Other are less likely to say that they are in good or very good health than heterosexual people.⁶ However, there is limited local data about their experiences of services and supports.
- Through its strategic planning groups structures and partnership working the IJB already has in place effective ways to hear from other protected groups. This includes participating in the Gendered Services Project that focus on the needs of women, a range of methods used by the Learning Disability and Autism Partnership and the Carers Partnership. These types of opportunities are not in place for older people, people from minority ethnic groups and the LGBTQ community.
- There are gaps in the evidence available about the health and social care needs of the LGBTQ community and people from minority ethnic groups. Although some national and international evidence exists, the IJB does not know about local people's experiences of accessing health and social care services.

⁶ <https://www.gov.scot/publications/national-care-service-adult-social-care-scotland-equality-evidence-review/pages/9/>

3

IJB membership will be more diverse and more closely reflect the overall population of Dundee across the following protected characteristics- sex, disability, race, and age.

- At the present time information about the characteristics of IJB members (voting or non-voting) is not routinely collected and considered. However, it can be observed that the current membership may not yet fully reflect the wider diversity within Dundee's population.
- The IJB knows that it is important that it reflects the population of local communities, service users and carers so that is informed by a diverse range of knowledge, views and experiences.
- Nominations of IJB members are made by NHS Tayside and Dundee City Council but there are opportunities to work together with them to consider how the membership of the IJB can be more diverse in the future. This will be particularly relevant when new membership nominations are being made.

4

The IJB contributes to an improved culture within the workforce to actively challenge discrimination, through a focus on eliminating race discrimination in the workplace.

- There is a range of evidence highlighting the occurrence and impact of race discrimination in the workplace, including evidence focused on health and social care services. New evidence emerged following the onset of the pandemic and the impact this had on the health, wellbeing and safety of staff from minority ethnic backgrounds. This included research from the Scottish Association of Social Workers.⁷
- Staff supporting the IJB have participated in NHS Tayside's Black and Minority Ethnic Staff Network, listening to the expertise and information shared there about experiences of discrimination and areas for improvement.
- The Health and Social Care Partnership has established its own Workplace Group to think about the evidence is available and identify how things can be improved in the future. The IJB has an important leadership role in supporting this work.

⁷ https://www.basw.co.uk/system/files/resources/racism_in_scottish_social_work_-_a_2021_snapshot.pdf



Appendix 1

Equality and Fairness in Dundee City 2023 Some Key Information

The Equality Act 2010 Protected Characteristics are:

Disability	Age	Pregnancy & Maternity
Race	Religion or belief	Sex
Sexual orientation	Gender reassignment	Marriage/Civil partnership

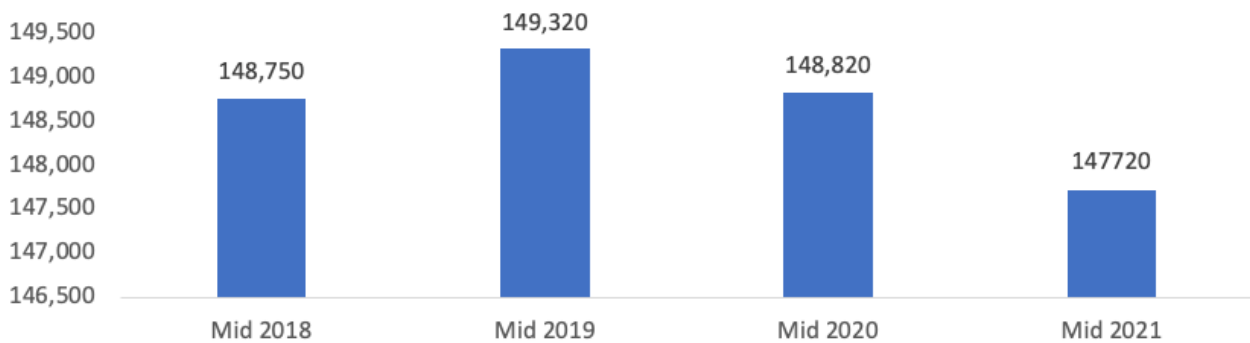
Dundee is Scotland's fourth largest city, National Records for Scotland project % change in population by 2028 that means the working age population is expected to increase by 2%. This is slightly lower than the 3% projected change for Scotland as a whole (NRS 2018 Based Population Projections). The age group with the largest proportion of the current population in Dundee is the 25-44 age group.

Dundee is the 5th most deprived local authority area in Scotland. 36.6% of the population lives in the 20% most deprived areas of Scotland.

Current Population of Dundee

Since 2018 Dundee’s population has reduced by 0.7%, compared with a 0.8% increase for the whole of Scotland. In mid-2021 the population of Dundee was 147,720⁸; just over 1000 fewer people than in 2018. The biggest decrease took place between 2019 and 2021 from 149,320 to 147,720. There has been an increasing trend of deaths outnumbering births in Dundee, especially between mid-2020 and mid-2021. The number of households in Dundee in mid-2021⁹ was 71,224 which is an increase from 70,337 in 2018.

Chart 1- Dundee Population 2018, 2019, 2020, 2021



Sex - Male and Female

National Records Scotland (NRS) reported that there are more females (51.7%) than males (48.3%) in Dundee, this has been the same for the past 4 years.

Chart 2 a - Males in Dundee

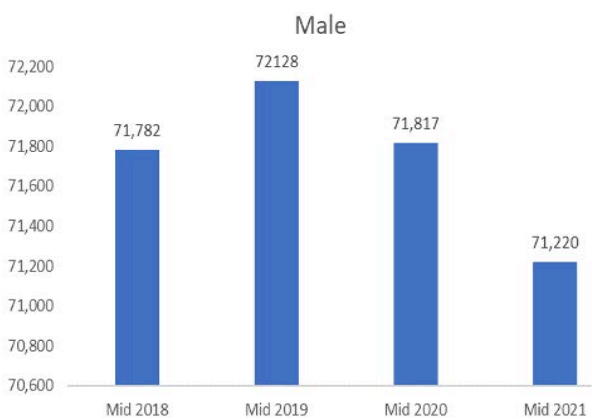
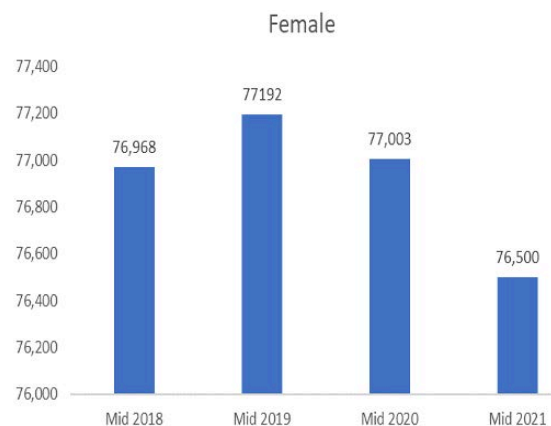


Chart 2 b - Females in Dundee



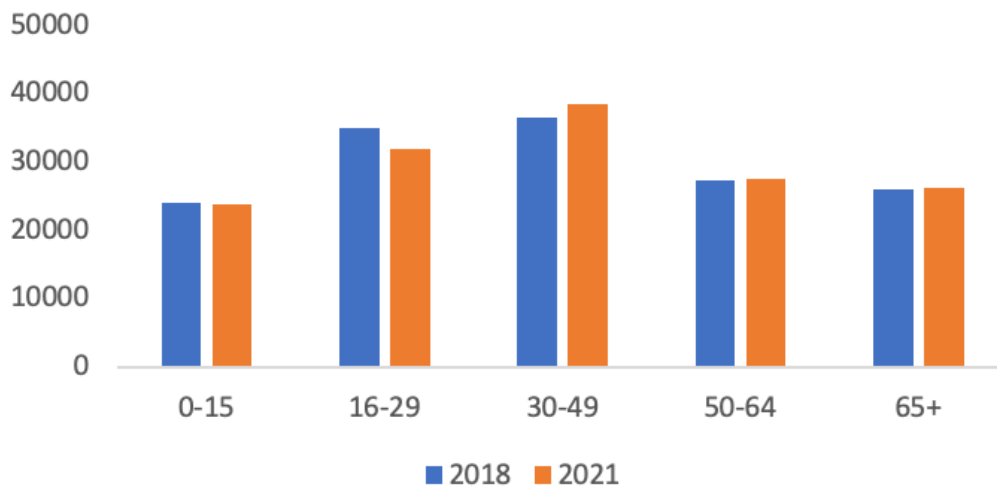
⁸ <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2021>

⁹ https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/dundee-city-council-profile.html#table_house_est

Age

NRS reported that the majority of people in Dundee are aged between 30-49 (26%), which has been the same for the past 4 years.

Chart 3 - Age ranges in 2018 and 2021



In 2020, Dundee had a working age population of 98,770¹⁰, which was 66.4% of the overall population. 36.4% of the working population of Dundee were living within the most deprived areas of the city.

Although Dundee is not experiencing the same increase in the elderly age groups as some other areas, there is an existing high number of very elderly population (aged 80+). Life expectancy in Dundee is lower than for Scotland as a whole. There are also a high number of people aged 65 and over who have at least one health condition.

¹⁰ DUNDEE CITY - SIMD2020 Version 2 Briefing Note

Table 1 - Type of health conditions prevalent for people aged 65 and over, by Local Community Planning Partnership Area¹¹

LCPP area	One or more condition	Deafness or partial hearing loss	Blindness or partial sight loss	Physical disability	Mental health condition	Other condition
Coldside	71%	28%	9%	24%	4%	44%
East End	72%	29%	10%	24%	5%	45%
Lochee	69%	26%	9%	23%	6%	43%
Maryfield	66%	25%	8%	20%	4%	44%
North East	69%	25%	8%	25%	6%	47%
Strathmartine	67%	26%	9%	24%	5%	42%
The Ferry	63%	24%	8%	17%	5%	40%
West End	67%	27%	9%	22%	6%	42%
Dundee	68%	26%	9%	22%	5%	43%

In Scotland life expectancy for males was 76.6 years and 80.8 years for females in 2019-2021.¹² Life expectancy in Dundee decreased between 2018-2020 and 2019-2021; by 2019-2021 it had fallen to 73.5 years for males and 79.1 years for females.

Dundee has a sizeable student population of around 30,000. This will impact the age balance of the population as most students are younger adults and while some remain in Dundee after graduating it is clear that not all do so.

¹¹ Census 2011, scotlandcensus.gov.uk

¹² <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/life-expectancy/life-expectancy-in-scotland/2019-2021>

The age composition of Dundee's population compared to Scotland is shown in Chart 4.

Chart 4 - Age groups in Dundee and in Scotland breakdown (From Dundee City Plan)

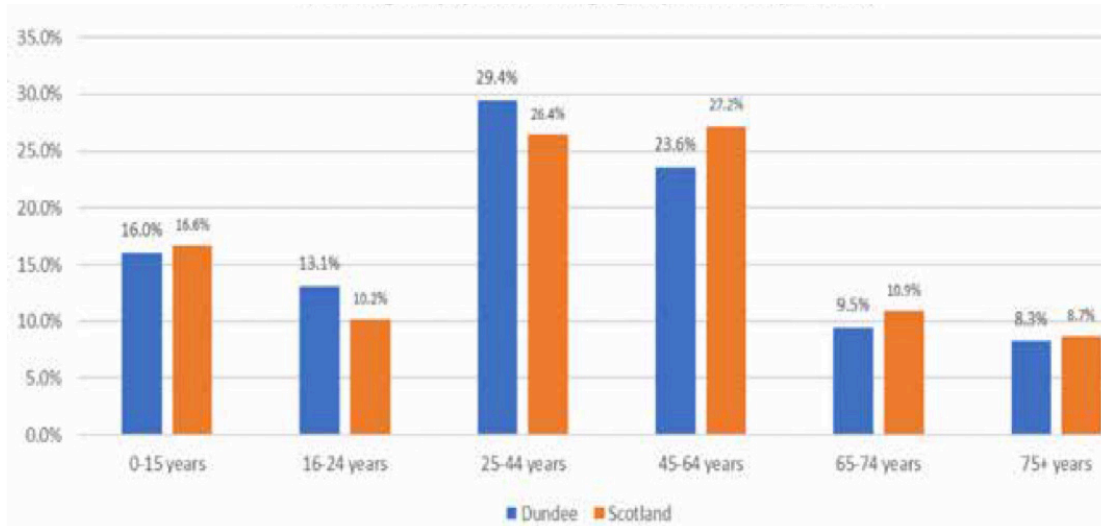
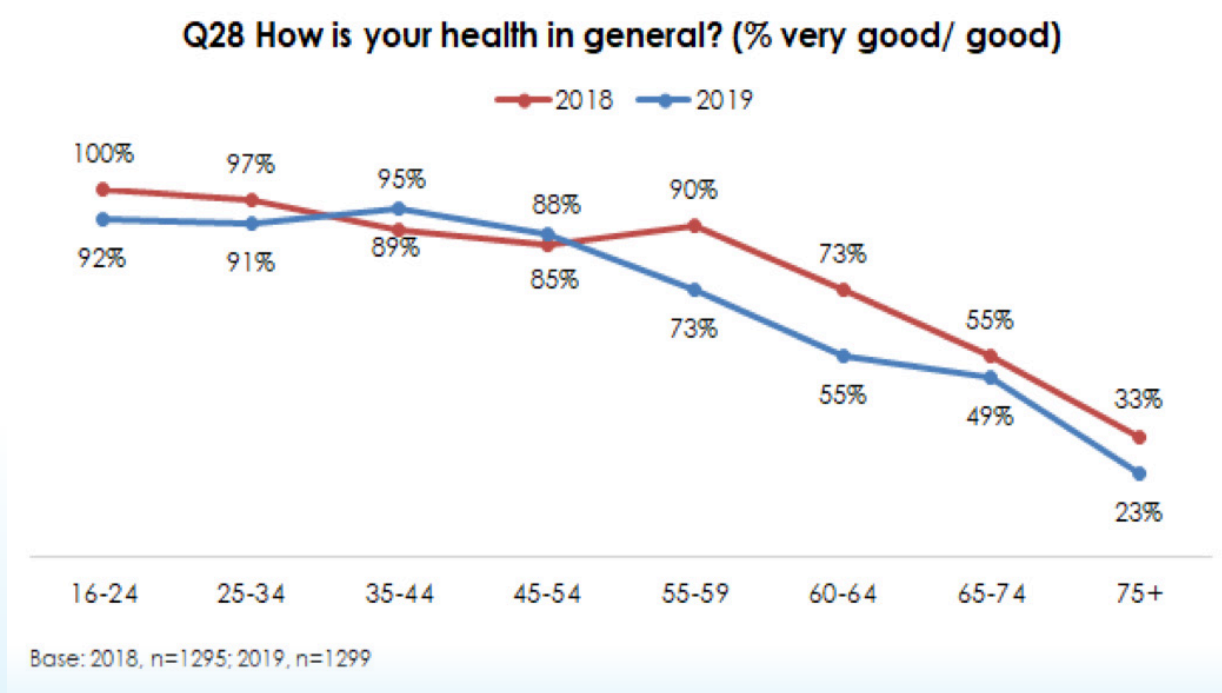


Chart 5 illustrates that as age increases the number of respondents rating their health as very or fairly good declines (Citizens Survey, 2019). Since 2018, the proportion of respondents who rated their health as very or fairly good has decreased for all age groups with the exception of respondents aged 35-44 and 45-54.

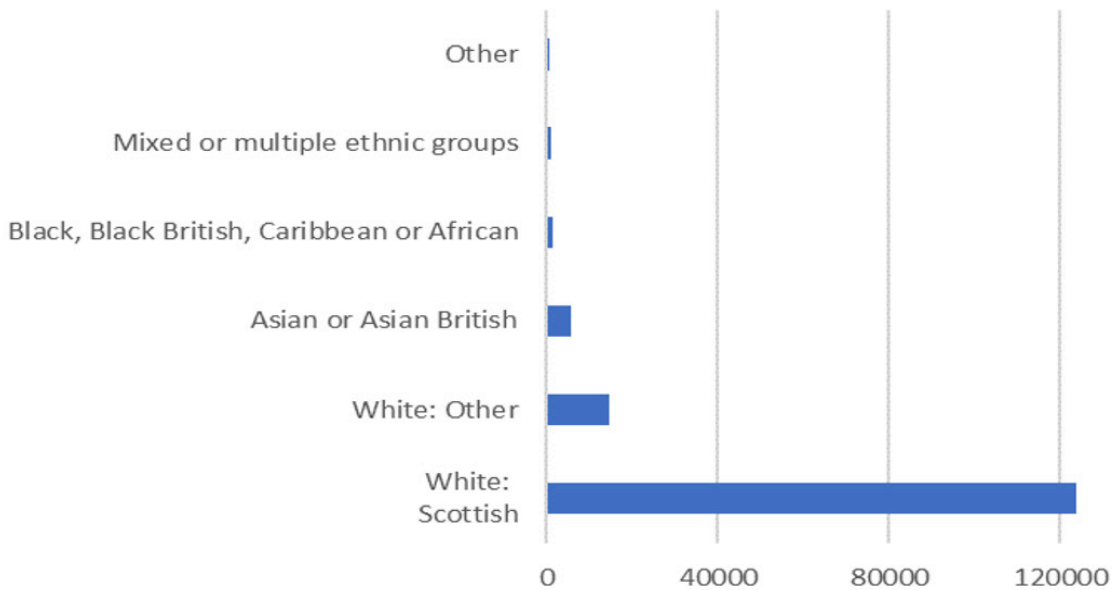
Chart 5 General health by age group. *Citizen Survey 2019



Ethnicity

The 2011 Census recorded that the population in Dundee was mainly White Scottish¹³ (84.1%), 9.9% of people described themselves as 'White Other', which includes Irish and Polish and Gypsy/ Traveller people. 4% of people stated that they were from Asian backgrounds and 1% said they are African or Caribbean. See Chart 6.

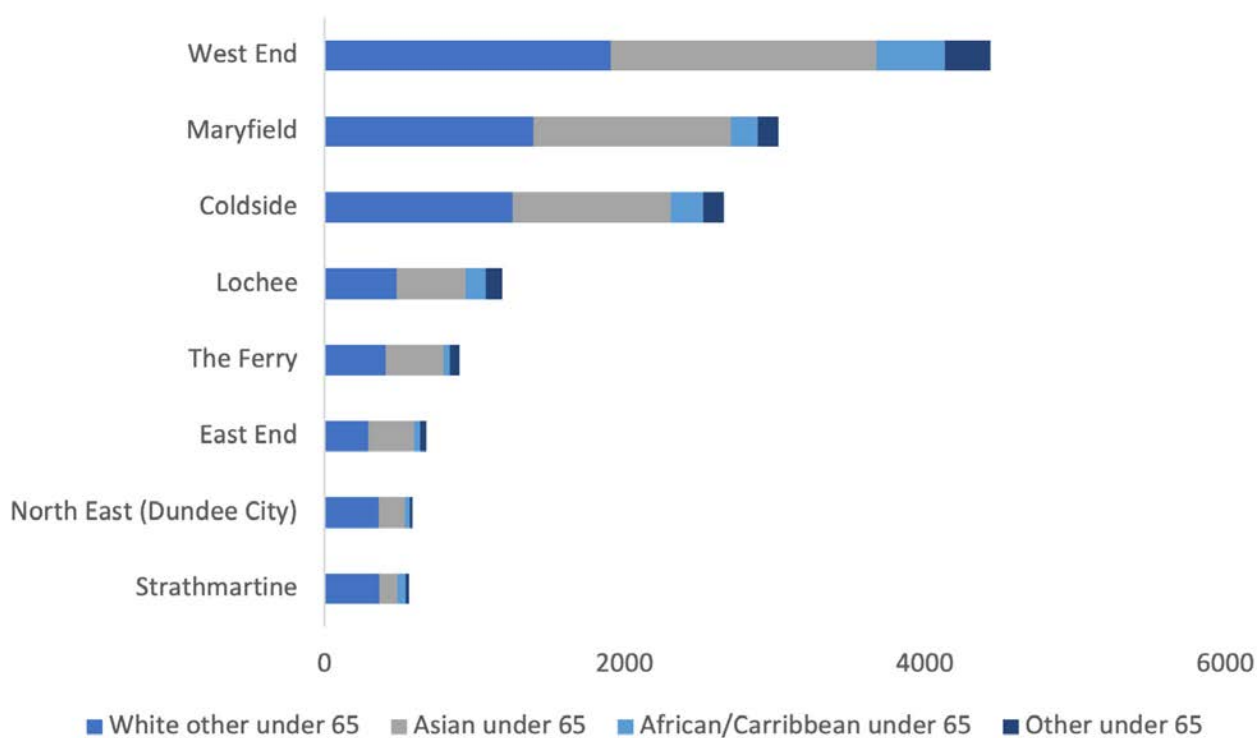
Chart 6 - Population of Dundee (all ages) - Ethnic Background.



¹³ <https://data.dundeecity.gov.uk/dataset/nrs-2011-census-dundee-city-level-data/resource/368bc561-d32a-42f7-a50d-40376741ca50>

Each of the 8 Local Community Partnership (LCP) areas in Dundee have different balances of people with a variety of ethnic backgrounds. Chart 7 shows the diversity of the population aged under 65 from minority ethnic groups (white: other, Asian, African / Caribbean and Other). Note this chart does not include the White Scottish population.

Chart 7 - Diversity of population of people under 65 who are not White Scottish in each Local Community Planning Areas in Dundee.



White other includes: Irish, Gypsy, Polish and White Other only, aged under 65

Language Use

Scotland's Census 2011 recorded that of 2.2% of all people in Dundee over the age of 3 (142,489) understood but did not speak, read or write the English language. Table 2 demonstrates the proficiency of Dundee's population in speaking English.

Table 2 - Proficiency in English, Dundee City. Note this based individual aged 3 and over.

Proficiency in English	Population Count	Percentage of Population
Speaks English very well	125,402	88.0%
Speaks English well	14,666	10.3%
Does not speak English well	2,045	1.4%
Does not speak English at all	376	0.3%

Source: Scottish Census 2011, Table QS205SC – Proficiency in English

Information from the 2011 Census also shows that 12,121 people aged over 3 years old in Dundee use a language other than English at home. This included Polish (1731), Scots (1008), and other languages (8926).¹⁴

¹⁴ <https://www.scotlandscensus.gov.uk/search-the-census#/location/topics/list?topic=Ethnicity,%20Identity,%20Language%20and%20Religion&categoryId=4>

Sexual Orientation

In 2019 in Scotland 94.2% of people recorded that they were heterosexual and 2.9%¹⁵ recorded LGB & other. In Dundee 92.1% of people recorded that they were heterosexual and 2.3% recorded LGB & other. Chart 8 below records Scotland's figures into Male (a) and Female (b) per age group.

Chart 8 (a)
Sexuality in Scotland - Male

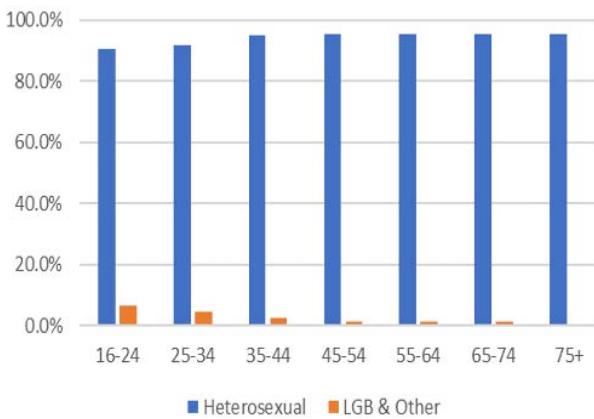
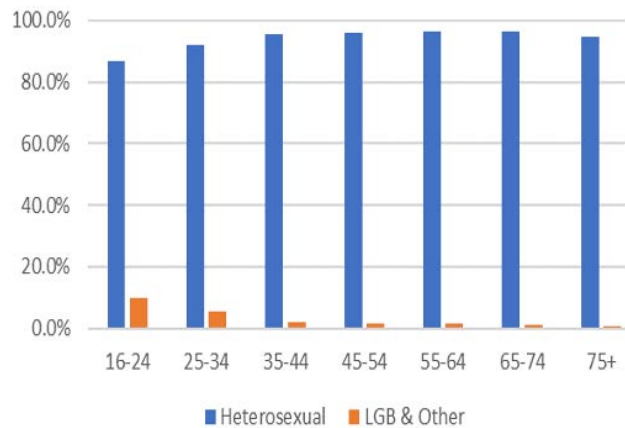


Chart 8 (b)
Sexuality in Scotland - Female



In 2017, 2% of the population in Scotland identified as Lesbian, Gay, Bisexual or Other (LGB-Other). Younger adults were more likely to identify as LGBO than older adults; around three in ten (29%) of LGBO adults were young adults (aged 16-24), compared to around a sixth (14%) of heterosexual adults. This study also found that people identifying as LGBO were less likely to say that they had good or very good health than heterosexual people.¹⁶

¹⁵ <https://www.gov.scot/publications/scottish-surveys-core-questions-2019/documents/>

¹⁶ <https://www.gov.scot/publications/national-care-service-adult-social-care-scotland-equality-evidence-review/pages/9/>

Religion¹⁷

In 2019, 59.9% of people in Dundee described themselves as having no religion, this was slightly higher than Scotland as a whole (53.7%). For those people from Dundee who did describe themselves as having a religion the majority were Church of Scotland, Roman Catholic or another Christian faith (total of 34.7%), with a further 4.5% being of Muslim faith.

Table 3 - Religion for Dundee and Scotland, 2019¹⁸

Religion	Dundee City	Scotland
None	59.9%	53.7%
Church of Scotland	15.4%	21.5%
Roman Catholic	11.6%	13.6%
Other Christian	7.7%	7.4%
Muslim	4.5%	1.8%
Other	0.9%	1.8%

¹⁷ <https://www.gov.scot/publications/scottish-surveys-core-questions-2019/documents/>

¹⁸ Source: Scottish Government, Scottish Surveys Core Questions 2019
Other Groups include Hindu, Buddhist, Pagan, Jewish, Sikh and other religion.

Disability (and Health)

Health and disability status

In 2019, just over one quarter of households (26%) in Dundee had at least one person who had some form of long-term health problem or disability. This is a significant increase from the figures reported in 2018 (18%), 2017 (18%) and 2016 (18%).¹⁹

In households where at least one person had a long-term health problem or disability, 69% said this included a mobility or physical disability. This is a significant increase from the 56% reported in 2018. There has also been an increase in people reporting that they have a mental health condition, from 15% in 2018 to 22% in 2019. This is the highest reported figure for mental health conditions since 2016. See Table 4.

Table 4 - Disability Information

Q69 What is the nature of the disability?		
	2018	2019
Mobility/ physical disabilities	56%	69%
Mental health condition	15%	22%
Difficulties with sight	3%	3%
Difficulties with hearing	10%	8%
Developmental disorder (e.g. Autistic Spectrum Disorder or Asperger's syndrome)	4%	2%
Learning difficulties (e.g. dyslexia)	1%	1%
Learning disability (e.g. Down's Syndrome)	-	1%
Other condition	14%	14%
Refused	4%	1%

Learning Disability

According to Learning Disability Statistics Scotland in 2021/22 there were 1.313 people with a Learning Disability reported as living in Dundee, this was an increase of around 100 people from 2020/21. The figures are not self-reported and include people known to support services in the previous 3 years. Dundee has a high number of people who have a learning disability compared to other areas of Scotland.

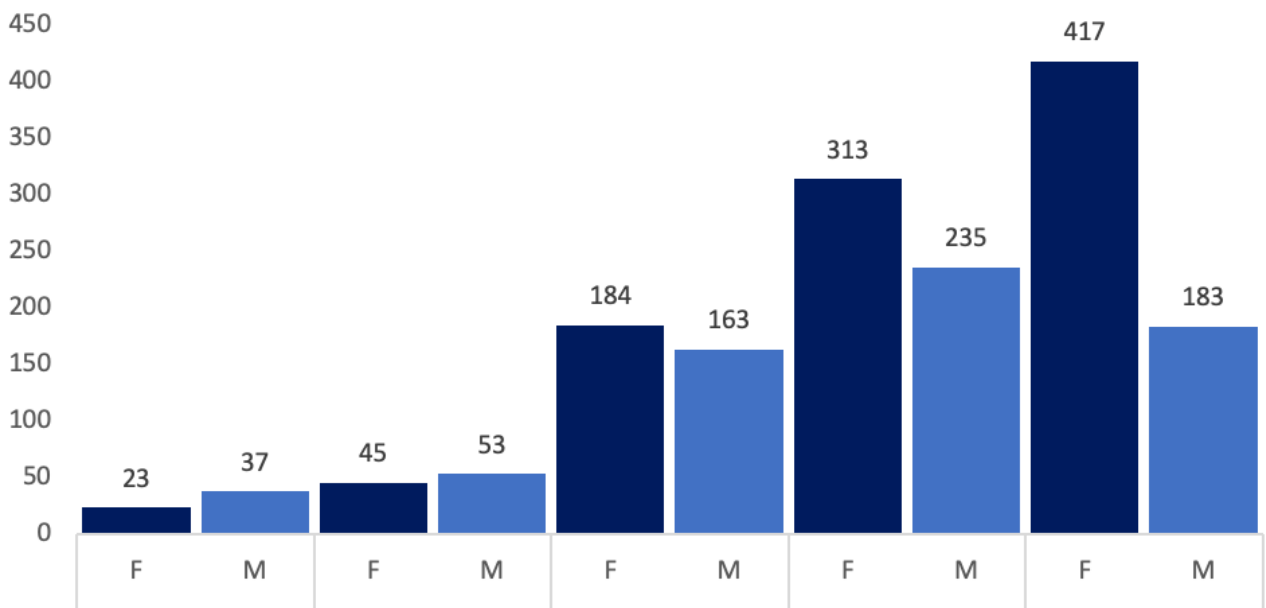
¹⁹ Citizens Survey, 2019

Disability due to Sensory Impairment

Dundee’s North East Sensory Service (NESS) is contracted to provide a specialist Social Work service in Dundee for people with sensory needs. In February 2021, most people in Dundee known to NESS were age 65 and over (70% of their service users). In March 2023 69% of those supported were 65 or over, overall numbers of people supported have increased but there is a bigger increase in the younger age groups. In February 2021 they supported 980 women and 673 men, in March 2023 this had risen to 1698 people in total, 1004 women and 684 men. Most of the people aged 65 and who were supported were women. (See Chart 9 for male female balance). See Chart 10 for Local Community Planning Partnership area breakdown of people known to NESS).

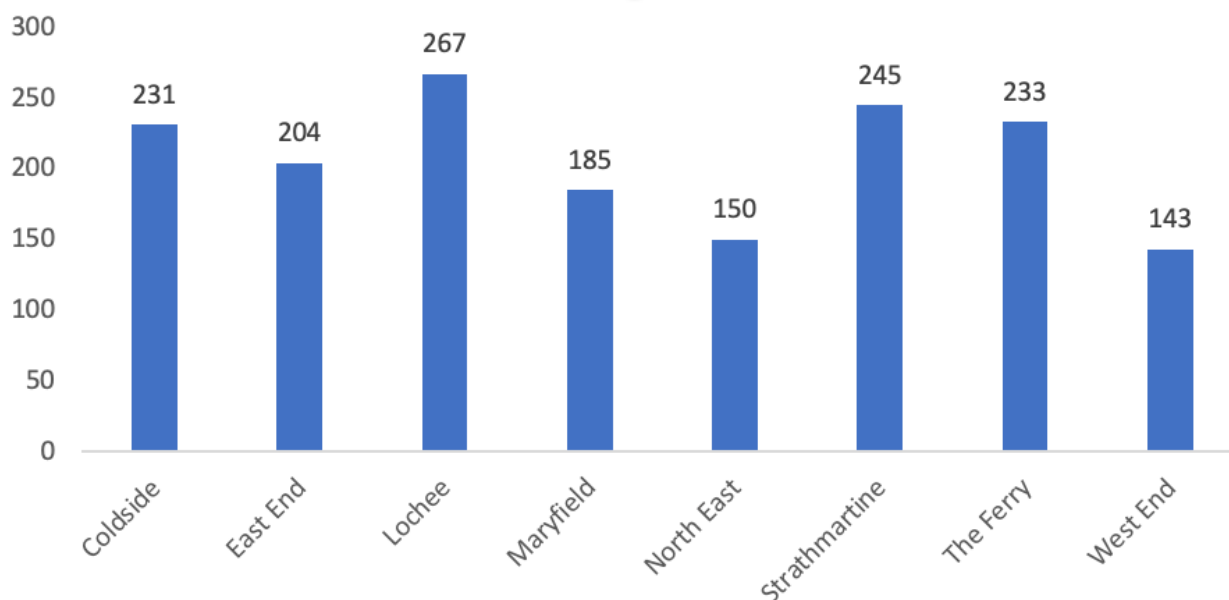
NESS maintain the Register of Sight Impaired and Severely Sight Impaired people in Dundee. The number of Severely Sight Impaired people registered is currently 167 in total with less than 5 people under 18. The number of Sight Impaired people registered is 137 with no under 18’s recorded. In addition to this a small number of people who are deaf blind.

Chart 9 - Age and sex of people known to NESS



Source: NESS database, March 2023 (Age group 37-unknown and Gender 10-unknown)

Chart 10 - Local Community Planning Partnership Locality areas of people known to NESS.



Source: NESS database, March 2023 (Locality – 40 unknown)

British Sign Language

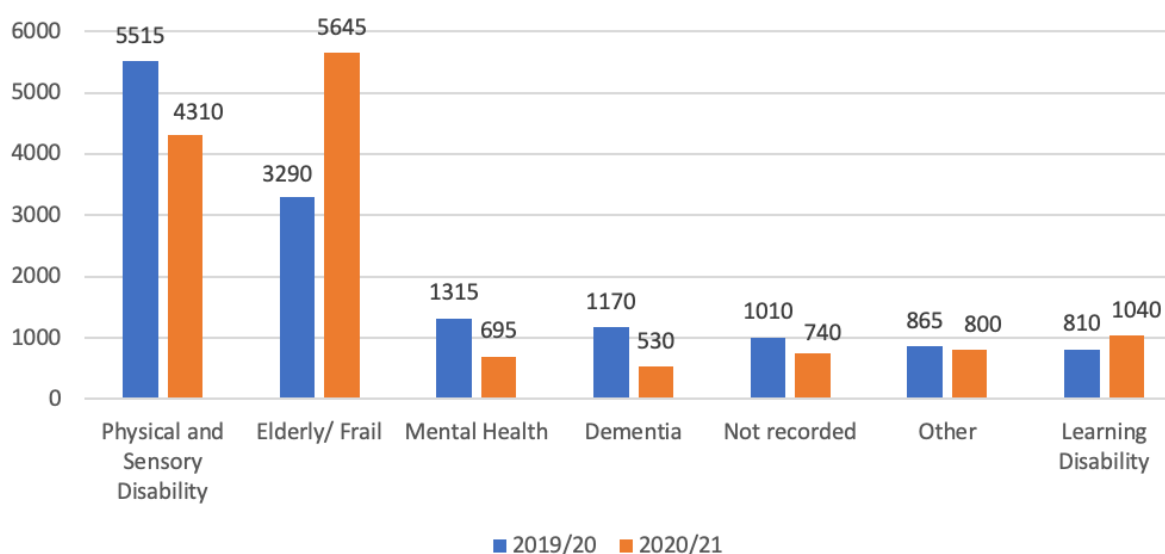
The 2011 Census included a question regarding the use of British Sign Language (BSL) at home (whether or not they had a hearing impairment). Around 12,500 people said that they use BSL at home. BSL users were less likely to be economically active and were more likely to be 'permanently sick or disabled' than other people. Female BSL users were less likely than male BSL users to work in full-time employment or to be economically active, they were more likely than males to be retired or working part-time.²⁰ The 2011 Census records that 408 people in Dundee use BSL as a language other than English at home.

²⁰ <https://www.gov.scot/publications/analysis-equality-results-2011-census-part-2/pages/6/>

Support Services

Many people who have a disability and health needs receive social care services and supports, including home care, care home, meals, community alarm/telecare, housing support, social work and day centres. Chart 11 shows the number of people receiving social care support by client group, Dundee in 2020 and 2021.

Chart 11 - Number of people receiving social care support by client group, Dundee²¹



Carers - Unpaid care/support

In 2019, households that had at least one person who had some form of long-term health problem or disability were asked about unpaid care and support. 23% of these respondents said there was at least one member of their household who provided unpaid care and support for someone else or they cared each other. This is a significant increase from the 4% of households reported in 2018.²² In addition to this there are a significant number of carers who provide unpaid care but live out with the supported persons household.

Of the households where someone provided unpaid care, the majority said the person who provides care or support was aged 18 or over (99%, 89% in 2018). 40% said they or others in their household have accessed information, services or support to help them manage their caring role. This is consistent with the 2018 survey results (41%).²³

²¹ <https://publichealthscotland.scot/publications/insights-in-social-care-statistics-for-scotland/insights-in-social-care-statistics-for-scotland-support-provided-or-funded-by-health-and-social-care-partnerships-in-scotland-201920-202021/people-supported/>

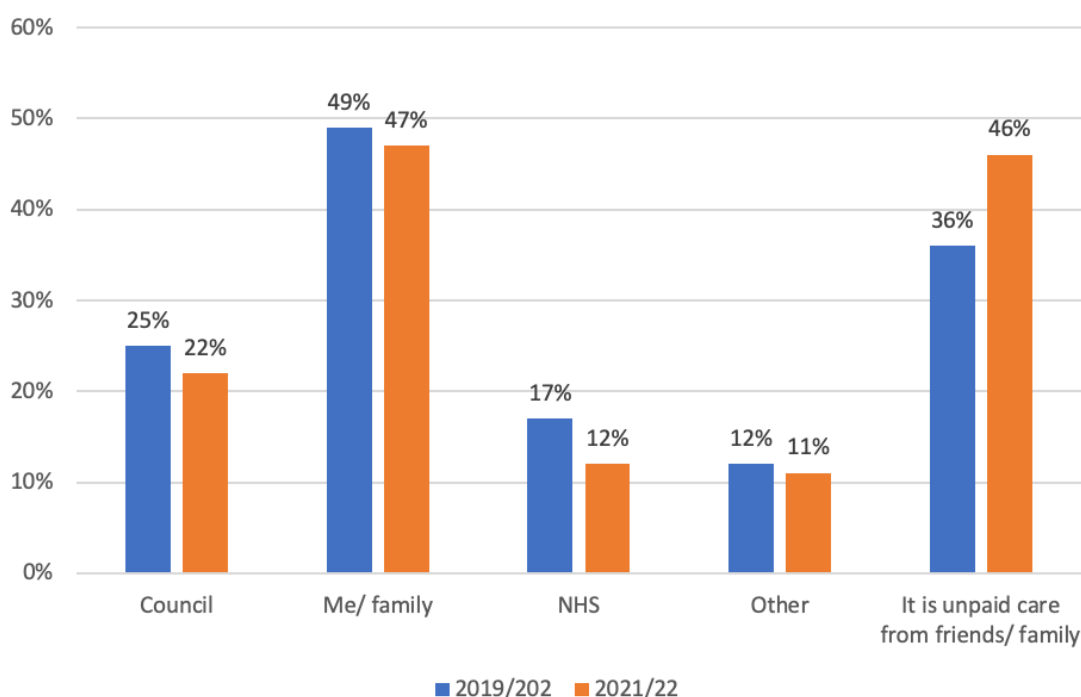
²² Citizens Survey, 2019

²³ Citizens Survey, 2019

More women than men to report that they provide regular unpaid care. Caring prevalence varies by age, increasing from 12% of those aged 16-44, to 28% of those aged 45-64, before decreasing to 14%-18% among those aged 65 and over.²⁴

The National Health and Care Experience Survey asks all respondents if they had received any help or support for everyday living in the last twelve months and the type of support they received; 10% said that they had received some form of support. Most of those who need help with everyday living said they or their family funded this or they received unpaid care from friends and family carers. Since the last survey there has been an increase in unpaid care received and a corresponding fall in respondents reporting funding from public sector organisations and other sources.²⁵ See Chart 12.

Chart 12 - National Health and Care Experience Survey, Sources of help and support



²⁴ Adult Social Care in Scotland – Equality Evidence Review, published June 2022

²⁵ <https://www.gov.scot/collections/health-and-care-experience-survey/>

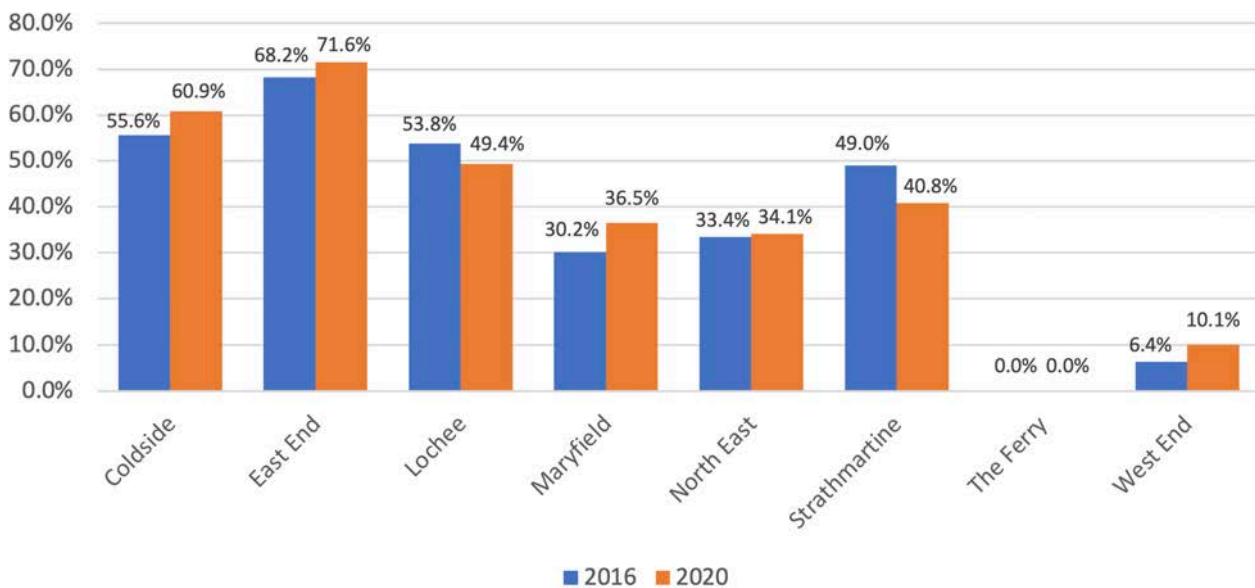
Gender Reassignment

There is limited data and evidence on the scope and experiences of some protected characteristic groups most notably, gender reassignment.²⁶ There is no national dataset about gender reassignment and people who access health and social care or who provide unpaid care.²⁷ There is no local information about this.

Fairness and Poverty

According to the 2020 Scottish Index of Multiple Deprivation (SIMD)²⁸, Dundee has one of the highest levels of deprivation in Scotland. SIMD reported that 36.6% of people in Dundee live in the most deprived areas, which is an increase of 0.6% (around 1060 people) since 2016.

Chart 13 - % of Dundee population living in 20% most deprived areas



When comparing 2016 and 2020, East End and Collieston are the localities within Dundee which have the highest percentage of their population living in the most deprived data zones.

Strathmartine has shown the greatest change since 2016 to 2020, with a decrease of 8.2% of their population living in the most deprived data zone. Alternatively, Maryfield has shown the greatest increase of their population living in the most deprived data zone by 6.3%. See Chart 13 for comparison from 2016-2020.

²⁶ Adult Social Care in Scotland – Equality Evidence Review, published June 2022

²⁷ <https://www.gov.scot/publications/national-care-service-adult-social-care-scotland-equality-evidence-review/pages/8/>

²⁸ DUNDEE CITY - SIMD2020 Version 2 Briefing Note

Income Deprivation

There is a higher proportion of residents in Dundee who are unemployed or living in workless households compared with Scotland overall. 16.3% of the population in Dundee is income deprived compared with 12.1% of the population of Scotland. 23.1% of children live in low-income families (compared to 16.7% in Scotland).²⁹ 21.9% of households in Dundee are workless compared with 18.6% in Scotland.³⁰

Of the 23.9% of all people in Dundee are economically inactive, 14.5% of this group are looking after family/home and 29.9% are long-term sick.³¹

Employability - Literacy and qualifications

Evidence suggests that around 800,00 adults in Scotland have very low literacy and numeracy skills. 6.7% of people in Dundee aged 16 to 64 years have no formal qualifications.³²

²⁹ <https://www.gov.scot/publications/fair-start-scotland-evaluation-report-3-local-area-case-studies-year-2/pages/4/#:~:text=16.3%25%20of%20the%20population%20in,of%20children%20in%20Scotland%20overall>

³⁰ <https://www.nomisweb.co.uk/reports/lmp/la/1946157411/report.aspx?town=dundee#tabempunemp>

³¹ <https://www.nomisweb.co.uk/reports/lmp/la/1946157411/report.aspx?town=dundee#tabempunemp>

³² <https://www.nomisweb.co.uk/reports/lmp/la/1946157411/report.aspx?town=dundee#tabempunemp>

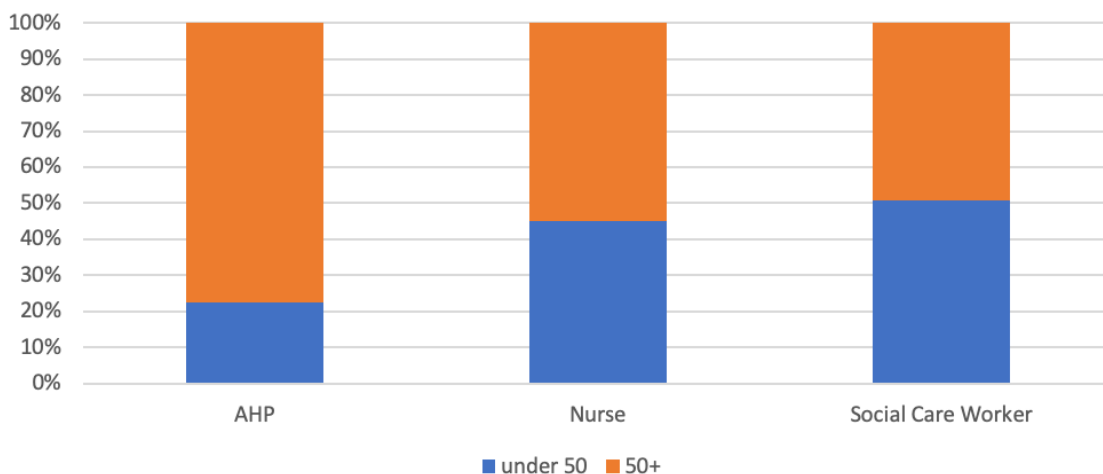
Dundee Health and Social Care Partnership Workforce

Dundee Health and Social Care Partnership (DHSCP) is responsible for a range of services provided by staff employed in Dundee City Council, NHS Tayside plus the private and voluntary sector. This includes all adult social care, adult primary health care and unscheduled adult hospital care. The range of services include inpatient wards, outpatient and other clinical services, domiciliary services and care homes. This is provided by a range of health and social care professionals.

The Partnership has 995 staff (900 WTE) who are employed by Dundee City Council and 1,555 (1,325 FTE) staff who are employed by NHS Tayside. Collectively, 87% are female. Across each service, at least 40% of the total NHS and Council employed workforce is aged 50+

Chart 14 shows the proportion of staff aged 50+ in each of the 3 largest workforce groups. Allied Health Professionals, Nurses, Social Care Workers.

Chart 14 - Proportion of staff over and under age 50



Within the 3 largest workforce groups, there is a high proportion of the workforce who are aged 50+; 50% of social care workers, 55% of nurses and 78% of allied health professionals.

108 employees stated they have a disability which is 4.3% of all employees. This is lower than the 8.3% of Dundee residents aged 16-74 who stated in the 2011 Census that they have a disability which limits day to day activities a lot.

54 employees stated they were from a minority ethnic background, which is 2.1% of all employees. This is significantly lower than the 5.6% of Dundee residents ages 16+ who stated they were from a minority ethnic group in the 2011 Census.

Most people in the workforce choose not to share their sexual orientation with their employer so this is not able to reported.

