

REPORT TO: HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD – 16 APRIL 2025

REPORT ON: EQUALITY MAINSTREAMING AND EQUALITY OUTCOMES PROGRESS REPORT 2023-2025

REPORT BY: CHIEF OFFICER

REPORT NO: DIJB22-2025

1.0 PURPOSE OF REPORT

To seek approval of the Dundee Integration Joint Board's Equality Mainstreaming and Equality Outcomes Progress Report 2023-2025.

2.0 RECOMMENDATIONS

It is recommended that the Integration Joint Board (IJB):

- 2.1 Note the content of this report.
- 2.2 Approve the Dundee IJB Equality Mainstreaming and Equality Outcomes Progress Report 2023-2025 (section 4.2 and appendix 1).

3.0 FINANCIAL IMPLICATIONS

- 3.1 None.

4.0 MAIN TEXT

4.1 The Public Sector Equality Duty

- 4.1.1 The Public Sector Equality Duty, laid out in the Equality Act 2010 (the Act), came into force in Scotland in April 2011. This equality duty is often referred to as the "general duty" and it requires public authorities (including Integration Authorities) to have "due regard" to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and,
- Foster good relations between people who share a protected characteristic and those who do not.

The general duty covers the following protected characteristics: age; disability; sex; gender reassignment; pregnancy and maternity; sexual orientation; marriage and civil partnership; religion, belief or lack of religion/belief; and, race. In addition, due to their association with people who have protected characteristics, unpaid carers must also be considered when implementing the provisions of the Equality Act.

- 4.1.2 Integration Authorities were added to the list of public bodies subject to the requirements of the Act in 2015 and were required to publish Equality Outcomes and mainstreaming plans by the

end of April 2016. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the Regulations) impose “specific duties” on Scottish public authorities to publish a set of Equality Outcomes at least every four years and a report showing progress being made in mainstreaming equality at intervals of not more than two years.

- 4.1.3 From April 2018 the Fairer Scotland Duty, under Part 1 of the Equality Act 2010, came into force across Scotland. The duty places a legal responsibility on public bodies, including IJBs to ‘pay due regard’ to how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.
- 4.1.4 Dundee IJB last approved and published their last Equality Mainstreaming and Equality Outcomes Progress report, including a revised set of Equality Outcomes, in 2023, to last for a period of four years (2023-2027) (Article V of the minute of the meeting of the Dundee Integration Joint Board held on 19 April 2023 refers). As two years have passed since the publication of the last mainstreaming equality update report there is now a statutory requirement for the IJB to agree and publish an up-to-date report prior to the end of April 2025.

4.2 Equality Mainstreaming and Equality Outcomes Progress Report 2023-2025

- 4.2.1 The Dundee IJB Equality Mainstreaming and Equality Outcomes Progress Report, attached as appendix 1, provides an overview of progress made in achieving the IJB’s equality outcomes and equality mainstreaming duty over the last two years. The report is compliant with the Act, supplementary regulations and guidance issued by the Equality and Human Rights Commission.
- 4.2.2 As well as summarising progress made in mainstreaming equality within IJB functions and towards achieving the IJB’s Equality Outcomes, the report also includes examples of how the Health and Social Care Partnership is contributing to the mainstreaming of equality and the Equality Outcomes in both Dundee City Council and NHS Tayside via the delivery of operational services commissioned by the IJB.
- 4.2.3 Equality is integrated into the daily work of the IJB and HSCP through various activities, including participation in equality structures, workforce learning, and completing equality impact assessments. Some particularly noteworthy developments achieved over the last two years include:
 - **Listening to Local People:** The IJB has engaged with local Trans and Non-Binary communities to understand their needs and concerns better, leading to follow-up meetings and planned actions. Engage Dundee records citizens’ experiences, particularly regarding the cost of living, to support impact assessments and inform public sector plans and services
 - **Equality Training:** Core equality training is provided through NHS and Council e-learning, with significant completion rates among council and NHS colleagues, and support for third sector and independent sector agencies.
 - **Integrated Impact Assessment:** The IJB has implemented improvements in their Integrated Impact Assessment (IIA) process to ensure equality and fairness impacts are effectively assessed and published.
 - **Accessibility of Publications and Information:** The Plan for Excellence in Health and Social Care in Dundee was published in Plain English and other accessible formats. Additionally, all engagement and consultation activities over the past two years have included digital alternatives and options for providing input via telephone.
 - **Workplace Discrimination:** Work has progressed focussed on better understand the scale, nature and impact of racial discrimination on the local health and social care workforce. Links have been made to national networks, training resources and research materials and Renfrewshire Health and Social Care Partnership has been identified as a best practice examples from which Dundee can learn.

- 4.2.4 The Mainstreaming and Outcome Progress Report also highlights planned areas for further work over the next two years, specifically focused on the four Equality Outcomes set by the IJB.

4.3 Publication

- 4.3.1 The Regulations specify that equality mainstreaming progress reports must be published in such a way that they are clearly identifiable and accessible to any member of the public who may have an interest in them. The Equality and Human Rights Commission recommends that reports are published on websites in a location that is easy to find and in a format that is compatible with accessibility features, such as screen reading facilities for people with sight impairments.
- 4.3.2 Dundee City Council Design Service has supported the formatting of the Equality Mainstreaming and Equality Outcomes Progress Report, including following accessibility standards. The report, if approved, will be published on the dedicated page within the Dundee Health and Social Care Partnership for equality information. The web page also offers contact details should anyone wish to have a printed copy sent to them or to access the document in an alternative format.

5.0 POLICY IMPLICATIONS

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included as an Appendix to this report.

6.0 RISK ASSESSMENT

Risk 1 Description	Arrangements within the Dundee IJB are not sufficiently robust to ensure that the needs of people who have protected characteristics are fully understood and reflected in their strategic commissioning activities, leading to poorer outcomes and a widening inequality gap.
Risk Category	Governance, Operational
Inherent Risk Level	Likelihood 5 x Impact 4 = Risk Scoring 20 (which is an Extreme Risk Level)
Mitigating Actions (including timescales and resources)	<ul style="list-style-type: none"> Equality Outcomes agreed and published; mainstreaming update report published every 2 years. A number of Strategic Planning Groups with a specific focus on the needs and rights of people who share protected characteristics are in place. Good links are in place with Dundee City Council and NHS Tayside equality and fairness structures. Complaints mechanism available to people using services who may wish to report service responses falling below the desired standard. Equality Outcomes has an emphasis on improving engagement and representation in-line with the diversity of the population. Improvements made in relation to how the IJB published equality and fairness information, including single web page for key information and contacts. Improvements made in relation to completion and quality of equality impact assessments for IJB decisions.
Residual Risk Level	Likelihood 3 x Impact 4 = Risk Scoring 12 (which is a HighRisk Level)
Planned Risk Level	Likelihood 2 x Impact 3 = Risk Scoring 6 (which is a Moderate Risk Level)

Assessment of Risk Level	Given the risk mitigation actions in place the risk is assessed to be manageable and acceptable.
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7.0 CONSULTATIONS

- 7.1 The Strategic Planning Advisory Group, Chief Finance Officer, Head of Service, Health and Community Care, NHS Tayside Equality & Diversity Governance Group, Dundee City Council Corporate Equalities Steering Group and the Clerk have been consulted in the preparation of this report.

8.0 DIRECTIONS

- 8.1 The Integration Joint Board requires a mechanism to action its strategic commissioning plans and this is provided for in sections 26 to 28 of the Public Bodies (Joint Working)(Scotland) Act 2014. This mechanism takes the form of binding directions from the Integration Joint Board to one or both of Dundee City Council and NHS Tayside.

Direction Required to Dundee City Council, NHS Tayside or Both	Direction to:	
	1. No Direction Required	x
	2. Dundee City Council	
	3. NHS Tayside	
	4. Dundee City Council and NHS Tayside	

9.0 BACKGROUND PAPERS

- 9.1 None.

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DATE: 20 February 2025

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