

Meeting the Requirements of Equality Legislation
Equality Mainstreaming Report 2024

Equality Outcomes 2024 -2028



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Introduction

This report provides an update on Renfrewshire Health and Social Care Partnership's (HSCP's) commitment to addressing discrimination and delivering services that are fair and equitable to all.

Our work continues to ensure that in our day-to-day business we -

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between groups of people with different 'protected characteristics'.
- Foster good relations between these different groups.

The protected characteristics referred to, as listed in the Equality Act 2010 are:

age; marriage and civil partnership; disability; religion or belief; gender reassignment; pregnancy and maternity; race, sex and sexual orientation. We are all likely to have more than one protected characteristic which make up our individual identities.

Protected characteristics



Introduction

The Scottish Government undertook a review of the effectiveness of the Public Sector Equality Duty (PSED) in Scotland. This included a public consultation, published December 2021 and open until April 2022. The review covered both legislative modifications and changes to the wider implementation environment in relation to the Scottish Specific Duties. The Scottish Government are taking a phased approach to improving the PSED regime. Initially, this will include delivering on two key prioritised regulatory changes, to be in place by April 2025.

These are:

- **Workforce Data:** revising the current pay gap reporting duty to include reporting on ethnicity and disability pay gaps; and
- **Inclusive Communication Duty:** introducing a new legal duty on listed public bodies in relation to their use of inclusive communication.

To ensure compliance, we will continue to drive Mainstreaming Actions following the implementation of the new PSED regulations in April 2025, and review our actions to meet these two additional regulations in Scotland.

Renfrewshire HSCP is committed to embedding equality into all our functions. We know how challenging this can be, so are systematically assessing our progress through our Strategic, Financial and Workforce Plans.



What we Know About our Communities

In 2022 we published our 2022-2025 Strategic Plan. We have sought to place equalities and lived and living experience at the heart of our plan. In its development, the HSCP and partners were focused on ensuring that collaboration and engagement were at the heart of co-produced themes and objectives, and the process was informed by research, analysis and engagement.

Key facts about the diversity of Renfrewshire's population:



Renfrewshire has an ageing population. The over 75 population is predicted to rapidly increase by **21%** between 2018 and 2028.



Renfrewshire is less ethnically diverse than Scotland as a whole, with a black and minority ethnic population of **2.8%**. However, we expect these numbers to change on publication of the latest census information reflecting more diversity.



Reliable statistics on sexual orientation and gender reassignment remain an issue.



Mental health and wellbeing is a rising priority in Renfrewshire. The link between mental ill health and deprivation locally is well-known, but the impacts of the pandemic on the mental health and wellbeing of local people is an additional concern. Communities tell us that they are worried about loneliness and isolation.



There is some evidence to suggest there is a higher percentage of disabled people in Renfrewshire than Scotland as a whole. In Renfrewshire, **47%** of economically inactive people aged between 16 and 64 are long term sick or disabled, compared to **31.6%** nationally, and this number is increasing.



Renfrewshire's unpaid carer population is **17,760** (Census, 2011), with 818 new carers identified and supported by Renfrewshire Carers' Centre in 2023-24. This is a significant increase on the 3-year average pre-pandemic, which was **648** for the period 2016-17 to 2018-19. During the COVID-19 pandemic we saw a substantial increase in the number of new carers seeking support and it is likely numbers are now reverting to pre-pandemic levels.

What we know about our staff

In 2022 we published our second Workforce Plan 2022-2025. Aligned to the National Workforce Strategy for Health and Social Care, the Plan sets out how the HSCP, with our partner organisations, our contracted independent providers, third sector and unpaid carers, will work together to support the growth and development of our workforce. There are currently approximately 2,300 people who are directly employed by Renfrewshire Council and NHS Greater Glasgow and Clyde (NHSGG&C) to deliver Renfrewshire HSCP services and supports, as well as contracted Third Sector and independent agencies. As Renfrewshire HSCP is not an employer, it is not a requirement, nor is it possible, to produce or publish equality information about its employees. The Integration Joint Board (IJB) relies on NHSGG&C and Renfrewshire Council information gathering to learn more about the workforce and works together with them on matters of workforce equality.

Key facts about the diversity of Renfrewshire HSCP staff from our workforce plan 2022-25:



The HSCP's workforce is ageing, with a small proportion of staff aged 25 and under. There is also a large disparity between our Council workforce (**57% over 50**) and NHSGGC workforce (**41% over 50**).



The diversity of our workforce could be enhanced, as it is currently heavily older female-oriented, and we struggle to collate data to support actions which address this in our recruitment approach.



73 Council staff are registered with the Council as an unpaid carer.



The HSCP also recognises there is limited diversity in the workforce in terms of ethnicity, gender and experience. This includes those with caring experience and from other sectors. For example, Recruitment and retention challenges that the HSCP faces as an organisation have resulted in a shortage of the skills needed for key roles, particularly in our Care at Home and District Nursing services, which places additional pressures on existing staff to maintain service provision and service quality.

Supporting Health and Wellbeing of our Staff



The significant impact of the pandemic on the physical and mental wellbeing of staff has been recognised both nationally and locally. The wellbeing initiatives and support implemented will continue to be prioritised and built on to ensure that staff feel supported to deliver high quality care and support.



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

Progress on Mainstreaming Equalities

Renfrewshire HSCP provided the IJB with information on mainstreaming equality and a mid-term update on the progress within the Equality Outcomes 2020-2024 Action Plan in June 2022. The Equality Action Plan is closely aligned to our Strategic Plan themes of:



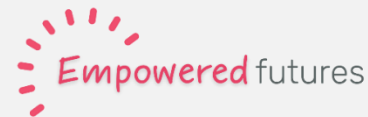
Healthier futures
We reduce inequalities and improve health and wellbeing through early action and prevention.



Connected futures
People are supported to recover and manage their disabilities or long-term conditions within their communities and to stay at home.



Enabled futures
We provide clinically safe services, within the community wherever possible, and people are able to access the appropriate specialist support to aid them in their recovery.



Empowered futures
People access the right care at the right time and in the right place and are empowered to shape their support at every stage of life.



Sustainable futures
We work collaboratively to make sure Renfrewshire's resources are used to have the greatest impact on health and care.

Progress on Mainstreaming Equalities

These themes are underpinned by a focus on health and wellbeing, and along with our Community Planning partners we agreed that our priorities would be:



Early Years and Vulnerable Families



Health Inequalities



Loneliness and Social Isolation



Housing as a Health Issue



Mental Health and Wellbeing



Healthy and Active Living

Progress that we are making and measuring is also reported on through mainstream mechanisms. Through our Workforce Plan and Strategic Plan for 2022-25, extracts of which are in Appendices 2 and 3, we continue to improve and embed equality, diversity and inclusion in our workforce, and continue to provide the necessary training for our workforce to ensure service users with protected characteristics do not experience discrimination.

Progress on Mainstreaming Equalities

Our Annual Performance Report also highlights key successes, namely:



The Autism Reference Group having worked together and developed a mind map diagram as a basis for how we might work better together in the future.



An increase in referrals to the Healthier Wealthier Children Programme from families from ethnic minority backgrounds.



The publishing of our new co-produced Unpaid Carers' Strategy 2022-25, with a Carers Partnership Officer having been recruited to help identify carers, and promote a wide-reaching awareness and development programme.



Continuing to deliver training for staff and partners to raise awareness of Equality and Diversity and Unconscious Bias. The IJB, Strategic Planning Group (SPG) and Senior Management Team have already undertaken Unconscious Bias training.



“80’s and up” was a project in Renfrewshire, involving Roar - Connections for Life, the HSCP and GP Practices. It aimed to help stop older people from falling and used evidence-based advice and exercises to prevent falls. Between December 2020 and March 2021, 81 patients who were 80 or older consented to take part in this initiative. Feedback had been positive and suggested that with help from Roar - Connections for Life, it had allowed them to walk more, and walk with more confidence. Evidence suggests this simple intervention will reduce falls and fractures, preventing hospital admissions as well as improving quality of life for those taking part.

Progress on Mainstreaming Equalities



In April 22, Roar launched a “Stronger for Longer” programme following the success of this pilot providing those aged 65+ with the tools to help prevent home accidents and falls, empowering the individual with the confidence to take the next steps back into socialising and enjoying later life.



The HSCP also provided funding to Roar who leads the Community Falls Prevention group. The funding has supported the organisation to act as a conduit for the purchase and distribution of home safety devices to partners of the Falls Prevention Group who carry out home visits as part of their role, and they can distribute to those vulnerable individuals in Renfrewshire who would benefit from them. Devices include, sensor lights (both indoor and outdoor), TheraBands to improve strength and balance, replacement walking stick ferrules and the printing of safety and nutritional advice leaflets. This equipment will also provide reassurance to local Renfrewshire residents allowing them to live at home independently for longer.



We have commissioned ‘We Are With You’ to place a Community Link Worker in every Renfrewshire GP Practice. These workers support people who might otherwise visit their GP with non-medical issues such as loneliness, isolation or financial worries. The Community Link Workers do this by delivering 1:1 supportive sessions and / or signposting to an appropriate activity or service to meet people’s specific needs. This relieves some of the pressure on GPs and means that people with non-medical issues can access help in a more holistic way.



Advanced Nurse Practitioners (ANPs) work across multi-disciplinary teams and are clinical leaders who manage the care of patients. Our ANPs have supported **75%** of GPs so far in Renfrewshire, and data between 2019 and 2021 suggests **89%** of consultations with ANPs were completed independently (ie did not require onward GP referral), contributing to prevention of admission, and unnecessary appointments where appropriate.

Progress on Mainstreaming Equalities



CIRCLE Recovery Hub opened in December 2021. Working in partnership with local people who have lived or living experiences of mental health, alcohol or drug-related issues, CIRCLE has been developed to provide enhanced support to local people who are on a recovery journey. The service provides a wide and varied programme of activities, aimed at encouraging, involving, and supporting people in recovery. This development aims to address a key gap within Renfrewshire's Mental Health and Alcohol and Drug Services, where a lack of recovery opportunities for people in treatment was previously identified. As has been evidenced in other areas in Scotland, enhanced recovery opportunities do contribute to better outcomes for individuals. CIRCLE provides people with improved recovery opportunities and improved links to and from other related services, ensuring individuals feel sufficiently supported throughout their recovery journey. This will increase opportunities for people to have more independence and choice on how they manage their own recovery. Since opening, over **656** referrals have been made to the Hub.



An effective communication toolkit for staff and partners to use when communicating with people with specific needs has been developed to ensure that people always receive information in their preferred format. The toolkit is published on the HSCP website.



In 2023 a working group on anti-racist practice in Care at Home was established after approval from the Senior Management Team to work together to look at a joint approach to address racism issues within the Care at Home sector. Renfrewshire HSCP and its partners in the independent sector conducted a workforce survey within Renfrewshire. The focus was to understand staff experience of racism in their day-to-day work in Care at Home Services. The impetus for the survey was based on reports from the independent sector and HSCP staff that described a recurring theme of racism towards minority ethnic workers. The survey findings provided evidence that racism is a common experience among minority ethnic staff. Training was identified as an action in response to Home Care staff reporting their experience of racism in their day-to-day work, and the HSCP provided funding to deliver Active Bystander and Equality Diversity and Inclusion Training for the Care at Home workforce. We are also developing a joint policy with Scottish Care to address racism.

Progress on Mainstreaming Equalities



Renfrewshire Learning Disabilities Services (RLDS): using digital to stay in touch during COVID – Amidst the challenges of the pandemic, RLDS worked hard to find alternative ways to connect with and support people. Through crisis we identified an opportunity and worked collectively across the service to find ways to digitally include and engage with as many individuals as possible, source equipment, upskill/develop and, most importantly, build real and meaningful content. Staff, supported by people and unpaid carers, came together to develop this new approach, and the online groups and support have been highly valued.



Families Together is an HSCP funded project, delivered by Home Start and other partners, to support families with transitional experiences in early years to nursery and school. The focus is on families who have not previously engaged with pre-school establishments for many reasons, including lack of confidence and trust.



Through funding from Future Paisley we recruited a Culture, Arts, Health and Social Care Co-ordinator to increase opportunities for people to take part in arts and cultural activity. Our new Co-ordinator has been developing relationships with groups and organisations including HSCP based services that support people living with the impact of inequalities to improve wellbeing. The first round of funding benefited a number of services including those supporting older people, people with a learning disability and people with a physical disability.

Progress on Mainstreaming Equalities



RAMH (Recovery Across Mental Health) received funding from the HSCP to create information about what supports are available to people in a range of languages, and to circulate them in hard copy as well as digitally. This was in recognition of the fact that lots of people, particularly people from black and ethnic minority communities, often don't have access to online resources. In addition, we have worked closely with OneRen to make health walks accessible for people with mental health problems.

[Evidence from this is highlighted in the video link](#)



The Health Improvement Team continue to support and develop the Healthier Wealthier Children's service (HWC) which aims to help reduce child poverty and offers income maximisation advice for impacted families. It also aims to prevent families from falling into child poverty by working with services to identify families at risk at an early stage. The number of HWC referrals from families from ethnic minority backgrounds has almost doubled from **11** in 2021-2022 to **20** in 2022-23. During 2022-23, **183** referrals were made, achieving a total of **£531,782.62** in financial gains. This equates to an average of **£2,905.91** in gains per family referred. The service provided support for **539** different cases involving benefits checks and applications, access to grants, and support with food, energy and fuel, providing invaluable support for families in Renfrewshire.



The HSCP in partnership with Community Planning partners supported the Winter Connections Initiative which was a network of local places and spaces where people could connect with others in their community during the months of January to March 2023 and 2024. It encouraged people to come together to take part in activities that would improve health and wellbeing, reduce isolation and provided people with advice and support if they needed it. The events and activities were free in every neighbourhood and everyone was welcome.

Assessing Impact

Equality Impact Assessments are a Specific Duty under the Equality Act (2010). When Renfrewshire IJB issues new policies or makes changes to the way that HSCP services are delivered that might impact on people who use our services, we have a legal duty to conduct an equality impact assessment (EQIA). The Fairer Scotland Duty also requires the IJB to consider how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. We will consider the intersection between socio-economic disadvantage and other impacts as our assessment approach continues.

Actions to date have included:

- All new policies / programme developments and activities are equality impact assessed (this includes savings plans) and a programme for existing policies / activities has been ongoing over several years.
- Training has been provided to HSCP Services and the Leadership Network across the HSCP, and plans are underway for a refresh of the EQIA (Equality Impact Assessment) process with the Senior Management Team (SMT) / Extended SMT and the IJB.
- The HSCP uses the NHSGGC EQIA toolkit. Each EQIA is quality assured before being published on Renfrewshire HSCP's website.
- A revised area has been established on the HSCP website which now includes the EQIA toolkit template and guidance.



Progress on our 2020-2024 Equality Outcomes

In addition to the progress we have made in mainstreaming equalities, we also identified specific / targeted areas on which we needed to focus to achieve the outcomes that we set in 2020. The following updates show how we have done this.

Outcome 1: Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life.		
Action 1.1	Update existing and develop new protocols on Gender Based Violence (GBV) and contribute to Renfrewshire’s No to Gender Based Violence Strategy	Strategic needs assessment and data gathering complete. Renfrewshire GBV Strategy group met in March 2024 to lead on the development of the Renfrewshire GBV Strategy
Action 1.2	Promote information for wider circulation on how to access support for long term conditions and health and wellbeing	The “Support in your Local Community” section of the HSCP website features a link to ALISS. Every month the Chief Officer’s Update includes reference to this section, and there are over 550 up-to-date Renfrewshire resources on the site.
Action 1.3	Undertake the LGBT Youth Scotland Charter of Foundations Award to increase LGBT inclusion in our services.	This work has been paused due to work prioritisation and will not be taken forward. However, we will develop an Equalities Planner which will include bespoke LGBT Awareness Sessions for our staff during 2024 to 2028.
Action 1.4	Improve communications with British Sign Language (BSL) users and prioritise Mental Health and Wellbeing actions in the Renfrewshire British Sign Language Plan 2018-2024.	The HSCP website has a link available at www.renfrewshire.hscp.scot/BSL providing online health advice for BSL users, including information on COVID-19. We trialed a BSL course in one of Care Homes to support one of our residents and will consider how we might do something similar going forward.

Progress on our 2020-2024 Equality Outcomes

Outcome 2: Our workforce is better informed and has confidence to make equality and human rights central to the way we work.		
Action 2.1	Ensure HSCP staff are aware of the EQIA process and can access the relevant guidance and training.	The assessing impact section of this report highlights progress.
Action 2.2	Review and update the HSCP Equality literature and website.	Literature and website reviewed on an ongoing basis to reflect legislation.
Action 2.3	Investment in Digital Technology and transition to digital telecare.	New case management system (Eclipse) for Adult Social Care established and operational, and staff have access to, and the ability to use robust assessment and care management data.

Outcome 3: Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.		
Action 3.1	Contribute to reducing Child Poverty in Renfrewshire through partnerships to tackle the three main drivers of child poverty: Income from Employment; Cost of Living; Income from Social Security and Benefits in kind.	<p>Targeted promotion of the Healthier Wealthier Children Service to Health Visiting and Maternity Staff to ensure families who may be at risk of, or are experiencing poverty, receive assistance with Benefit and Money Advice.</p> <p>Development of a Health Visitor Referral Pathway for Healthier Wealthier Children, and all Health Visitors trained on the updated pathway and additional cost of living resources to support families.</p> <p>Continued work with key partners such as Advice Works and Renfrewshire Citizens Advice to promote training and resources for their staff and teams and include these services in our promotion and information delivery across our networks.</p>

Progress on our 2020-2024 Equality Outcomes

Outcome 3: Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.		
Action 3.2	<p>Support the Health & Recovery Subgroup of Renfrewshire Local Employability Partnership (LEP) to ensure identified groups within the Scottish Government Employability Strategy “No One Left Behind” receive support to progress along the employability pathway.</p>	<p>The HSCP leads the Health Conditions & Recovery LEP Subgroup. Current work being carried out by the subgroup includes:</p> <ul style="list-style-type: none"> • Developing a toolkit to support Health and Social Care staff to discuss employability with patients, and where/how to refer into services. • Promoting and evaluating the LEP funded mental health support, which is providing counselling for employability clients in Renfrewshire aged 16 years and over. • Developing a pathway for We Are With You to refer into Invest. This could potentially be adapted for other services in the future. • Establishing links with Addictions services to gather baseline data to support potential intervention in the future.
Action 3.3	<p>Support partnership working to implement any recommendations resulting from the COVID-19 Recovery and Renewal Planning and Transformation Programme and service reviews, and ensure any recommendations are subject to Equality Impact Assessment.</p>	<p>A new Sustainable Futures Programme was established in 2023 to undertake a series of ‘service re-designs’ and ‘transformation’ activity which is necessary for the financial sustainability of the HSCP/IJB. EQIAs and wider impact assessments have been fully embedded into an overarching options appraisals process which enables the consistent scoring and evaluation of all savings proposal options but, more importantly, ensures alignment to the legislation for Equalities and Human Rights. Our work on improving the consultation process is continuing and will be further developed over our reporting period for 2024-2028.</p>

Progress on our 2020-2024 Equality Outcomes

Outcome 4: People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.

<p>Action 4.1</p>	<p>Establish an integration network project which will co-ordinate and promote partnership across a range of supports, resources and services available to people from black and minority ethnic communities in Renfrewshire.</p>	<p>IN-Ren forum established in August 2020 to ensure that ethnically diverse communities' voices are being heard and involved in local services and decisions. A Race Equality toolkit has also been developed to support employers and practitioners in Renfrewshire to better understand the barriers faced by ethnically diverse communities when accessing services and employment. This can be accessed at www.engagerenfrewshire.org</p>
<p>Action 4.2</p>	<p>Build capacity and empower under-represented groups to access funding opportunities to enable them to contribute and participate fully in their community.</p>	<p>The HSCP provided grants to voluntary organisations under Section 10 of the Social Work Scotland Act. Examples of organisations who have benefited from Section 10 grant awards in 2022-23 include:</p> <p>Shopmobility Renfrewshire - Shopmobility primarily provide and support people with disabilities and mobility issues (long term or temporary), by providing the hire of mobility scooters and wheelchairs. They also offer a small repairs and maintenance service. <i>"This investment has helped us support some of the most vulnerable people in Renfrewshire, helping over 500 people to date. We would like to thank the Health and Social Care Partnership for this grant, it is very much appreciated indeed."</i> - Karen Miller, Shopmobility.</p> <p>I Am Me Scotland aims to promote equality and diversity by raising awareness of disability related harassment and abuse (Hate Crime), encouraging reporting of incidents, and working with partners to create safer and stronger communities for people who are disabled and/or vulnerable. <i>"The S10 funding enabled us to work with partners to develop an amazing ADHD animation, narrated by Molly, a young girl who has experience of living with ADHD and design a lesson to accompany the animation. Once complete, this lesson will be available on the education platform for use in all schools in Scotland. Creating awareness and understanding will help to tackle stigma and encourage inclusion."</i> - Carol Burt, I Am Me Scotland.</p>

Progress on our 2020-2024 Equality Outcomes

Outcome 4: People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.		
<p>Action 4.3</p>	<p>We will work with the Renfrewshire Community Planning Partnership Alcohol Drugs Commission following the publication of their report to implement any recommendations delegated to the HSCP to ensure that equalities is integral to the delivery of the actions.</p>	<p>Lived Experience Forum Established in December 2022. The Lived Experience Forum is for people with, or who have a family member who has experience of using alcohol and drug services. The group meets monthly to share their experiences and help inform the work of the Alcohol and Drug Partnership. <i>"The Lived Experience Forum is fantastic! It's a very relaxed, informal space where people in addiction recovery come together to chat and help each other. They've got a great set-up, bringing in all the right folks and really listening to what everyone has to say. It's like they're totally open to new ideas and ways to improve things. I think it's a fantastic group. They're doing an amazing job of supporting each other and figuring out what works in the fight against addiction. Keep up the awesome work!"</i></p>

Outcome 5: People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs		
<p>Action 5.1</p>	<p>The Renfrewshire Dementia Strategy Group (RDSG) will work in partnership with voluntary, statutory, public and private organisations to review the National Strategy, undertake a self-evaluation, and develop a Local Action Plan for implementation in Renfrewshire that will ensure all of those with a diagnosis of dementia are supported at every stage of their journey.</p>	<p>This has been paused due to the delay in the National Strategy being published and will be carried forward to the 2024-2028 Equality Outcomes Action Plan.</p>

Equality Outcomes 2024-2028

To develop the new 2024-28 mainstreaming actions and identify potential outcomes, engagement sessions took place with a range of stakeholders, including staff, service users, the Strategic Planning Group and the general public. This included an online survey questionnaire and in person engagement / focus group discussions, and presentations were carried out.

Stakeholders included:

- Strategic Planning Group
- Care Planning Groups
- Diversity Equality Alliance in Renfrewshire (DEAR)
- The Towns and Villages Accessibility Forum
- Renfrewshire Anti Stigma Alliance

Some of the key messages given by stakeholders were:

- Tackling stigma and discrimination, particularly in Mental Health should be fully embodied in mental health training.
- Reducing health inequalities – Poverty / Child Poverty at an early preventative stage is vital to address needs in the current climate.
- Ongoing development and strategic work are required to ensure communication and sharing of information is accessible and available when needed.
- A critical area for future work will be to ensure Carers' support and actions, within the Unpaid Carers Strategy, are progressed and implemented.

Equality Outcomes 2024-2028

Evidence was also gathered from:

Mental Health and Wellbeing Strategy, Scottish Government (published June 23) Housing & Health, Visible Women+ Community Report 2023 (Kairos Women+) Carers Scotland – State of Caring 2023 report (published November 2023).

Health and Wellbeing Survey 2022-23. - The Health and Wellbeing survey was undertaken in 2022-23. It's the 5th adult survey carried out in Renfrewshire which covers respondents' views on health and health behaviours, quality of life, social capital and financial wellbeing.

From the Health & Wellbeing Survey, 45% of people had experienced of at least one type of discrimination in the last year.

The most common reasons given were:

- Age
- Gender
- Education and income
- Weight
- Height
- Sexual orientation
- Physical disability.



Equality Outcomes 2024-2028

Mental Health

The Warwick, Edinburgh Mental Wellbeing Scale (WEMWBS) measures mental wellbeing. Those aged 35-44 were the group most likely to have a score indicating depression, with women more likely than men. This was more prevalent in deprived areas. Those with a limiting condition or illness were more likely to have a score indicating depression.



Caring

1 in 4 had caring responsibilities.



Financial Wellbeing

- **36%** people had difficulty in meeting the costs of food and or energy, and that increased to **50%** in the most deprived areas.
- **13%** had experienced food insecurity in the last year, and that increased to **23%** in the most deprived areas.



Equality Outcomes 2024-2028

The evidence views and feedback shared have been used to help develop and shape the actions and Equality Outcomes for 2024-28. The following draft outcomes have been identified:

- All people, including those with protected characteristics are treated with dignity and respect and feel that our services are accessible and designed to maintain and improve their quality of life.
- All our workforce feel that they work in an organisation that promotes inclusion, doesn't tolerate discrimination, and provides routes for support should it be required.
- Child poverty and inequalities are reduced through our targeted work with vulnerable families, women, and people from ethnic minority backgrounds.
- All people, including those with protected characteristics, have improved mental health and wellbeing through being able to access better, tailored support. This will be developed with a range of partners and people with lived and living experience to ensure it is person-centred and considers the needs of all equalities groups and carers.

Appendix 2 details the Action Plan which has been developed to drive forward the equality outcomes for the IJB/HSCP for 2024- 2028. We recognise that over the lifetime of the Plan priorities and new legislation (e.g. Hate Crime; the Housing (Scotland) Bill (March 2024); revised PSED regulations) may have a direct impact on our statutory requirements, and our actions within the Plan will be revised to reflect this.

Appendix 1

Renfrewshire Health and Social Care Partnership Equality Outcomes 2024 – 2028

This Action Plan provides details of activity relating to the following 4 equality outcomes:

- All people, including those with protected characteristics are treated with dignity and respect and feel that our services are accessible and designed to maintain and improve their quality of life.
- All our workforce feel that they work in an organisation that promotes inclusion, doesn't tolerate discrimination, and provides routes for support should it be required.
- Child poverty and inequalities are reduced through our targeted work with vulnerable families, women, and people from ethnic minority backgrounds.
- All people, including those with protected characteristics have improved mental health and wellbeing through being able to access better, tailored support. This will be developed with a range of partners and people with lived and living experience to ensure it is person centred and considers the needs of all equalities groups and carers.

Appendix 1

Equality Outcomes 2024-2028 Action Plan

Equality Outcome 1		All people, including those with protected characteristics are treated with dignity and respect and feel that our services are accessible and designed to maintain and improve their quality of life.			
Health and Wellbeing National Outcome.		People who use health and social care services have positive experiences of those services, and have their dignity respected.			
What we will do		Protected Characteristics	Delivery Date	Who will be responsible	How we will know it is working
1.1	Develop and implement our Participation, Engagement and Communication Strategy with a focus on disability, older adults, mental health?	Disability / Mental Health / Age- Older People / All	March 25	Communication Team	A range of measures will be included within the strategy to monitor progress against agreed objectives.
1.2	Work with our partners to improve communications with British Sign Language (BSL) users and prioritise health and wellbeing actions in the Renfrewshire British Sign Language Plan 2024 – 2029	Disability	March 28	Sensory Impairment Services	Increased awareness of health and social care information and services to individuals who use BSL.
1.3	We will work with our partners to improve Oral and Dental Health within Priority Groups, focusing on homeless service users via Smile4Life, Scotland's National Oral Health, Training and Support Programme.	Homeless Service Users (Vulnerable People / Priority Groups)	March 25	Health, Homelessness and Housing Lead	Improved access into Oral and Dental Health Services is in place, and homeless service users are accessing these services.

Equality Outcome 2		All our workforce feel that they work in an organisation that promotes inclusion, doesn't tolerate discrimination, and provides routes for support should it be required.			
Health and Wellbeing National Outcome.		People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.			
What we will do		Protected Characteristics	Delivery Date	Who will be responsible	How we will know it is working
2.1	Implement and promote an Equalities Planner for Renfrewshire HSCP Staff to easily access information on equality training courses, events, and awareness dates related to equalities.	All	March 25	Health Improvement Team	Improved knowledge and confidence of staff to challenge prejudice and proactively create an inclusive environment, as well as ensuring that staff who identify as having protected characteristics feel safe, supported, and included within the workplace. The Equalities Planner will make a clear statement that equality and diversity is at the heart of our organisation.
2.2	Implement Staff Health and Wellbeing Action Plan to increase knowledge of support available for those with protected characteristics, e.g., Mental Health, Neurodiversity or money worries.	All	March 25	Health Improvement Team	Staff Health and Wellbeing Action Plan developed. Employees feel supported and valued.
2.3	Improve access to information, guidance and training for Health and Social Care Partnership (HSCP) staff on the Equality Impact Assessment (EQIA) process, and the EQIA toolkit, and promote guidance via our Chief Officer News Update, including a link to information, training and guidance on our website.	All	March 25	Community Partnerships Team	Staff are equipped and understand and consider equality, human rights, socio-economic disadvantage and sustainability in planning decisions. Increase in EQIAs being completed and Equality and Human Right processes are integrated into policies, plans, reports, and budget decisions.

2.4	Implement a joint policy on Anti-.Racist Practice in Care at Home Services with Scottish Care and Renfrewshire Heath and Social Care Partnership, and deliver local training for the Care At Home (CAH) workforce.	Race / All	July 24	Community Partnerships Team	Policy adopted and will provide a framework that all agencies in Renfrewshire can use to address racism within care at home. Number of staff accessing Active Bystander and Equality Diversity and Inclusion training within the CAH workforce.
2.5	Improve and increase recording and monitoring of protected characteristics in our data systems for our service users and employees to understand our population and develop required support needs accordingly.	All	March 25	Data And Technology Manager	Improved processes in place to support the collection of good quality data on protected characteristics. The Data and Technology Team will use baseline data from core systems to enhance data information. This will enrich our policy making and service delivery and provide a deep understanding of our communities' varied needs, clearly reflected in our data.

Equality Outcome 3		Child poverty and inequalities are reduced through our targeted work with vulnerable families, women, and people from ethnic minority backgrounds			
Health and Wellbeing National Outcome.		Health and social care services contribute to reducing health inequalities.			
What we will do		Protected Characteristics	Delivery Date	Who will be responsible	How we will know it is working
3.1	The Stronger Start Pilot will provide money advice and advocacy support to women engaged with the Blossom Maternity Service.	Pregnant Women, Children and Families, and ethnic minority communities.	Feb 25	Health Improvement Team	Increased financial capability, increased support, resilience and health and wellbeing for at-risk women. Number of referrals to, and outcomes from, the service will report on protected characteristics and financial gains, as well as other outcomes.

3.2	<p>Thrive under 5 - Target promotion of the service to Health Visiting, and Maternity or Early Years staff, to ensure families who may be at risk of, or are experiencing poverty, receive assistance with money advice, food insecurity, healthy eating and physical activity.</p>	<p>Women, Children under 5 and Families</p>	<p>May 25</p>	<p>Health Improvement Team</p>	<p>There is collective leadership and commitment to childhood obesity, including consistency of messaging about good nutrition and healthy eating habits across the early years.</p> <p>Practitioners have the skills, confidence and knowledge to support children and families to eat well and have a healthy weight.</p> <p>Parents/carers feel better equipped and confident to provide their children with a healthy start, including good nutrition and healthy eating habits.</p> <p>More families at risk of diet-related health inequalities (such as in relation to deprivation, certain minority ethnic groups, children in care, or with additional support needs) are accessing support and actively benefiting from services.</p>
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Equality Outcome 4		All people, including those with protected characteristics have improved mental health and wellbeing through being able to access better, tailored support. This will be developed with a range of partners and people with lived and living experience to ensure it is person centred and considers the needs of all equalities groups and carers.			
Health and Wellbeing National Outcome.		Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.			
What we will do		Protected Characteristics	Delivery Date	Who will be responsible	How we will know it is working
4.1	The Renfrewshire Dementia Strategy Group (RDSG) will work in partnership with voluntary, statutory, public and private organisations to review the National Strategy, undertake a self-evaluation, and develop a local action plan for implementation in Renfrewshire that will ensure all of those with a diagnosis of dementia are supported at every stage of their journey.	All	Mar 28	Renfrewshire Dementia Strategy Group	Improved support and service user and carer feedback on experience.
4.2	The local strategic group for suicide prevention will collaboratively develop a Renfrewshire Suicide Prevention Strategy.	All	Mar 26	Local Suicide Prevention Strategic Group will have collective responsibility	<p>A local Suicide Prevention Strategy and Action Plan developed, focusing on priority areas including:</p> <ul style="list-style-type: none"> • Local suicide data • Training and Development • Communication and Awareness • Governance – including involving the voice of those with lived experience. <p>This work will help to inform further consideration towards developing a local overarching strategy for Renfrewshire. The group ultimately aims to reduce suicides and suicide attempts in Renfrewshire.</p>

4.3	Involve and expand lived experience within mental health and wellbeing services and supports across Renfrewshire. We will ask our service users about their experiences of health services/supports, and ensure their voices are heard in order to identify if there is demand for a lived experience forum and consider what this tells us and what to do next.	All	Mar 25	Mental Health and Wellbeing Group	Strengthened links with lived experience groups/forums and representation on the Care Planning Group.
4.4	Build on and develop relationships between health & social care and arts & culture sectors and create a practical toolkit to inspire teams / groups / organisations to develop arts and culture-based opportunities.	All	June 24	Community Partnerships Team	Social Prescribing, and increased support in place connecting people to activities, groups, and services in their community to meet the practical, social and emotional needs that affect their health and wellbeing.
4.5	Identify carers from ethnic minority communities and provide them with relevant information, advice and support.	Race	April 2025	Community Partnerships Team / Carers Centre	Number of carers from ethnic Number of carers from ethnic minority communities accessing support.
4.6	Identify and support unpaid carers, including those with protected characteristics, by promoting a carer friendly Renfrewshire.	All	Ongoing to 2028	Community Partnerships Team / Carers Centre	Number of new carers accessing support.

Appendix 2

Extract from the Workforce Plan

Plan: Embedding Equality and Diversity

Continuing our focus on equality and diversity

Plan

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The IJB and HSCP maintain a strong focus on delivering our legal obligation to meet the requirements of the Equality Act 2010 and The Public Sector Equality Duty (PSED). Equality legislation protects people from discrimination on the basis of the protected characteristics of:

Protected characteristics



The General Duty is to:

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

The Specific Duties relating to employment in Scotland are to:

- Publish equality outcomes and report on progress;
- Publish gender pay gap information; (only if organisations have more than 20 employees)
- Gather and use employee information;
- Publish statements on equal pay including occupational segregation; (as above) and
- Report progress on mainstreaming the equality duty.

The HSCP and IJB have published an Equality Outcomes and Mainstreaming progress report and set Equality Outcomes for 2020-2024.

Appendix 2

Extract from the Workforce Plan

Plan: Embedding Equality and Diversity

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In addition to the duties and commitment set out on the previous page, the HSCP will deliver the following actions to further equality and diversity in Renfrewshire. These actions are captured throughout our Plan.

- Work with employing bodies to ensure the collection of workforce protected characteristic data in line with Scottish Government and Public Health Scotland guidance
- Ensure all staff have access to equality training courses available through Renfrewshire Council Corporate Services and NHSGGC and continue bespoke training across the sector
- Enable staff from equality groups to have the opportunity to be fully engaged in contributing to the workforce equality groups of the partner organisations
- Undertake the LGBT Charter award to equip our staff to improve health and wellbeing outcomes experienced by LGBT people in Renfrewshire
- Fund the In-Ren network post hosted by Engage, to change the long-known inequalities and racism that exists in our systems and to make life fairer for our minority ethnic communities
- Update our Participation, Engagement and Communication strategy, and create a toolkit for staff to ensure services are inclusive and provide equality of access
- Continue to work with Renfrewshire Council and NHSGGC to commission contracts which support employment in the local health and care sector
- Implement our updated Carers Strategy following Renfrewshire IJB approval in June 2022
- Invest in digital technology to support the development of the workforce to enhance their work, life and learning

Appendix 3

Extract from the Strategic Plan

Focusing on equalities and human rights in our Plan

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Enabling everyone to have equal access to health and social care

During the last three years, Renfrewshire HSCP has demonstrated our commitment to addressing discrimination and delivering services that are fair and equitable to all, in meeting our responsibilities as required by the Equality Act 2010 and the Equality Act (Specific Duties) (Scotland) Regulations 2012. Our commitment to ensuring equality and supporting individuals' human rights continues to be central to this Strategic Plan.

Protected characteristics



We have outlined actions throughout this Plan to help us deliver on our 2020-2024 Equality Action Plan. We will:

- Build Unpaid Carer friendly communities and increase the number of unpaid carers being identified.
- Work towards the LGBT Youth Scotland Charter of Foundations Award and become a champion of LGBT inclusion through development of an LGBTQ+ charter.
- Continue to co-fund a post to establish an integration network forum (IN-Ren), to co-ordinate and promote partnership across support, resources and services available to people from BAME communities.
- Improve the experience of people with physical disabilities and those with sensory impairments through our Independent Living Care Group.
- Continue to deliver training for staff and partners to raise awareness of Equality and Diversity and Unconscious Bias. Our IJB, SPG and Senior Management Team have already undertaken this Unconscious Bias training.
- Continue to tackle stigma in all its forms.

"The information you shared with our participants will go a long way to encourage improving mental health and wellbeing activities among ethnic minority communities but will be highly appreciated if more resources are provided to support our work."

Chinenye Anameje from Pachedu