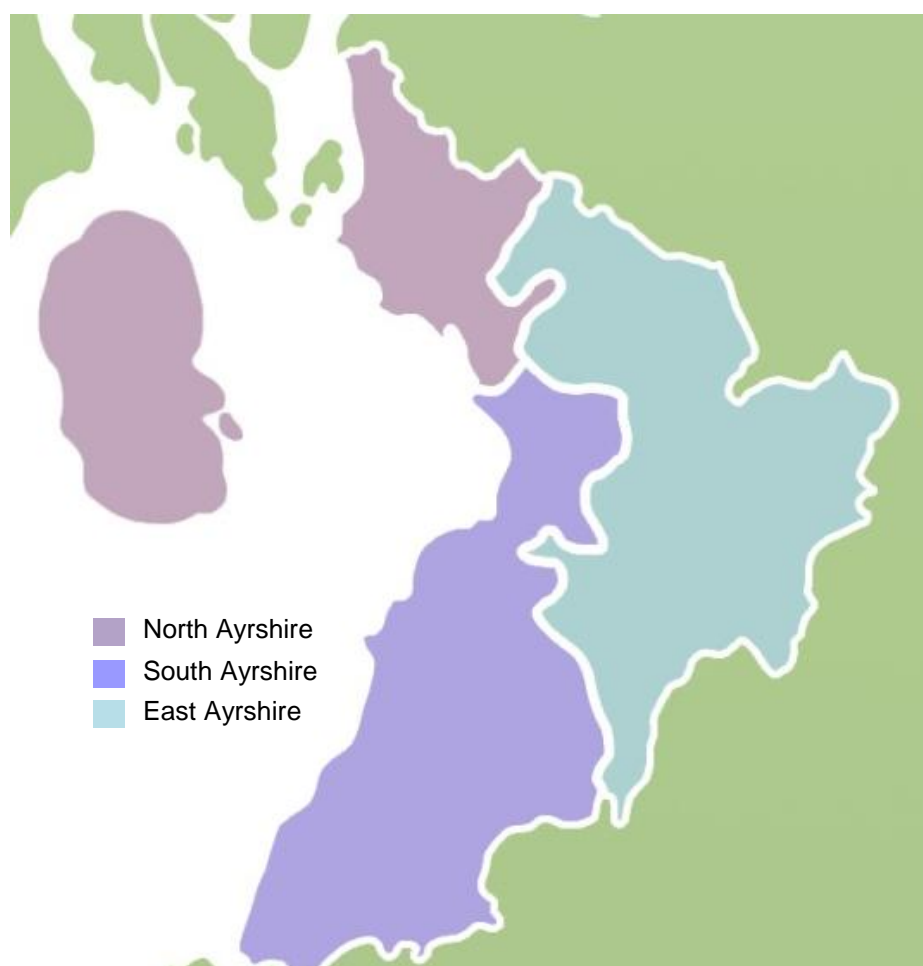


# Shared Equality Outcomes 2017 - 2021



## 1. Introduction

All public authorities in Scotland must comply with the public sector equality duty, also known as the general equality duty, set out in the Equality Act 2010. This means that all public authorities, as part of their day to day business, must show how they will:

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

The protected characteristics referred to, as listed in the Equality Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We are all likely to have more than one protected characteristic which make up our individual identities.

This is our second set of equality outcomes building on the equality outcomes set previously. As we reviewed the progress and relevance of previous outcomes, we have developed, updated and added to provide this fresh set of outcomes.

By reviewing, revising and publishing equality outcomes on a regular basis, we aim to make better, fairer decisions and be able to show that they are bringing tangible benefits for our communities and our staff.

## 2. What are Equality Outcomes?

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short and long term benefits for people with protected characteristics.

From the outset of the development process, the following definition was applied to ensure consistency and rigour.

Outcomes are not what we do, but the beneficial change or effect which results from what we do. These changes may be for individuals, groups, families, organisations or communities.

Specifically, an Equality Outcome should achieve one or more of the following:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Equality Outcomes have been developed on the basis that they are short to medium term (1 – 4 years) and link with longer term and national outcomes.

It should be noted that a number of these equality outcomes link with already existing policies and strategies, in order that the Outcomes become integral to the work of the various partners to drive a more focused effort on areas for improvement specifically to improve equality and reduce inequalities.

### **3. About Us**

#### **Ayrshire**

Ayrshire is a county in south-west Scotland, located on the shores of the Firth of Clyde. Ayrshire is home to three local authority areas - East, North and South Ayrshire - as well as the Isles of Arran and Cumbrae.

National Records for Scotland (NRS) estimated the 2015 mid-year population of Ayrshire to be 370,590. Of the three local authority areas in Ayrshire, East Ayrshire accounts for 33 per cent (122,060) of the total population, North Ayrshire 37 per cent (136,130) and South Ayrshire 30 per cent (112,400).

Population projections in Ayrshire for 2015 to 2025 shows that males aged 80 years and over are projected to increase by 49 per cent and females aged 80 years and over by 31 per cent. The largest projected decrease is for both males and females aged between 40 and 49 and this has potential implications for the number of formal and informal carers available in the future.

Overall life expectancy in Ayrshire for both men and women has continued to increase and is similar to the Scottish average. In the last decade average male life expectancy in Ayrshire increased from 73.7 years to 76.8 years. For females during the same decade, average life expectancy increased from 79.0 years to 80.6 years.

Meeting the needs of our communities is an integral part of our comprehensive partnership working arrangements. In addition, we also carry out specific targeted work and campaigns to benefit specific communities. Below is a short summary of each of the partners involved in developing and publishing these equality outcomes.

#### **Ayrshire College**

Ayrshire College was established in August 2013 in response to the Scottish Government reform 'Putting learners at the centre – delivering our ambitions for Post-16 education'. From the outset, the College made clear its commitment to being a seven-star college which would proactively tackle inequalities and positively contribute to the communities of Ayrshire. Such a commitment is underpinned by the College's vision, mission and values and is demonstrated in

the high-quality learning and teaching experiences which aim always to be ones which are inclusive and accessible to all. Indeed the College's very vision is to raise aspirations, inspire achievements and increase opportunities.

### **Ayrshire Valuation Joint Board**

The Ayrshire Valuation Joint Board is a council in its own right and comprises 16 members who are elected councillors from East, North and South Ayrshire Councils. The Joint Board appoints the Assessor and Electoral Registration Officer to undertake its three main functions which are all prescribed by statute and comprise:

- The production of a Valuation Roll setting out the values of all non-domestic properties in Ayrshire for rating purposes.
- The production of a Council Tax Register or list in which is shown the Council Tax band of every dwelling in Ayrshire for Council Tax purposes.
- The production of the Register of Electors for Ayrshire (commonly known as the "Voters Roll").

### **Community Justice Authority**

South West Scotland Community Justice Authority was a devolved public body focused on working in partnership to reduce reoffending across Ayrshire and Dumfries and Galloway.

Informed by a national redesign of community justice, transition arrangements are in place to establish two new bodies - Community Justice Ayrshire and the Dumfries and Galloway Community Justice Partnership from 1 April 2017.

Community Justice Ayrshire will have delegated responsibility to oversee the delivery of the community justice agenda on behalf of the three Ayrshire Community Planning Partnerships, bringing together a broad range of partners to improve outcomes for those involved in the community justice system and seek to prevent offending behaviour. Community Justice Ayrshire's Outcomes Improvement Plan – *Beginnings, Belonging, Belief* – will be published by 31<sup>st</sup> March 2017.

### **East Ayrshire Council**

East Ayrshire Council works hard at providing good quality services that reflect the needs of our communities. The Council has a strong track record of working with partners to develop and work towards a shared vision for the area. The East Ayrshire Community Planning Partnership's vision is: 'East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high-quality services which are sustainable, accessible and meet people's needs.'

### **East Ayrshire Health and Social Care Partnership**

East Ayrshire Health and Social Care Partnership took responsibility for the delivery of health and social care services on April 2015. The partnership combined the services of NHS Ayrshire & Arran and East Ayrshire Council to develop and deliver services that are more personalised and meet the needs and aspirations of our residents. Specifically, our focus is on ensuring that children and young people get the best start in life, that people live healthier, longer lives and are supported to be independent and included and have choice and control - no matter who they are or where they live.

The partnership will also work with acute hospital services with a particular focus on creating a community health and care infrastructure for our residents that minimises the need for unplanned or avoidable use of hospital services.

### **NHS Ayrshire & Arran**

NHS Ayrshire & Arran want the best for our local people and our staff. We pride ourselves on improving health and providing a comprehensive range of high quality, safe, effective and person-centred health services. Our strategic direction is based on continuous improvement and services that are centred on the patient or service user. Our purpose is 'Working together to achieve the healthiest life possible for everyone in Ayrshire and Arran'.

### **North Ayrshire Council**

North Ayrshire Council has an ambitious programme of change, focusing on what our customers and communities need and delivering on this as effectively, efficiently and creatively as possible. As part of the Community Planning Partnership, the Council will work with its partners to make sure the people and communities of North Ayrshire are working, healthy and safe.

### **North Ayrshire Health and Social Care Partnership**

North Ayrshire Health and Social Care Partnership was established in April 2015. We manage and monitor the joining together of community health and social care services. Our partner organisations include: North Ayrshire Council, NHS Ayrshire & Arran, TSI North Ayrshire and Independent Care Home representation. Through partnership working our vision is that: *'All people who live in North Ayrshire are able to have a safe, healthy and active life'*.

All of our work fits within our five strategic priorities. The aim of these priorities is to work together with local people to tackle the significant social and health inequalities that exist in North Ayrshire. We will meet our priorities by making changes to the Health and Care services we deliver. In doing this we will support local people of any age to live safely at home, or in a homely setting, as close to family, friends and the local community as possible.

### **South Ayrshire Council**

South Ayrshire Council is an ambitious, forward-looking and responsive organisation that is committed to working with partners and communities to make life better. The Council serves a population of more than 112,000 people located across a diverse area that includes the towns of Ayr, Girvan, Maybole, Prestwick and Troon as well as small rural villages, coastline and farmland. The Council works to six strategic objectives which focus on maximising the potential of: the local economy; young people; adults and older people; communities; environment; and improving how we work as a Council. This includes our Transform South Ayrshire programme, which will help ensure customers can access necessary information, request relevant Council Services, and complete customer transactions via easy to use self-service digital channels. The Council is an equal opportunities and inclusive organisation and we fully support equal human rights for all. Find out more at [www.south-ayrshire.gov.uk](http://www.south-ayrshire.gov.uk) or follow us on Twitter @southayrshire.

### **South Ayrshire Health and Social Care Partnership**

South Ayrshire Health and Social Care Partnership was formally established in April 2015 and brings together a wide range of health and social work services in to a single operational delivery unit. The Partnership's Integration Joint Board is responsible for planning and overseeing the delivery of a full range of community health and social work/social care services, including those for older people, adults, children and families and people in the Criminal Justice system in South Ayrshire. It is also responsible for a number of Pan-Ayrshire health services relating to Allied Health Professionals, Continence, Joint Equipment and Technology Enabled Care.

## Equality Outcome Partnership Structure



### 4. Rationale for Shared Equality Outcomes

A number of organisations across Ayrshire deliver public services to local communities. In delivering services, these organisations must ensure that no person or group are discriminated against on the basis of any protected characteristics they may possess.

In Ayrshire, each public sector organisation, referred to above, has a requirement to develop and publish a set of equality outcomes. Considering the often close working links between many of the public sector organisations, it was proposed that closer working around the development of equality outcomes should be undertaken. More importantly, as all organisations are delivering, or supporting the delivery of, services to the same communities, their experience could be improved if approaches were consistent and this could be driven through the development of joint equality outcomes. Therefore, a decision was taken that public sector organisations across Ayrshire could develop a shared set of equality outcomes whilst still maintaining individual accountability for their part.

This overarching equality outcomes document builds on already established partnership working relationships and outlines the actions and activities to be undertaken to provide a range of quality services for local people.

## **5. Ayrshire Equality Outcome Working Group**

On 13 June 2016, an event was held in St Kentigern's Church in Kilmarnock to consider the possibility of developing a set of shared equality outcomes. Delegates attended from all of the aforementioned organisations.

The event sought to elicit the benefits and risks of taking a joint approach to setting equality outcomes as well as the broad themes emerging for each of the organisations. Overall it was clear that there were more benefits than there were risks, coupled with the fact that a previous mapping exercise highlighted strong similarities in priorities and themes.

In a changed landscape, having so many different sets of equality outcomes represents a challenge in mainstreaming equalities. A shared set of equality outcomes between the Ayrshire public sector organisations would help facilitate the cultural shift required to mainstream equalities.

The outcome from the discussions and workshops was clear consensus for progressing the development and delivery of equality outcomes for April 2017 on a partnership basis. With regards to the need to show clear lines of accountability, it was agreed that this would be shown through the specific actions to be taken forward by each partner that would ultimately result in the overarching delivery of the outcomes.

To this end, a core group of partnership employees established a working group to drive this forward.

## **6. Evidence Review**

As public bodies, the foundation of existing good practice on equalities, established and committed to through our previous equality outcomes, allowed us to build upon and reinforce taking this agenda forward. Given this, it makes sense to ensure that equality outcomes are aligned explicitly with existing Scottish Government policy priorities, as well as evidence from local engagement, and integrated into current performance management systems.

This approach to implementation aims to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into business across Ayrshire.

We took a joint approach to the development of our equality outcomes including:



- a desk-based research and evidence review, across our community planning partners, that presented a baseline selection of the key facts and figures we know about groups that meet one or more of the protected characteristics. The review drew on the evidence collected from previous engagement and consultation exercises as well as the wider national policy context.
- an online survey monkey questionnaire seeking views from our communities to build upon previous discussion and consultation with equality groups. As well as the online survey, we mirrored this through the use of paper based survey forms which were available at various locations across Ayrshire. This form of consultation elicited over 250 responses.
- a further desk-based exercise in collaboration with community planning partners to review and consider local comment, intelligence and evidence gathered from the consultation and engagement work was carried out to help shape the final outcomes and actions to deliver on these.
- face to face discussion with equalities groups and individuals with protected characteristics. Some groups who were not able or wished to be directly involved, asked that the notes of previous discussions be used to inform our work.

In this way our first set of equality outcomes were identified and agreed, and represent outcomes that can be achieved in the short to medium term and that cover all of the protected characteristics.

The agreed equality outcomes for the period 2017-2021 are set out in Appendix 1 of this document. These outcomes will be reviewed during the four year period 2017-2021 and a progress report published in 2019.

Further detail of evidence sources, analysis and decisions made can be found at <http://www.nhsaaa.net/media/456636/20170421evdoc17-21.pdf>

## **7. Engagement and Consultation**

The law requires us to involve and consult with people in developing our equality outcomes. These people should have a wide range of backgrounds and characteristics and should be drawn from our service users, staff and from communities across Ayrshire and Arran. Following the desktop research work to identify our thematic areas, engagement and consultation in the development of our specific equality outcomes took place over a number of months. Appendix 2 outlines our involvement and consultation with people in developing these outcomes. As well as the specific face-to-face engagement events, we involved communities and staff using a variety of methods including online surveys,

engagement through our local Public Partnership Forums, and engagement at community and staff events.

During the first phase of consultation, the partners were proposing the inclusion of five equality outcomes; however, based on the feedback received, the equality outcomes were reduced to four and the wording of some simplified to ensure the public were clear on our intent.

Following phase one of consultation, each organisation undertook a second phase of consultation but this time the outcomes had organisation specific actions included. This second phase of consultation included online surveys, engagement through partnership forums, locality planning initiatives and internal and external stakeholder engagement through community and staff events.

## **8. Finalising Our Equality Outcomes**

The final feedback from the aforementioned consultation and engagement methods informed the final equality outcomes for 2017 – 2021.

In order to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into policy and practice across Ayrshire, it is important to ensure that equality outcomes are aligned explicitly with existing organisational and governmental policy priorities.

We have taken consideration of national policy context in the development of our shared equality outcomes to ensure robust and effective outcomes are set for the next four years.

In the development of our equality outcomes many people gave us their experiences, views and not least their time freely and willingly to make sure that the outcomes we set meet the specific needs of the people we serve. For this and all the other people who have supported the development of these outcomes, we thank them all for their contribution.

<b>Equality Outcome 1</b>		<b>In Ayrshire people experience safe and inclusive communities</b>					
<b>Links to National Outcomes</b>		<b>We have tackled the significant inequalities in Scottish Society</b> <b>We have improved the life chances for children, young people and families at risk</b> <b>We live our lives safe from crime, disorder and danger</b> <b>We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others</b>					
<b>Context</b>		<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Equality Duty</b>	<b>Lead Officer and Timescale</b>
1.1	<p>Hate Crime continues to rise and have a significant impact on particular communities. In 2015-16 findings were:</p> <ul style="list-style-type: none"> <li>• Race crime charges reported at 3,712.</li> <li>• Sexual orientation aggravated charges reported at 1,020 – an increase of 20% from previous year.</li> <li>• Disability crime charges reported at 201 - an increase of 14% from previous</li> </ul>	<p>Increased awareness of hate crime</p>	<p>Raise staff awareness to better identify hate crime</p>	<p>Number of staff trained</p>	<p>Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Equality and Diversity Adviser</p> <p>March 2021</p>
			<p>Work with partners to raise awareness of hate crime</p>	<p>Number of crimes reported and detected</p>			
		<p>Increased use of third party reporting</p>	<p>Increase the awareness of third party reporting</p>	<p>Increased third party reporting using a variety of media tools and promotion materials</p>	<p>Disability, Gender Reassignment, Race Religion and Belief, and Sexual Orientation</p>		
		<p>Implementation of the 'Keep Safe' initiative across partner agencies in Ayrshire</p>	<p>Deliver partner training as appropriate</p>	<p>Number of training courses/briefing sessions delivered</p> <p>Number of staff trained</p>	<p>Disability</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Equality and Diversity Adviser</p> <p>March 2021</p>

	<p>year.</p> <ul style="list-style-type: none"> <li>Religiously aggravated charges reported at 581 – an increase of 3% from previous year.</li> </ul>		Conduct a baseline of 'Keep Safe' places	Audit of existing 'Keep Safe' places	Disability	Eliminate Discrimination Advance Equality of Opportunity	Equality and Diversity Adviser March 2018
			Support the development of the 'Keep Safe' initiative in Ayrshire	Increase in the number of establishments registered for 'Keep Safe'	Disability	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Equality and Diversity Adviser March 2021
1.2	Prevent is one of the four elements of CONTEST, the UK Government's counter-terrorism strategy. The Counter Terrorism and Security Act (2015) places a duty on a number of specified authorities to have "due regard to the need to prevent people from being drawn into terrorism". NHS Scotland is one of those specified authorities.	People are aware of prevent	Raise staff awareness to better identify radicalisation	Number of staff trained	All	Eliminate Discrimination Foster Good Relations	Head of Resilience March 2019
		Established reporting protocols in place	Increase awareness of reporting procedures	Published briefings and leaflets in all key areas	All		

1.3	Evidence shows that social isolation can result in both physical and mental ill-health. Social isolation and loneliness is widespread and not limited to some age groups or sections of society. Local consultation suggests that those in Ayrshire's rural communities are particularly prone to social isolation and are unable to access services.	People experience reduced levels of social isolation	Develop a strategy and action plan to support a reduction in social isolation	Strategy and action plan in place  Reduction in social isolation	Age, disability, sex	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	Assistant Director of Public Health  March 2021
1.4	There is a raft of national, international and local evidence which shows that women are disproportionately affected by Gender Based Violence (GBV). GBV and reporting remains a significant issue in Ayrshire and Arran, in line with that found across the whole of Scotland.  In 2015-16 there were	Strategic commitment to the Gender Based Violence agenda	Ensure Gender Based Violence is represented in all new appropriate NHS strategies and plan	Gender Based Violence included in all appropriate NHS strategies and plans	Disability, Gender Reassignment, Sex, Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	GBV Lead  March 2021
		GBV is integrated into activity/plans in other settings	NHS Ayrshire & Arran will encourage other organisations to address GBV and include it in their plans	Numbers of awareness raising sessions on Gender Based Violence  Resources made available			
		Improved multi	Establish a pan-	A new multi-agency GBV			

	<p>58,104 incidents of domestic abuse recorded by Police Scotland. East Ayrshire has the highest rates of the three local authority areas in Ayrshire and Arran. To reduce these levels of incidences enhanced recording of GBV incidences is still required within the NHS, working in partnership with other agencies.</p>	<p>agency partnership working to support this agenda</p>	<p>Ayrshire GBV group and establish an Ayrshire GBV partnership action plan</p>	<p>group is formed  A partnership action plan developed</p>			
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<b>Equality Outcome 2</b>		<b>In Ayrshire people have equal opportunities to access and shape our public services</b>					
<b>National Outcomes</b>		<b>We have tackled the significant inequalities in Scottish society We live in well-designed, sustainable places where we are able to access the amenities and services we need Our public services are high quality, continually improving, efficient and responsive to local people's needs</b>					
<b>Context</b>		<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Equality Duty</b>	<b>Lead Officer and Timescale</b>
2.1	The Community Empowerment (Scotland) Act 2015 sets out a legal framework to support the empowerment of community bodies, local communities and communities of interest across Scotland. Public service bodies will have to develop processes through which community bodies can participate and influence the design and delivery of services.	The experiences of marginalised or under-represented groups continue to inform decision-making	Through the partnership undertake a mapping exercise to identify marginalised and under-represented groups in Ayrshire.	A list of marginalised and under-represented groups to be developed and maintained	Disability, Gender Re-assignment, Race, Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	Equality and Diversity Adviser  March 2018
			Ensure processes are in place which welcome, encourage and support marginalised and under-represented groups to inform decision-making	Evidence inclusion of marginalised and under-represented groups in decision-making			Equality and Diversity Adviser  March 2019
	Furthermore, it is essential the services meet the needs of local service users and that their views are taken		Explore joint approach for the commissioning of translation, interpretation and	TICS usage reports  Increased customer satisfaction	Disability, Race	Eliminate Discrimination  Advance Equality of	Equality and Diversity Adviser  December

	<p>into account in relation to the design and delivery of services. This should include all groups and, often more importantly, those who are marginalised or under-represented who may experience difficulties accessing our services.</p>		<p>communication support (TICS) services</p>			<p>Opportunity</p>	<p>2018</p>
2.2	<p>Local community engagement has identified there is a lack of gender identity support within Ayrshire and Arran. In addition, it was highlighted that there were issues related to gender specific services which have adversely impacted the experience of accessing our services by those identifying as transgender.</p> <p>Welcoming and accessible services would encourage greater engagement with services.</p>	<p>Trans people are not discriminated against when accessing our services</p>	<p>Ensure our public buildings and services are accessible and welcoming</p>	<p>Feedback from trans community</p> <p>Increased customer satisfaction</p>	<p>Gender Reassignment</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Equality and Diversity Adviser / HR Manager</p> <p>December 2019</p>



2.3	Extensive research has shown that people with protected characteristics such as age, the BME community and those with a disability are most affected by societal inequalities and are more likely to have poorer physical and mental health than the general population.	A set of recommendations developed to address inequalities	Set up a review group to consider NHS Ayrshire & Arran's role in addressing inequalities	Group established	All	Eliminate Discrimination Advance Equality of Opportunity	Assistant Director of Public Health March 2018
			Completion of self assessment tool in relation to inequalities for service changes / redesigns	Increase in the number of completed inequalities self assessments	All	Foster Good Relations	Assistant Director of Public Health March 2021

<b>Equality Outcome 3</b>		<b>In Ayrshire people have opportunities to fulfil their potential throughout life</b>					
<b>National Outcomes</b>		<b>We realise our full economic potential with more and better employment opportunities for our people</b> <b>We are better educated, more skilled and more successful, renowned for our research and innovation</b> <b>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</b> <b>Our children have the best start in life and are ready to succeed</b> <b>We live longer, healthier lives</b> <b>Our people are able to maintain their independence as they get older and are able to access appropriate support when they need it</b>					
<b>Context</b>		<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Lead Officer and Timescale</b>
3.1	Less than 2% of all Modern Apprenticeships in Scotland are taken by Black and Minority Ethnic (BME) Communities although they form around 4% of the target population.	Increase the number of modern apprentices who are BME	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of BME modern apprentices in Ayrshire	Age, Race	Eliminate Discrimination  Advance Equality of Opportunity	Assistant Director – Central Employment Services  December 2018
			Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in BME modern apprentices	Age, Race	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	Assistant Director – Central Employment Services  March 2021

	Less than 0.5% of all Modern Apprenticeship placements are taken by someone with a declared disability. Around 8% of the target population (16-24) is disabled.	Increase the number of modern apprentices who have a disability	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of disabled modern apprentices in Ayrshire	Age, Disability	Eliminate Discrimination  Advance Equality of Opportunity	Assistant Director – Central Employment Services  December 2018
			Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in modern apprentices who have a disability	Age, Disability	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	Assistant Director – Central Employment Services  March 2021
3.2	Evidence for Scotland indicates that men dominate in construction and skilled trades, and women are over-represented in secretarial and caring occupations. As a major local employer, NHS Ayrshire & Arran will seek to be more inclusive in the recruitment and retention of staff.	Increased no of people in non traditional gender roles including modern apprenticeships	Conduct an audit of existing modern apprenticeships roles by gender	Baseline of number of modern apprenticeship roles by sex in Ayrshire	Age, Sex	Eliminate Discrimination  Advance Equality of Opportunity	Assistant Director – Central Employment Services  December 2018
			Work with internal and external stakeholders to promote uptake across protected characteristic	Increase in non traditional roles by both sexes	Age, Sex	Eliminate Discrimination  Advance Equality of Opportunity	Assistant Director – Central Employment Services

			groups			Foster Good Relations	March 2021
3.3	Chronic obstructive pulmonary disease (COPD) is a long-term lung condition which causes you to feel breathless. It includes both chronic bronchitis and emphysema. It is thought that there are around 1.2 million people in the UK who have been diagnosed and are living with COPD. However, it's likely that there are more people who haven't yet been diagnosed, with perhaps as many as two thirds of cases undiagnosed.  NHS Ayrshire & Arran currently have the highest rate of respiratory acute care across Scotland.	Reduction in respiratory acute care demand in Ayrshire and Arran	Systems that support care / anticipatory care and support planning	Develop new pathways / models of care (including care provision closer to home)	Age, Disability	Advance equality of opportunity	Respiratory MCN Manager  April 2018
				Implementation of House of Care			
				Implementation of anticipatory care plans			
			Implementation of respiratory care bundles				
			People living with Chronic Obstructive Pulmonary Disorder (COPD) are supported to manage their condition	Improve patient / carer knowledge and understanding of condition	Age, Disability	Advance Equality of Opportunity	Respiratory MCN Manager  April 2018

3.4	<p>Approximately 17% of Scotland's population is 65 or over and thus at a higher risk of falls. The associated costs to health and social care services in Scotland are estimated to exceed £471m each year. Consequently prevention of falls has the potential to release significant cost savings in addition to improving the quality of life of older people in the community and is thus an important public health priority.</p>	<p>A reduction in the number of falls and improved self management by individuals</p>	<p>Develop and implement a local action plan to deliver against the 16 actions outlined in the National Framework for Action for Scotland 2014/2016 for the prevention and management of falls</p>	<p>Action Plan in place and actions taken forward</p>	<p>Age, Disability</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Community Falls Co-ordinator</p> <p>March 2021</p>
			<p>Spread the use of a variety of falls resources to support health improvement and self- management to reduce the risk of falls and fragility fractures within the local population</p>	<p>Resources identified and in place to support improvement</p>			
			<p>Educate staff across the organisation to identify people at risk of falls and refer to services or self management tools</p>	<p>Training and briefing sessions completed</p>			

3.5	<p>Making informed health care decisions is one of the biggest challenges that patients face today. Evidence shows that having access to clear and reliable health information is vital to allow patients to make informed choices about their condition. However, with access to the world wide web, finding good and reliable information can often be a challenge for patients.</p> <p>It was further identified the key role hospitals can play in improving population health and wellbeing and reducing health inequalities through their access to a large numbers of people.</p>	<p>People have access to quality assured information which will support them to improve their health and wellbeing</p>	<p>Implement a holistic health and wellbeing information and support service in the hospital setting</p>	<p>Number of contacts</p> <p>Number of referrals to services</p>	<p>All</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Health Improvement Officer</p> <p>March 2019</p>
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<b>Equality Outcome 4</b>		<b>In Ayrshire public bodies will be inclusive and diverse employers</b>					
<b>National Outcomes</b>		<b>We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation</b>					
<b>Context</b>		<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Lead Officer and Timescale</b>
4.1	Employment is one of the most strongly evidenced determinants of health, the World Health Organisation (WHO) notes that 'unemployment puts health at risk' and 'unemployment has a direct bearing on the physical and mental health and even life expectancy for unemployed people and their families'. There is also recognition that some recruitment practices can be a barrier to employment for particular groups.	Public bodies have a diverse workforce reflective of the local population	Use alternative opportunities for advertising posts	More diverse applications for posts within the public sector	All	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	Assistant Director – Central Employment Services  December 2018
			Achieve and maintain Level 2 of the Disability Confident Scheme	Level 2 award achieved and maintained	Disability		Assistant Director – Central Employment Services  March 2019
			Progress work to achieve level 3 of the Disability Confident Scheme	Level 3 award achieved	Disability		Assistant Director – Central Employment Services  March 2021

4.2	<p>There is recognition that sometimes staff feel they lack the necessary skills to deal with specific equality issues, and also lack the confidence to challenge discriminatory behaviour they may witness.</p> <p>Therefore, in line with our organisational values and behaviours staff may require additional training, knowledge and awareness-raising of the different equalities areas. A more informed workforce will provide more person-centred services.</p>	A better educated workforce to support equality inclusiveness	Partners working together to develop and provide a range of training and awareness sessions around Equality and Diversity issues.	<p>Training programmes developed</p> <p>Training programmes delivered</p> <p>Number of staff trained</p>	All	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Assistant HR Director – Development</p> <p>March 2021</p>
4.3	We recognise that we have staff that have limited access to IT at work and will offer face to face health checks to assist them to address existing health issues	Address health inequalities within staff groups by offering face-to-face health checks for those	Continuation of 3 year face to face health check programme on current identified groups.	Number of checks carried out	All	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Lead Occupational Health Nurse</p> <p>March 2019</p>



	and improve their wellbeing. We also recognise that there may be other staff groups who may require intervention and we will seek to identify such groups.	considered to have the greatest need				Foster Good Relations	
			Conduct scoping exercise to identify potential areas for implementation and options for achieving this	Scoping exercise complete and options identified	All		Lead Occupational Health Nurse April 2017
			Use the results from the scoping exercise to determine priorities for 2017-18	Priorities set for 2017-2018	All		Lead Occupational Health Nurse March 2017

## Engagement Schedule

Date	Venue	Protected Characteristics
21 September 2016	Saltcoats Town Hall Countess St Saltcoats KA21 5HP	All
27 September 2016	County Hall County Buildings Wellington Square Ayr KA7 1DR	All
29 September 2016	East Ayrshire Council Headquarters 91A London Road Kilmarnock KA3 7BU	All
5 October 2016	Stewarton Academy Cairnduff Place Stewarton KA3 5QF	Age (young people), Disability, Race, Religion and Belief, and Sex
5 October 2016	St Kentigern's Church Hall Dunbar Drive Kilmarnock KA3 7PP	All
6 October 2016	Cumnock Academy Ayr Road Cumnock KA18 1EH	Age (young people), Disability, Race, Religion and Belief, and Sex
6 October 2016	Doon Academy Ayr Road Dalmellington KA6 7SJ	Age (young people), Disability, Race, Religion and Belief, and Sex
7 October 2016	Kilmarnock Academy 15 Elmbank Drive Kilmarnock KA1 3BS	Age (young people), Disability, Race, Religion and Belief, and Sex
25 October 2016	Ayrshire Minority Ethnic Communities Association (AMECA)	Age, Race, Religion and Belief and Sex

	Kilwinning Campus Ayrshire College Kilwinning	
27 October 2016	Ayrshire Minority Ethnic Communities Association (AMECA) Ayr Campus Ayrshire College Dam Park Ayr	Age, Race, Religion and Belief and Sex
1 November 2016	Ayrshire Minority Ethnic Communities Association (AMECA) East Ayrshire Council Headquarters 91A London Road Kilmarnock KA3 7BU	Age, Race, Religion and Belief and Sex
15 November 2016	Let's Talk About Trans Transgender Conversation Café Kilmarnock Campus Ayrshire College Hill Street Kilmarnock	Gender Reassignment, Sexual Orientation and Sex
17 November 2016	Let's Talk About Trans Transgender Conversation Café Kilwinning Campus Ayrshire College Kilwinning	Gender Reassignment, Sexual Orientation and Sex
22 November 2016	Let's Talk About Trans Transgender Conversation Café Ayr Campus Ayrshire College Dam Park Ayr	Gender Reassignment, Sexual Orientation and Sex