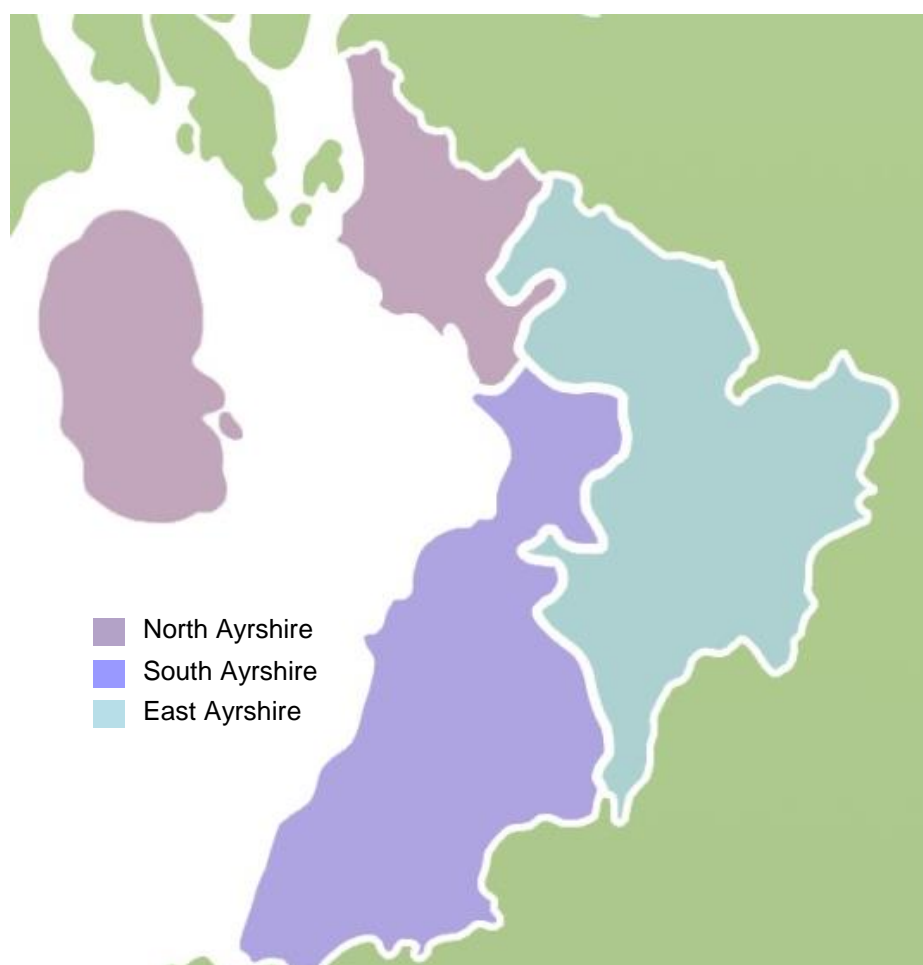


# Equality Outcomes 2021 - 2025



## 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 NHS Ayrshire & Arran's third 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 (one to four years) and link with the longer term shared equality outcomes set in partnership, as well as national outcomes.

### **3. Shared High Level 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.

Public sector organisations, require to develop and publish a set of equality outcomes. In 2017, considering the close working links between many of the public sector organisations in Ayrshire, a decision was taken to work jointly around the development and setting of equality outcomes. Therefore, a shared set of high level equality outcomes were developed whilst partners maintained individual accountability for their part or specific shorter term outputs. The partners are outlined below:

- Ayrshire College
- Ayrshire Valuation Joint Board
- Community Justice Authority
- East Ayrshire Council
- East Ayrshire Health and Social Care Partnership
- NHS Ayrshire & Arran
- North Ayrshire Council
- North Ayrshire Health and Social Care Partnership
- South Ayrshire Health and Social Care Partnership

As a result of the impact of COVID-19 some of the areas were not able to be taken fully to completion and therefore some of the actions will be carried forward as part of a working action plan whilst other areas continue as part of the mainstreaming process.

For the period 2021-2025, the group agreed to seek to continue to work towards the high level, aspirational outcomes with short term targeted outcomes to be achieved within the four year period underpinning those.

### **4. 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.

Again due to the impact of COVID-19, engagement and consultation had to be undertaken remotely to avoid large gatherings and potential transmission of the virus. The consultation focussed on gathering opinion on the existing four high level shared equality outcomes that in Ayrshire:

- people experience safe and inclusive communities
- people have equal opportunities to access and shape our public services
- people have opportunities to fulfil their potential throughout life
- public bodies will be inclusive and diverse employers

The method adopted focussed on an online survey, coupled with direct contact with local citizens. The survey contained 10 questions relating directly to equality outcomes, plus an additional 'about you' section asking people for relevant demographic information.

The questions in relation to the equality outcomes took both an asset and deficit approach, in that we asked respondents to reflect on positive things they have experienced as well as any negatives. In analysing responses, we took a thematic approach in which we aimed to group responses by a recurring theme.

The consultation ran for a total of five weeks from 13 October 2020 until 18 November 2020.

## **5. Analysing the Results and Defining Final Equality Outcomes**

The process in arriving at our final decision on our equality outcomes is highlighted below:

- Engaged communities and staff on proposal for continuation of existing high level outcomes and priority areas for short terms outcomes sought. Due to COVID-19 this was undertaken using limited methods of engagement including an online survey, engagement with national organisations that represent people with protected characteristics, face to face engagement with staff and telephone calls with local citizens.
- Gathered and collated feedback.
- Considered and included feedback where appropriate and proportionate.
- Developed final short terms outcomes.
- Outcomes agreed through Board and Governance structures.

The survey asked the public and staff whether the existing high level outcomes were still relevant or if there were other areas for consideration. The survey results showed that 87% of people agreed that the equality outcomes are still relevant to take forward with 7% of respondents being unsure in their response. From the results only 5% of those who responded disagreed with the outcomes and a further 1% provided no response. Some additional feedback from the survey is outlined below:

- They are more important than ever since the corona pandemic has exposed greater suffering among disadvantaged people than in the rest of our community.
- Extremely relevant especially their right to have opportunities to fulfil their potential throughout life and having equal opportunities to access and shape our public services
- Yes, they are more important than ever since the corona pandemic has exposed greater suffering among disadvantaged people than in the rest of our community.

A summary of the communities and staff who engaged in the process is shown below:

- 65% of respondents were female, 26% were male. The remaining 9% preferred not to say. Further, 93% of respondents reported to be the same sex as assigned as birth. 7% preferred not to answer
- 64% of respondents were aged between 41 and 64.
- 19% of respondents confirmed they had a disability
- 90% of respondents identified as White or Scottish, 4% identified as BAME or Mixed, 5% preferred not to say
- 41% of respondents identified as Christian, 35% had no religion or belief, 17% preferred not to say. Only 6% of respondents identified with other religions (Jewish, Muslim, Pagan, Spiritual).
- 80% of respondents identified as Heterosexual, 13% preferred not to say. The remaining 7% were made up of people who identified as Gay, Lesbian, Bisexual or other.
- 8% of respondents were pregnant or had given birth in the last 26 weeks. 7% of respondents are currently on maternity or paternity leave.

## **6. Finalising Our Equality Outcomes**

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. 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, as well as evidence from local engagement, and integrated into current performance management systems.

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.

Further detail of evidence sources, analysis and decisions made can be found at <https://www.nhsaaa.net/media/10710/nhs-ayrshire-arran-evidence-sources-and-rationale-for-setting-our-outcomes-2021-2025docx.pdf>

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>High level Shared Outcome</b>		<b>In Ayrshire people experience safe and inclusive communities</b>					
<b>Links to National Outcomes</b>		<p><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></p>					
<b>Equality Outcome 1</b>		<p><b>Our services will support young people, women and people with long-term conditions to experience improved health by:</b></p> <ul style="list-style-type: none"> <li>• <b>Enhancing opportunities for employability</b></li> <li>• <b>Supporting perinatal health</b></li> <li>• <b>Improving birth experiences</b></li> </ul>					
<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	Good or bad health is not simply the result of individual behaviours, genetics and medical care. It is well researched that a substantial part of the difference in health outcomes is down to the social, economic and environmental factors that shape an individual's health including housing, employment, and education.	Increase in young people, females and those with health issues in employment.	NHS A&A Community Wealth Building (CWB) Diagnostic and Action Plan	CWB Diagnostic and Action plan in place	Age, disability, sex	Eliminate Discrimination	Asst Director of Public Health December 2022
			Creation of Ayrshire Anchor Network	Ayrshire Anchor Network established	Age, disability, sex	Foster good relations	Asst Director of Public Health December 2021
			Development of Anchor Network	Anchor Network toolkit developed	Age, disability, sex		Asst Director of

			toolkit				Public Health December 2023
1.2	<p>Person-centred, safe and high quality care for mothers and babies throughout pregnancy, birth and following birth can have a marked effect on the health and life chances of women and babies and on the healthy development of children throughout their life.</p> <p>The health, social, development, and economic consequences of childbirth and the early weeks of life are profound, and the impact is felt by individual families and communities as well as across the whole of society.</p>	Improved health of pregnant women	Roll out of Maternity Care Assistant programme	Improved audit results SPSP measures MQUIP measures	Age, pregnancy and maternity, sex	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Head of Midwifery</p> <p>March 2022</p>
1.3	Evidence shows that women who have good interaction with their midwife during	Reduction in birth trauma and increased bonding	Increase in number of home births	Number of home births recorded	Age, pregnancy and maternity, sex	<p>Eliminate Discrimination</p> <p>Advance</p>	<p>Head of Midwifery</p> <p>March 2022</p>



	pregnancy, and are educated and empowered to have a home birth can experience reduced birth trauma and improved bonding with their baby. This experience can have a positive impact on both the health of the mother as well as the future development of the child.	between mother and child				Equality of Opportunity Foster good relations	
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<b>High level Shared Outcome</b>		<b>In Ayrshire people have equal opportunities to access and shape our public services</b>					
<b>Links to National Outcomes</b>		<b>We have tackled the significant inequalities in Scottish society</b> <b>We live in well-designed, sustainable places where we are able to access the amenities and services we need</b> <b>Our public services are high quality, continually improving, efficient and responsive to local people's needs</b>					
<b>Equality Outcome 2</b>		<b>Patients who require communication support can access digitally enabled health and care services which support them to manage and improve their health outcomes</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 future planning of healthcare requires to meet the changing demands of healthcare provision and the expectation of the patients who we serve. Digital healthcare provides continued delivery of services which has been key in 2020 during the Covid-19 pandemic. During the pandemic, services were unable to provide face to face consultations, but with the use of digital	Increased number of face to face consultations by those with a communication barrier	Explore opportunities for provision of community language interpretation via Near Me	Community Language interpretation provider contract in place	Race	Eliminate Discrimination  Advance Equality of Opportunity	Near Me Lead  December 2021
			Explore opportunities for provision of British Sign Language (BSL) interpretation via Near Me	BSL interpretation provider contract in place	Disability	Eliminate Discrimination  Advance Equality of Opportunity	Near Me Lead  December 2021
			Increase in the number of digital face to face	Baseline of numbers  Increased usage of	Race, disability	Eliminate Discrimination	Near Me Lead

	technology they were able to provide virtual face to face consultations. However, that was not the case for all service users.		consultations using interpretation support	interpretation support		Advance Equality of Opportunity	December 2023
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<b>High level Shared Outcome</b>		<b>In Ayrshire people have opportunities to fulfil their potential throughout life</b>					
<b>Links to National Outcomes</b>		<p><b>We realise our full economic potential with more and better employment opportunities for our people</b></p> <p><b>We are better educated, more skilled and more successful, renowned for our research and innovation</b></p> <p><b>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</b></p> <p><b>Our children have the best start in life and are ready to succeed</b></p> <p><b>We live longer, healthier lives</b></p> <p><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></p>					
<b>Equality Outcome 3</b>		<b>Women and children through access to localised and targeted service provision will experience improved mental health</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>
3.1	Mental distress and illness are common in pregnancy and the first postnatal year, affecting up to one in 5 women, and the period after childbirth is a uniquely vulnerable time for development of severe mental illness for certain groups of women. The consequences of perinatal mental illness may be severe. Mental health related deaths	Improved perinatal mental health of women	Identification of and interaction with women who may require additional support during the perinatal period	SPSP measures MQUIP measures	Age, disability, pregnancy and maternity, sex	Eliminate Discrimination  Advance Equality of Opportunity	Head of midwifery  March 2024
	Signposting to necessary support mechanism		SPSP measures MQUIP measures	Foster good relations			

	are now the leading cause of maternal death in the first postnatal year.						
3.2	<p>Adverse Childhood Experiences (ACEs) such as sexual abuse can create harmful levels of stress which can affect brain development, resulting in long term detrimental effects on learning, behaviour and health outcomes.</p> <p>The ideal is to prevent ACEs happening in the first place but once the traumatic events have occurred the aim is to ensure that children and young people affected by childhood adversity and trauma have the right support in place where and when needed to improve their health and life outcomes.</p>	Improved experience of children and young people who require access to sexual forensic services	Establishment of sexual forensic suite in paediatrics	<p>Number of individuals accessing the service</p> <p>Number of individuals who did not require to travel to Glasgow</p>	Age, sex	Advance Equality of Opportunity	<p>Head of midwifery</p> <p>March 2023</p>

<b>High level Shared Outcome</b>		<b>In Ayrshire public bodies will be inclusive and diverse employers</b>					
<b>Links to 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>Equality Outcome 4</b>		<b>Our BAME, disabled and LGBT+ staff have safe and supportive work environments where they are able to share experiences and access peer support, improving their experience at work</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>
4.1	<p>People with certain protected characteristics face discrimination both in employment and the wider environment due to their protected characteristics. Whilst they will face discrimination due to this, they are often acerbated due to intersection of these characteristics.</p> <p>Employee network groups can transform the experiences of employees representing different and specific groups</p>	Establishment of a safe and supportive environment for staff who identify with a particular protected characteristic	Explore with the workforce the desire to establish a Black, Asian and Minority Ethnic (BAME) staff network	BAME staff network established	Race	Eliminate Discrimination	HR Director December 2021
			Explore with the workforce the desire to establish a disability staff network	Disability staff network established	Disability	Foster good relations	HR Director December 2022
			Explore with the workforce the desire to establish a Lesbian, Gay, Bisexual and Trans+ (LGBT+) staff network	LGBT+ staff network established	Sexual orientation, Gender re-assignment		HR Director December 2023

	from diverse communities						
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