

**Dundee Integration Joint Board**

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**Equality  
Mainstreaming  
Report 2025**

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Dundee IJB Equality Mainstreaming and Equality Outcomes Progress Report  
2023-2025

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## Dundee IJB Equality Mainstreaming and Equality Outcomes Progress Report 2023-2025

### Introduction

Dundee Integration Joint Board (IJB) is a 'Public Body' with duties under the Equality Act 2010. The IJB is responsible for setting Equality Outcomes and reporting progress towards these at least every 2 years. The Equality Outcomes are part of the IJB's plan to deliver the best possible health and care services to the people in Dundee. These services are delivered by the Health and Social Care Partnership (HSCP), which is a partnership between Dundee City Council, NHS Tayside and the third and independent sector.

The IJB and the HSCP are responsible for equality and fairness matters which are mainstreamed into planning and day to day work<sup>1</sup>. Officers from Dundee HSCP support the Dundee IJB to set and deliver their own Equality Outcomes and to mainstream equality within the strategic commissioning functions that the IJB is responsible for. Officers are also responsible for carrying out and reporting on activities that meet Equality Act requirements within operational services, in collaboration with both NHS Tayside and Dundee City Council, and they contribute to Equality Outcomes of both these partners.

For more information about Equality in Dundee IJB and HSCP by visiting [Equality Matters in Dundee Health and Social Care Partnership | Dundee Health and Social Care Partnership \(dundeehscp.com\)](https://www.dundeehscp.com)

Dundee IJB Equality and Fairness Duties are:

- General Equality Duty – to 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 equality and fairness impacts.

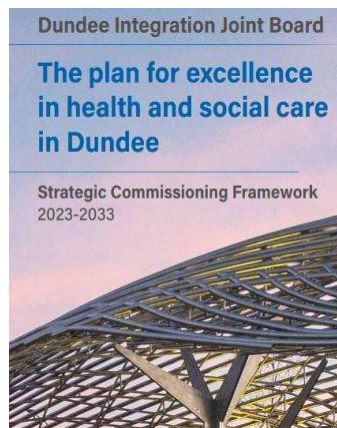
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<sup>1</sup> It is important to note that the Health and Social Care Partnership is not a legal entity nor a public body, and is therefore not subject to the public duties under the Equality Act 2010 in its own right. However, as the HSCP is a partnership between Dundee City Council and NHS Tayside, is subject to the Public Body duties within the Equality Act 2010 placed on those organisations. This mainstreaming report describes the equality mainstreaming and equality outcomes progress for the Dundee Integration Joint Board and the contribution that Dundee Health and Social Care Partnership has made to equality mainstreaming within Dundee City Council and NHS Tayside. Please note that both NHS Tayside and Dundee City Council publish their own mainstreaming update report.

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- Publish information in a manner that is accessible to people

This report notes progress by Dundee IJB from April 2023 until April 2025, towards Equality Outcomes identified in the [IJB Equality Mainstreaming Report 2023-2027](#) . The IJB is not an employer, and therefore the Progress Report does not include Employee Data, Equal Pay Information or Gender Pay Gap Information.



Click on the image of the plan for further information.

The ambition of The Plan for Excellence in Health and Social Care, Dundee Integration Joint Board (IJB) Strategic Commissioning Framework 2023-2033 is that:

**‘People in Dundee will have the best possible Health and Wellbeing’**

To achieve this ambition local people will be supported by health and social care services that:

- Help to reduce inequalities in health and wellbeing that exist between different groups of people.
- Are easy to find out about and get when they need them.
- Focus on helping people in the way that they need and want.
- Support people and communities to be healthy and stay healthy throughout their life through prevention and early intervention.

When realising this ambition, the IJB ensures that the decisions they make are consistent with, and supportive of, the General Equality Duty in the Equality Act 2010. This duty means that the IJB as a Public Body must eliminate discrimination, advance equality of opportunity, and foster

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good relations. The IJB set four Equality Outcomes for 2023-2027<sup>i</sup>. to support work to make sure local people are treated fairly and with dignity.

**Equality Outcome 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

**Equality Outcome 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.

**Equality Outcome 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.

**Equality Outcome 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.

## Mainstreaming Equality

The IJB has an overall approach that makes sure equality is part of their work and the work of the services that the HSCP commissions and delivers. Mainstreaming equality refers to the work that makes sure equality is central to the day-to-day working of all services.

There are several activities undertaken by DHSCP colleagues that support the IJB to achieve their Equality Outcomes. These include:

- Participation in Dundee City Council and NHS Tayside Equality structures and activities.
- Workforce learning activities including DHSCP Workforce Equality Network.
- Completing screening to identify when further Equality Impact Assessment is required.
- Completing Equality Impact Assessment as part of an Integrated Impact Assessment and publishing this.
- Language interpretation.

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- Learning and development activities.

### *Equality Example- Listening to local people about what matters in Trans<sup>2</sup> and Non-binary Health and Social Care in Dundee*

Dundee IJB wanted more information about the needs and views of Transgender and Non-Binary people to inform future plans. In June 2023 'Scottish Trans' (part of the Equality Network) hosted their national annual conference in Dundee. The topic was Care and Community. A Workshop Session hosted a HSCP officer and an IJB Member) was attended by 16 local people who welcomed a chance to share views and information.

Several concerns were raised:

- General awareness among local professionals could be improved, including practitioners in all parts of the Health and Social Care Partnership.
- People could benefit from aligned, smooth processes from all Public Bodies to change names on records.
- The emotional wellbeing and mental health of individuals in Dundee can be seriously impacted by lengths of wait and uncertain pathway to be assessed by Gender Identity Clinic.
- There is no specific, specialist Trans and Non-binary (funded) support for adults in Dundee. Some services including The Corner, support under 25's.

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<sup>2</sup> Trans\* is used as a way of including all Trans, non-binary and gender non-conforming identities. The Equality Act 2010 protects Trans people from discrimination on the grounds of gender reassignment (proposing to undergo, undergoing or having undergone a process to reassign their sex). It is therefore the case that not all people who identify as Trans\* are protected under the Equality Act 2010, however it is recognised that the views of all Trans\* people about their health and social care needs, preferences and experiences (including inequalities) can help inform action taken by the IJB to ensure their compliance with the provisions of the Act.



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- A Tayside Information website/webpage with specific information on Trans matters is something local people would welcome.
- Housing and Homeless can be more problematic for some in this group of people. Consequently, adults currently living in Dundee may move other places (often in Tayside) a Pan- Tayside approach from Health and Social Care would be welcomed.

Several follow up meetings with people from this group (and others who joined later) have taken place. Further actions need to be planned with practitioners who have a work focus in Trans and Non-Binary matters in Dundee/Tayside along with local people who are Trans/Non-binary. In August 2024 Dundee IJB received an update about progress in an [EQUALITY OUTCOMES – UPDATE](#) (see page 169).



### Partnership working with Dundee City Council and NHS Tayside

As part of partnership working, colleagues who work in Dundee HSCP attend regular meetings of the equality planning groups of the two partners agencies (Dundee City Council Corporate Equality Steering Group and NHS Tayside Equality and Diversity Governance Group, Equality Outcomes Implementation Group and NHS Tayside Equality Champions Network Meetings) as well as the HSCP Equality Peer Support Network (Scotland).

When Dundee IJB and DHSCP were formed the partner agencies agreed that they would continue to provide Equality expertise and advice. Responsibility for equality is mainstreamed within DHSCP with officers from Strategic Planning and Business Support Team taking a lead as required. There are no designated Equality Officers employed to work in DHSCP. Officers in DHSCP support a partnership approach to common issues.

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### *Equality Example - A Gendered Approach at The Corner*



Click on the image for more information.

The Corner is a health and wellbeing service based in Dundee city centre for young people aged 11-19 years or up to age 25 for vulnerable young people. An NHS Tayside multi-disciplinary team provides a range of support including sexual health, emotional health, crisis intervention, substance use, young carer support and counselling.

The Corner was awarded the Welcoming Women Award for their commitment to providing a safe, inclusive, and empowering environment for women across the city. The certification is for organisations who actively think about the needs of women and their response to those needs.

The Corner has worked alongside the Dundee Violence Against Women Partnership over the past year to identify areas of service delivery that could be improved. The Welcoming Women Award recognises efforts made to understand and address the unique challenges, issues, and needs faced by women in Dundee.

### **Core Equality Training provided through NHS and Council E- Learning**

From April 2023 until November 2024 290 council colleagues working in HSCP completed Equality e-learning as part of their induction to a variety of roles including Social Care workers, Social Workers, Peer Support workers, Administration colleagues and Domestic Assistants.

In November 2024 92 % of HSCP colleagues working in NHS Tayside had completed e-learning at Foundation level Equality, Diversity and Human Rights (1,523 colleagues in total).



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Care and Support workers in contracted third sector and independent sector agencies will be supported to fulfil their equality learning requirements and can arrange to access the e-learning available from the Council and NHS if desired. There is no record of the number of colleagues from these sectors who have completed training.

Equality Learning will be provided to Social Services Workers through their employer. All Social Service Employers and Workers must comply with Scottish Social Services Council Codes of Practice. Employers are expected to provide good quality accessible induction and learning and development opportunities to support workers to carry out their role safely and effectively. This means the workforce will have Equality and Human Rights learning that supports them to respect and promote the rights and, where appropriate, the views, wishes and choices of individuals and carers; respect and maintain the dignity and privacy of individuals; and promote diversity and respect for all identities, values and culture.

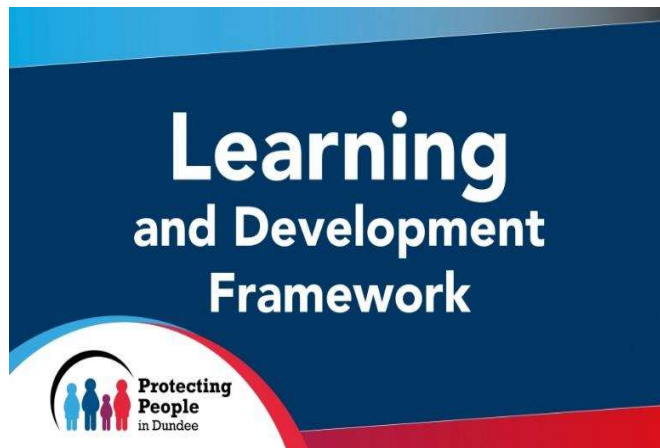
### Learning activities

Colleagues across DHSCP access a full range of Protecting People Learning Activities which fully embody a Human Rights approach with a perspective of Equality and Fairness.

#### *Equality example - Protecting People Learning Framework*

The Dundee Protecting People Learning Framework was launched in September 2023 to bring together all learning opportunities relating to protecting people including child and adult protection, trauma informed practice, substance use, violence against women and suicide prevention. The framework includes face to face training as well as e-learning, self-directed learning resources and a wide range of additional learning opportunities such as podcasts, books and TV shows. Practitioners in DHSCP continue to access learning and development through this framework which embodies Human Rights, Equality and Fairness at its core.

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Click on the image to find out more.

The Dundee HSCP Equality and Human Rights Workforce Learning Network was formed in 2022. Colleagues from Dundee City Council, NHS Tayside, Independent and Third Sector meet several times a year to share and increase their learning and understanding of equality and human rights matters. Topics have included LGBT+ competent service provision with a focus on Dementia Care, Human Rights, Advocacy and responding to Scottish Government Human Rights Bill consultation.

Following the Learning Network discussions DHSCP colleagues in Older Peoples Community Mental Health Teams have now taken part in Care Providers Forums to discuss Dementia Care and people who are LGBTQA+.

A number of Learning Network Members joined with care at home colleagues for Hate Incident /Crime Training. Later, some groups and agencies arranged training for colleagues, including some Social Care provider groups.

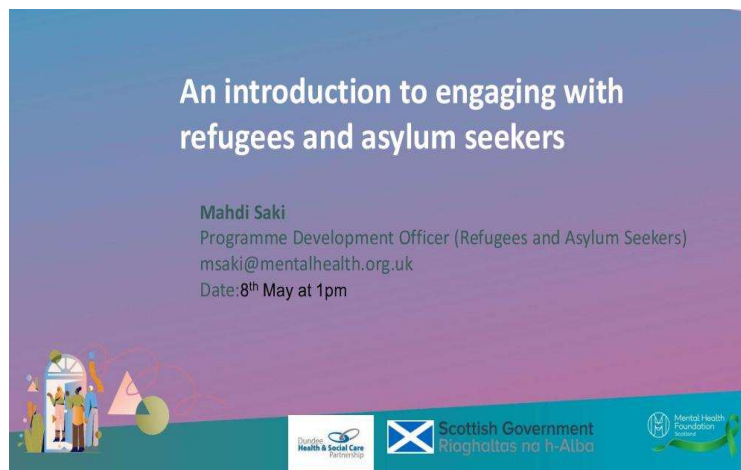
### Development Activities

Regular email updates on equality human rights matters are sent to colleagues in services commissioned by Dundee City Council and DHSCP Council colleagues via all staff email. Managers of NHS employed DHSCP colleagues are encouraged to share these with relevant employees. NHS Tayside's corporate staff newsletter 'Vital Signs' has also been used throughout the last two years to share equality and human rights information, including information about equality impact assessment and translation and interpretation services.

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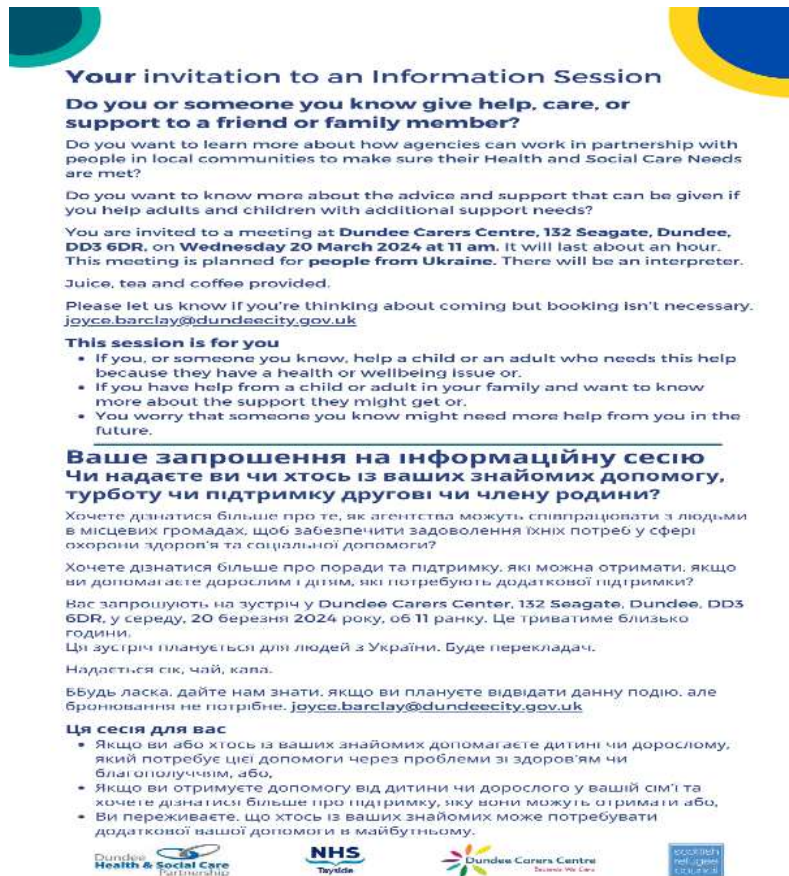
Managers of Council employed DHSCP colleagues are all encouraged to share these communications with relevant employees.

DHSCP arranged an introduction session called “Engaging with Refugees and Asylum Seekers” this was delivered by the Mental Health Foundation along with Partners Agencies on 8<sup>th</sup> May 2024. Partner agencies also joined the session.



Unpaid carers with a Ukrainian background attended an Information Session at Dundee Carers Centre to learn more about supports and services available from DHSCP and others. The session took place in March 24 and provided a network of contacts for the carers who attended.

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**Your invitation to an Information Session**  
**Do you or someone you know give help, care, or support to a friend or family member?**

Do you want to learn more about how agencies can work in partnership with people in local communities to make sure their Health and Social Care Needs are met?

Do you want to know more about the advice and support that can be given if you help adults and children with additional support needs?

You are invited to a meeting at **Dundee Carers Centre, 132 Seagate, Dundee, DD3 6DR, on Wednesday 20 March 2024 at 11 am**. It will last about an hour. This meeting is planned for **people from Ukraine**. There will be an interpreter. Juice, tea and coffee provided.

Please let us know if you're thinking about coming but booking isn't necessary. [joyce.barclay@dundeecity.gov.uk](mailto:joyce.barclay@dundeecity.gov.uk)

**This session is for you**

- If you, or someone you know, help a child or an adult who needs this help because they have a health or wellbeing issue or.
- If you have help from a child or adult in your family and want to know more about the support they might get or.
- You worry that someone you know might need more help from you in the future.

**Ваше запрошення на інформаційну сесію**  
**Чи надаєте ви чи хтось із ваших знайомих допомогу, турботу чи підтримку другові чи члену родини?**

Хочете дізнатися більше про те, як агентства можуть співпрацювати з людьми в місцевих громадах, щоб забезпечити задоволення їхніх потреб у сфері охорони здоров'я та соціальної допомоги?

Хочете дізнатися більше про поради та підтримку, які можна отримати, якщо ви допомагаєте дорослим і дітям, які потребують додаткової підтримки?

Вас запрошують на зустріч у Dundee Carers Center, 132 Seagate, Dundee, DD3 6DR, у середу, 20 березня 2024 року, о 11 ранку. Це триватиме близько години. Ця зустріч планується для людей з України. Буде перекладач. Надатися сік, чай, кави.

Будь ласка, дайте нам знати, якщо ви плануєте відвідати данню подію, але бронювання не потрібне. [joyce.barclay@dundeecity.gov.uk](mailto:joyce.barclay@dundeecity.gov.uk)

**Ця сесія для вас**

- Якщо ви або хтось із ваших знайомих допомагає дитині чи дорослому, який потребує цієї допомоги через проблеми зі здоров'ям чи благополуччям, або,
- Якщо ви отримуєте допомогу від дитини чи дорослого у вашій сім'ї та хочете дізнатися більше про підтримку, яку вони можуть отримати або,
- Ви переживаєте, що хтось із ваших знайомих може потребувати додаткової вашої допомоги в майбутньому.

## Integrated Impact Assessment

Equality and Fairness Impact Assessments are included in the Integrated Impact Assessment tool used by Dundee IJB.

Throughout 2023 and 2024 the IJB members and HSCP report writers undertook an agreed improvement program for Integrated Impact Assessment (IIA) processes. The improvement program involved officers in the HSCP working with the Council to revise the process for IIAs. IJB members attended briefing sessions about the new impact assessment tool, and IJB Equality Act duties focusing on Equality Impact Assessment. Some IJB members took up the opportunity to discuss impact assessment individually. Individual and shared meetings were arranged with colleagues who are part of strategy groups and policy development to discuss impact assessment and how best to record this using the revised IIA tool. This included sessions about the IJB recording tool and learning opportunities about the Council recording tool. NHS Tayside are revising their tool late 2024 / early 2025 and will plan how to share this with relevant colleagues.

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The following key improvements and activities have been implemented within Dundee IJB's IIA process:

- The IJB Impact assessment screening tool and Integrated Impact Assessment (IIA) recording tool have been updated based on information shared at the Equality and Human Rights Commission (EHRC) workshop, a review of EHRC guidance and feedback from officers who have experience of completing IIAs.
- From February 2023, all reports to the IJB were expected to have a completed screening tool. The screening tool helps officers supporting the IJB to establish when an IIA is required.
- Where indicated by the screening tool, officers complete an IIA record. Reports requiring IIAs must have a completed IIA when report is submitted before being able to proceed through the committee process.
- Specific improvements that have been made include updating of the IIA form to: record the various sources of evidence and other input that has informed the information and assessment contained within the IIA; more specifically capture actions planned to monitor the actual impact of the policy or practice once implemented, including mitigating actions to address any potential negative impacts; and, a summary section to ensure the key points of the assessment are set out clearly, and can be easily found and understood by IJB members and other stakeholders.
- Arrangements for the publication of IIAs have been significantly revised to ensure they are easily accessible to the public. Within the website for the Dundee Health and Social Care Partnership a specific page for equality information has been set-up: <https://www.dundeehscp.com/equality-matters-dundee-health-and-social-care-partnership>. A search via Google for terms such as 'Dundee IJB equality' or 'Dundee IJB equality impact assessment' returns the page link within the top 3 results.
- Dundee HSCP webpages have information about the IJB's equality duties and links to key documents, such as Equality Outcome and Equality Mainstreaming Progress reports. The page also has a specific section for EIA. This section explains the duty to EIA and how the IJB does this through the IIA process.

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- Following the IJB decision Dundee HSCP publishes IIA submitted to the IJB (alongside the report they relate to for ease of reference) on the dedicated web page. This arrangement has significantly improved public access to IIAs undertaken for the IJB by providing them as separate documents from a single location.
- Workshops have been provided to IJB members and to officers who are involved in developing policy and practice on behalf of the IJB. These workshops focused on raising awareness of the PSED and Fairer Scotland duties, Dundee IJB's IIA process and the distinct role and responsibilities that members and officers have within the process.
- Information about best practice in completing good quality IIAs was also shared with officers.

### Engage Dundee

ENGAGE Dundee provides officers, colleagues, report writers, policy makers and IJB Members with good quality, update information shared by people in Dundee; knowing information about people in Dundee supports more effective impact assessment.

The 'Engage Dundee' work records citizens' experiences of coping with the cost of living and is a partnership approach from Dundee Health and Social Care Partnership, Public Health Scotland (PHS), Dundee City Council and NHS Tayside. The most recent survey was circulated in September 2023 and promoted across various platforms with a weblink and QR code. Paper copies were available and support for completion provided for the digitally excluded, speakers of other languages, and members of the deaf community who could request further support to complete.

1,181 responses were submitted from all parts of the city. Three-quarters of respondents were female, 1 in 12 was unemployed, 1 in 10 medically unfit for work, and almost one-third on means-tested benefits. Most respondents were working aged; however, 18% were aged over 60 years and above. 22% provided unpaid care and 699 incidences of disability or health condition were reported. Just over 90% of respondents were White Scottish/ British.



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Results showed that the majority of those who responded were struggling to cope with the cost of living. Some were not able to make ends meet and were using savings for essential spend or getting into debt. Respondents reported cutting back significantly on costs including for basic needs such as food and home energy. There is evidence that struggling financially is pervasive and a source of stigma and shame. This will be a reality for many citizens who experience cost of living impacts who are affected by one or more protected characteristic. Full sub-analyses were undertaken for electoral ward areas, unpaid carers, long-term sick and disabled, and those living alone. In addition, analyses of themes from comments were undertaken for females, those aged over 60 years, and non-white Scottish British.

Results were shared widely with the public, communities, service providers and partners. Findings were presented to Strategic Planning Groups and Partnerships to help influence decisions and shape services and plans. Actions are emerging from this exercise including changes to the way that Dundee promotes its cost-of-living support, co-production of a mental health promotion leaflet and website, and various cost of living events and interventions across the city.



### Language Interpretation

Some aspects of HSCP work require a face-to-face interpreter for people whose first language is not English. This includes interpreting for spoken language and British Sign Language (BSL) interpreting for deaf patients for whom this is their preferred language.

NHS Tayside provides Interpretation Services for work undertaken by colleagues in Dundee HSCP and who are employed by NHS Tayside and Dundee City Council. The support given includes a telephone interpretation service for work with people who cannot speak English or find it difficult to speak in English. Work has taken place during 2024 to provide additional guidance to colleagues accessing the service to ensure that Interpretation support is provided in the best way, at the right time.

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### *Equality Example- Communicating with Customers –Partnership Working*

In 2023-24 DHSCP colleagues have supported meetings and discussions with local BSL community relating to completion of NHS Tayside and Dundee City Council British Sign Language plans. Both agencies work in partnership with DHSCP to share best practice, quality data and information about developments and the views of local BSL users. DHSCP will continue to implement the actions in the National BSL plan and the plans of NHS Tayside and Dundee City Council.



Click on the images for more information.

### Supporting Employees

NHS Tayside Employee Networks are available for all Council and NHS Tayside employees in DHSCP. DHSCP can access the following groups which are supported by NHS Tayside Corporate Equalities Team Leads: LGBTQA+, BAME, Disability, Armed Forces and Carers Network.

Dundee City Council hosts a 'Workforce with Lived experience of Trauma' Project which is a support for employees of the council who experienced Trauma for any reason including related to Protected Characteristics.

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Click on the image for more information

## Equality Outcomes

The IJB set out four Equality Outcomes in 2023. Some of the progress that has been made towards these outcomes is noted below as 'key achievements' alongside plans for further action, 'next steps'

### Equality Outcome 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.

#### *Key achievements:*

- The Plan for Excellence in Health and Social Care in Dundee the IJB Strategic Commissioning Framework 2023-2033 was produced as Plain English document and published on Dundee HSCP webpages. Alongside the publication a screen reader compatible version and other more accessible versions have also been published. These include information about The Plan for Excellence (short summary) and screen reader compatible version as well as a single page copy of the the IJB's Ambition.
- When the Alcohol and Drug Partnership produced their Delivery Plan in 2024 efforts were made to optimise the accessibility of the language used. Feedback from ADP members and stakeholders welcomed the format and found it more accessible than previous publications. [Delivery Plan Update July 2024.pdf \(dundeadp.co.uk\)](https://dundeadp.co.uk/Delivery%20Plan%20Update%20July%202024.pdf)
- A comprehensive Carers of Dundee information and advice service is provided by Dundee Carers Centre on behalf of the Local Authority. As part of the information the Carers Centre has established 'Let's Talk' which is a collection of interviews and

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information videos that aim to provide carers, young carers, their families, and the workforce with different types of support available throughout Dundee. Let's Talk is now in Season 3 and recent episodes include Discovery Credit Union, Alzheimer's Scotland Dundee Centre, Mental Health Awareness Week, 4 Essential Human Rights Every Carer Should Know and Have (Hearing Voices Network).

- All engagement and consultation activity undertaken on behalf of the IJB over the last 2 years has included digital alternatives, provided via visits to community groups and options to provide input and views via telephone.

### *Next steps:*

- There will be further development of Dundee HSCP capacity to support inclusive communication within the Strategic Planning and Business Support Team.
- There will be further exploration of alternative media to share information with an acknowledgement that digital communication needs to be supplemented, when possible, including with videos, face-to-face communication, British Sign Language Information.
- There will be further exploration of options to reduce reliance on written communication and to consider how audio and visual communication can be more effectively used by the IJB in the future.

## Equality Outcome 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.

### *Key achievements:*

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- Regular opportunities have been supported to meet, listen to and inform older people about matters that they have identified as important to them including Primary Care Improvements.
- In May 2024 IJB Strategic Planning Advisory Group (SPAG) members discussed reports that directly addressed the IJB Equality Outcomes including listening and learning about the needs of Trans and Non-Binary Adults in Dundee. Local people met with an officer of Dundee HSCP and an IJB Member to share what is important to them in relation to IJB responsibilities.
- Engage Dundee is a partnership approach to learning circumstances, experiences and views about what matters to citizens of Dundee in relation to the cost of living. The information gathered is vital to Fairness Impact assessment of Public Sector plans as well as giving valuable insight into the lives of people who experience deprivation. (It is known that many individuals with protected characteristics experience financial disadvantage.) The work involves Dundee Health and Social Care Partnership, Public Health Scotland (PHS), Dundee City Council and NHS Tayside. The Dundee Fighting for Fairness Group and other relevant agencies gave suggestions from a lived experience of poverty perspective.
- The Community Health Advisory Forum (CHAF) brings together people from across the city involved in learning about health who deliver health-related groups and activities in their own localities. Supported by the Community Health Team, the CHAF meets monthly to share experiences and ideas, hear about local and national developments, and discuss how to take forward action that can help reduce health inequalities. The group links with other local people in our more disadvantaged communities to find out what matters to them and supports Dundee Health and Social Care Partnership and other organisations to ensure that residents at higher risk of poor health and wellbeing are meaningfully involved in decisions.

*Next steps:*

## Dundee IJB Equality Mainstreaming and Equality Outcomes Progress Report 2023-2025

- Further explore the development of a Tayside Health and Social Care Collaborative to support networking and development for professionals with remit and an interest in supporting people who are Trans.
- Continue to develop approaches to listening and learning to people from minority ethnic groups (see Outcome 4 below).
- Attend Dundee City Council/Faith in The Community Group when invited to discuss IJB/HSCP Matters.

### Equality Outcome 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.

#### *Key achievements:*

- The required composition of the group of IJB members is set out in the Public Bodies (Joint Working) (Act) 2014. The board must include 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 of 31 March 2023) met these requirements with 2 male voting members and 4 female voting members.

#### *Next steps:*

- There have been several changes in IJB membership, particularly voting members, over the last two years and therefore the diversity profile of the IJB has been continuously evolving. During 2025 the Dundee IJB will be invited to undertake a voluntary



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assessment of characteristics and after this an analysis of how reflective the group is of Dundee's population will be undertaken.

- It should be noted that in terms of workforce characteristic monitoring, as DHSCP is not an employer it is not a requirement nor is it possible to produce or publish equality information about its employees. There are around 2,500 people who are directly employed by Dundee City Council and NHS Tayside to deliver DHSCP services and support as well as contracted third and independent sector organisations. The IJB relies 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. This limits the ability to have an overall picture as there is not a complete picture of employees of externally contracted services and therefore of the overall balance of the integrated health and social care workforce. Working in partnership with employers will allow us to have some insights over some potential issues, e.g., impact of racism and learn directly from workforce about equality matters and potential issues.

### Equality Outcome 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.

#### *Key achievements:*

- In August 2024 the IJB received a [report](#) that directly addressed workplace discrimination in Dundee, with a particular focus on Race Discrimination. The report highlighted the impacts this is known to have on the workforce across health and social care, in particular the workforce in Care at Home Services and how the IJB might support plans to address this.
- Connections have been made between local officers and relevant national networks and organisations, including attendance at learning and development events. Links have also been made to work being undertaken by the Scottish Social Services Council to develop

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resources to inform and upskill social workers about anti-racist practice and consideration of how these can be promoted and used within Dundee.

- Connections have been strengthened to the NHS Tayside Employee Network (which is available to NHS and Council employed staff), as an important site through which to gather ongoing feedback about local workforce experiences and regarding anti-discriminatory work being progressed by the corporate bodies.
- The 'Help Tackle Racism' survey from CREAR for the health and social care workforce was actively promoted. Results are not yet available but will be utilised to inform future actions and planning.
- Local learning and development opportunities have been provided, including a Hate Incident, Hate Crime session for 30 colleagues across social care, housing support and employability services, and a Mental Health Foundation session on Engaging with Refugees and Asylum Seekers for 20 colleagues across the health and social care workforce.
- Renfrewshire Health and Social Care Partnership has been identified as an example of a best practice approach to tackling race discrimination, including having developed a policy framework within which to address instances of race discrimination that applies across all employers. Officers supporting the IJB will learn from their work and apply this in Dundee in the future.

### *Next Steps:*

- Seek ways to further develop a zero-tolerance approach to all discrimination for colleagues and service users.
- Progress a multi-agency working group to develop anti-racism actions.
- Contribute to NHS Tayside Anti-Racism Action Plan.

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The IJB is required to review their Equality Outcomes again by April 2027. However, during 2026 they will begin the process of reviewing their Strategic Commissioning Plan (A Plan for Excellence in Health and Social Care in Dundee) and will consider the Equality Outcomes as part of this process.

## Further Examples of Progress in Mainstreamed Equality Work.

These examples sometimes relate to more than one Equality or Fairness Characteristic.

### *Disabled and Older People (age and disability)*

Colleagues, family members and residents of care homes over the past few years have sometimes been isolated from their local communities. Acting on feedback from care homes, Scottish Care sought a way to remind everyone that care homes are still part of the community and for anyone who lives in a care home, that this should never impact on them being able to connect and have connections with their wider communities.

In conjunction with DVVA and the V& A, Dundee we held the Big Tartan Day Out **2 October 2023** when staff and residents come together at the V & A, Dundee to socialise and make connections with each other as well as services that are looking to contact care homes.

The Big Tartan Day Out was the springboard to restarting the Dundee Activity Network that involves care homes and daycare centres from across the city. The aim of this group was to improve the quality of life and physical and mental health and wellbeing of care home residents through offering person-centred meaningful activity which is focused on the needs, interests, and hobbies of residents.

Network members have held get togethers, events and friendly competitions. The Going for Gold Event in Dundee was held in September 2024. The Network worked with staff from Leisure and Culture, Dundee and DVVA. The theme was the 'Dundee Olympics.' In the weeks leading up to the Going for Gold there were preparation activities choosing team names and making banners etc. as well as practicing for taking part in the team events like boccia, football, golf, javelin throw, tennis, cup pong, basketball/netball, ten pin bowling and sport reminiscence.

There was lots of fun and laughter throughout the event which took place in Menzieshill community hub. Each of the participants received an Olympic medal and a certificate of achievement for every care home/daycare who took part.

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### *Women's Hub Video- disability access (sex and disability)*

Dundee Women's Hub is a multi-agency support hub for women impacted by substance use and other disadvantages such as gender-based violence, homelessness, poor mental health, isolation, and trauma. Their main communication source is their Facebook Page. In 2024 videos of how wheelchair users can access their building have been posted.



Click on the image for more information.

### *Boomerang Inclusive Group - Social Group for LGBTQIA+ (disability, gender reassignment and sexual orientation)*

In 2024, the Boomerang Community Centre was awarded Drug and Alcohol Partnership Funding to provide a regular social club in a sober environment for people who identify as LGBTQIA+.

A vertical poster for Boomerang's LGBTQIA+ Social Club. The poster has a light yellow background with a colorful rainbow border on the left and right sides. At the top left, there is a small logo for 'Boomerang' featuring a stylized boomerang. The main text is in a dark purple font. It reads: 'Boomerang's LGBTQIA+ Social Club', '18+ only', 'Saturday 10th August', '2pm-3.30pm'. Below this, it says: 'Come along to socialise in a safe sober space, with like minded people, build connections and make new friends! Refreshments provided.' Further down, it says: 'Please enter through our accessible entrance on Raglan Street, DD4 6NU'. At the bottom, it provides the address: '10 Kemback Street, Dundee. DD4 6ET', the phone number: 'Reception 01382 455656', and the Scottish Charity number: 'SCO47467'. There are also logos for 'Dundee Health & Social Care Partnership' and 'Protect People in Dundee' at the bottom right.

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### *Project Search (disability, age and fairness)*

DFN (David Forbes-Nixon Family Charitable Foundation) Project SEARCH Ninewells aims to support young people with diverse additional needs into meaningful employment. A partnership between Dundee & Angus College, NHS Tayside and Dundee HSCP has developed a local Project SEARCH initiative which is based at Ninewells Hospital.

The project addresses areas of key skills shortage within NHS Tayside, whilst transforming the lives of the learners and their families. Dundee and Angus College provide a structured, supportive pathway to meaningful employment. Support is highly individualised, with one-on-one training provided for young people who have complex barriers to employment. There is significant support throughout the 36-week programme as well as an extensive aftercare period to ensure sustainability.

An additional benefit of the programme has been a wider recognition of the needs of employees with disabilities, not just those within Project SEARCH. Removing Barriers to Employability. The Project won the SURF Awards for Best Practice in Community Regeneration in 2024 for Removing Barriers to Employability.



### *Community Health Advisory Forum (fairness, disability and sex)*

The Community Health Advisory Forum (CHAF) is a Dundee group who commit to learning about health and wellbeing and undertake health-related groups and activities in their local community. The Community Health Team support the group to meet monthly to share experiences and ideas, hear about local and national developments, and discuss how to take forward action that can help reduce health inequalities. Group members are actively listening to people living in the most disadvantaged local communities to find out what matters to them. Group members support Dundee Health and Social Care Partnership and other organisations to ensure that residents at higher risk of poor health and wellbeing are meaningfully involved in decisions.

CHAF members undertake an accredited Health Issues in the Community Course, which explores topics such as social justice, democracy, and participation. They are committed to the inequalities agenda and use their own experience in addition to hearing from others. In November 2024, the group organised a city-wide drop-in information event to respond to the findings of the Engage Dundee Survey, which was attended by over 80 people.

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The CHAF has contributed to several important developments in the city including the Suicide Prevention Delivery Plan, the GP Premises Strategy, the IJB Plan for Excellence, the CLD Plan, and mental health promotion materials.

CHAF members also reviewed the information about services available in general practice in Primary Health Care. Conversations with the public highlighted that many people were unaware of the services available at General Practices. CHAF gave advice about how best provide information on TV screens. The screens are displayed across general practices and community venues in Dundee.



2023/4 CHAF advised using leaflets to share information about wellbeing and co-designed these.

*Supporting school pupils with challenges - MCR Pathways (Motivation, Commitment and Resilience) (fairness, age, disability, sex, gender reassignment, sexual orientation, religion, belief, or lack of religion/belief, and race).*

Colleagues across Dundee HSCP support local pupils to achieve their potential.

MCR Pathways is a national, award-winning mentoring programme dedicated to addressing the inequality in education outcomes, career opportunities and life chances for young people in care and those experiencing disadvantage

HSCP colleagues volunteer to support young people who need it. The young people they support are affected by a significant gap in outcomes compared to their peers. They are not reaching their potential—but mentoring can change that.

Taking time to be a mentor is a voluntary contribution by colleagues to support young people in Dundee.



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Mentors give one hour a week to boost confidence, academic performance and open doors to a brighter future. rough no fault of their own, care-experienced, and young people facing challenges are affected by a significant gap in outcomes compared to their peers.



### *MAT -Medication Assisted Treatment Charter of Rights (disability, age, sex and fairness)*

Work is progressing locally to realise the National MAT Charter of Rights

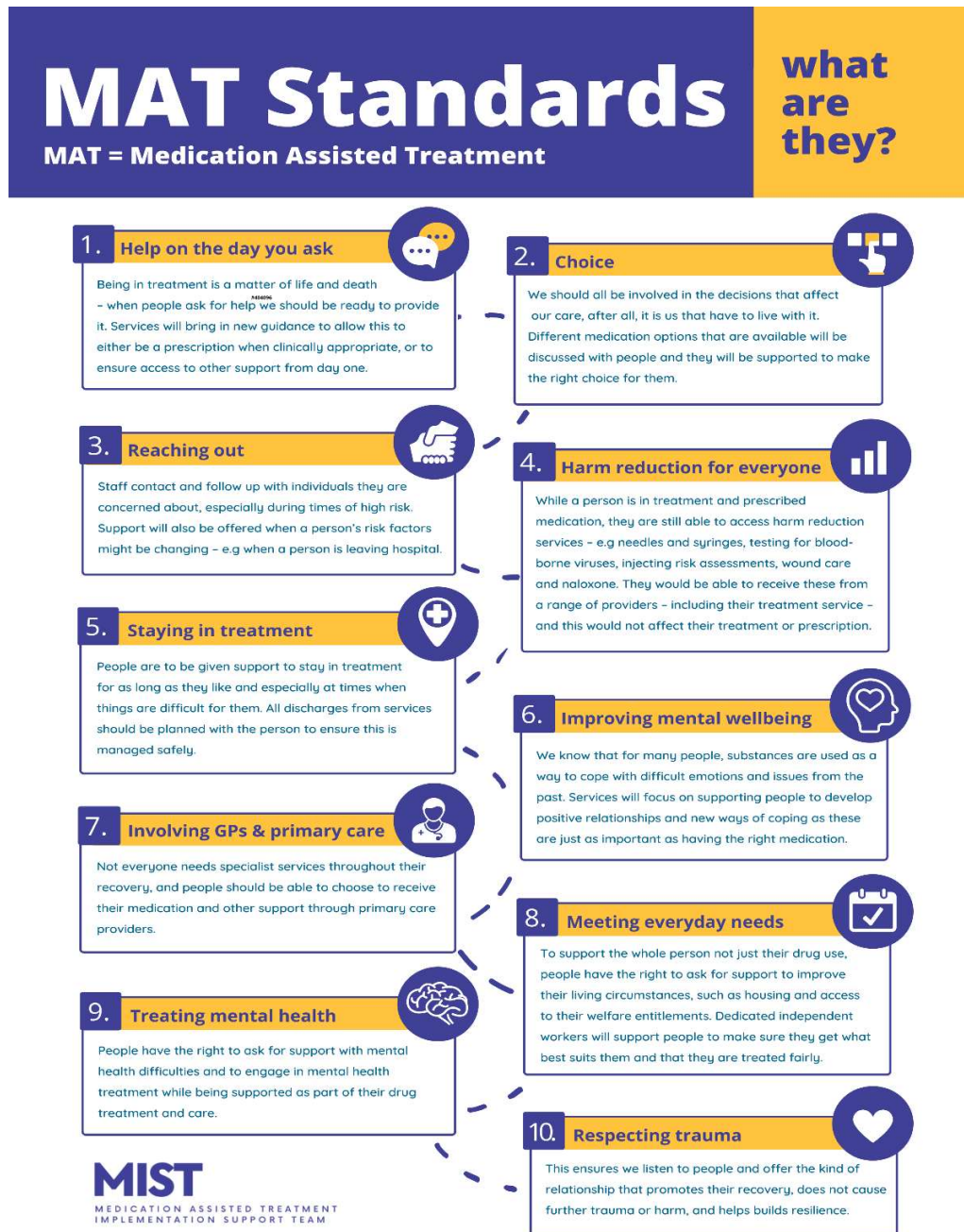
The MAT Standards highlight the importance of human rights. There are ten standards which The MAT Standards identify that It is important for the realisation of human rights that people can choose to have care in a primary care setting in local communities. [MAT Standards](#)

MAT7 recognises that not everyone needs specialist services throughout their recovery and people should be able to choose to receive their medication and other support through primary care providers. This includes general practice, community pharmacy and Third Sector organisations. The benefits include patients not having to attend a specialist service so more discrete, reduced travel costs and time to attend appointments; but importantly it is anticipated that individuals with underlying conditions (particularly with an ageing substance use population) will benefit from having an approach that manages wider health problems.

Currently in Dundee there are some of 'test of change' initiatives that support the implementation of MAT7. These are:

- i) General Practice providing care to patients on opioid substitution therapy (OST) who are more stable, known as GP Shared Care.
- ii) General Practice providing care to their patients with substance use issues known as GP Enhanced Shared Care
- iii) General practice providing Holistic Health Checks whereby the practice actively looks to complete an annual health check with their substance use patients.

Using the Charter of Human Rights in Recovery, the project is reviewing the service provision against those rights to ensure it is a right- based, person centred approach being taken, and people are treated with dignity and respect. The work promotes a culture where practitioners support and guide individuals in their recovery and realise their rights and feel empowered in their own lives. Work will continue to progress on the delivery of the MAT Standards.



[mat standards scotland charter of rights - Search Images](#)

