



Inverclyde Health and Social Care
Partnership (HSCP)
Equality Outcomes Plan
2024-2028

Greenock Ocean Terminal, Inverclyde's new cruise ship visitor centre and community facility was officially opened on 25 August 2023. The project, led by Inverclyde Council, is part of the £1 billion Glasgow City Region City Deal funded by the Scottish and UK governments, with contributions from Peel Ports and the George Wyllie Foundation via Dunard Fund. The facility features an arrivals and departures hall, Scott's restaurant and bar, and the Wyllieum, an exhibition and gallery space due to open in 2024, paying tribute to famous artist George Wyllie who worked in Greenock and lived in Gourock.

Photo: David Barbour Photography

This document can be made available in other languages, large print, and audio format upon request.

Arabic

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Cantonese

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

Gaelic

Tha an sgrìobhainn seo cuideachd ri fhaotainn ann an cànanan eile, clò nas motha agus air teip ma tha sibh ga iarraidh.

Hindi

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

Kurdisch

Li ser daxwazê ev belge dikare bi zimanên din, çapa mezin, û formata dengî peyda bibe.

Mandarin

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Polish

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formacie audio.

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Soraini



ئەم بەلگەنامەیە دەتوانرێت بە زمانەکانی تر و چاپی گەورە و فۆرماتیکی دەنگی لەسەر داواکاری بەر دەست بکەیت.

Urdu

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

Ukrainian

За запитом цей документ може бути доступний іншими мовами, великим шрифтом та аудіоформатом

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Introduction

Inverclyde Health and Social Care Partnership (HSCP) is passionate about the health and wellbeing of all local people. Through delivery of our services, we aim to support all people living in Inverclyde to live the healthiest life possible.

As a listed public body within the Equality Act (2010), Inverclyde HSCP is obligated to ensure equality and fair treatment of those with a protected characteristic are embedded into our day-to-day business.

How we do this is outlined in the General and Specific duties, set out in the Equality Act (see [page 5](#) for more information).

As part of these duties, we are required to demonstrate how we will mainstream equalities practice into our day-to-day business and publish a set of Equality Outcomes that we will take action to address.

Over the life of this plan, we will progress the following Equality Outcomes:

We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face.

Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.

Inverclyde's most vulnerable and often excluded people are supported to be active and respected members of their community.

People that are New to Scotland, through resettlement or asylum, who make Inverclyde their home, feel welcomed, are safe, and able to access the HSCP services they may need.

What these outcomes mean, and how we will progress them is detailed on [page 10](#).

We last published a set of Equality Outcomes and an associated action plan in 2016. Our progress against that plan can be found in the Equality Outcomes and Mainstreaming Report that can be found on our website, [here](#).

This Equality Outcomes Plan will succeed the 2016 plan and sets out the new Equality Outcomes the HSCP will progress over the next four years and highlight the key mechanisms we will use to embed equalities practice into our day-to-day work.

Inverclyde Health and Social Care Partnership

The HSCP are responsible for overseeing local Primary Care Services (including Health Centres, Allied Health Professionals, and Pharmacies) and Social Care Services (including Social Work Services and Care at home). The HSCP is an integrated body, pooling together services from Inverclyde Council (Social Work and Social Care) and NHS Greater Glasgow and Clyde (Primary Care Services). Our delegated services are delivered through our four service areas:

- Children, Families and Justice
- Mental Health, Homelessness and Addictions
- Health and Community Care
- Finance, Planning and Resources

It is our role to help improve and maintain the health and wellbeing of all people in Inverclyde. In undertaking this duty, we endeavour to work towards the Nine National Health and Wellbeing Outcomes set out by the Scottish Government. These outcomes are detailed in [Appendix B](#).

Our strategic direction

In May 2024, we published our new three-year Strategic Partnership Plan (2024-27) ([insert weblink](#)). This plan sets out our strategic direction and priorities to help improve the health and wellbeing of the people of Inverclyde.

The plan sets out the vision for the HSCP that:

“Inverclyde is a compassionate community, working together to ensure people live active, healthy, and fulfilling lives.”

The focus of the Strategic Partnership Plan is the need to address the high levels of inequality that exist in Inverclyde. The health, wellbeing and life chances of local people are impacted by the high levels of local poverty and deprivation. Going further, we know that those with protected characteristics can often face greater challenges and barriers to achieving positive outcomes, compared to those who do not.

A key aspect of the Strategic Partnership Plan is to focus support on those groups who need it most, this is evident throughout our four strategic priorities. These priorities are:



A definition of each of these priorities can be found in the [Appendix C](#).

There is synergy between this Equality Outcome Plan and our Strategic Partnership Plan, with both providing a strong focus on reducing local inequalities that result from poverty, deprivation, or a protected characteristic.

The Equality Act and the Public Sector Equality Duty

The [Equality Act 2010 and Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#) placed an obligation on all public bodies in Scotland to advance equality and protect people with protected characteristics. IJBs were added to the public bodies listed in the Equality Act (general and specific duties) in June 2015.

There are [9 protected characteristics](#) identified within the act. In our day-to-day work, we must consider the impact on the following protected groups:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race or Ethnicity
- Religion or Belief
- Sex
- Sexual orientation

A definition of each of the protected characteristics can be found in [Appendix D](#).

General Equality Duty

The Act 2010 sets out the requirements of the public sector equality duty (general duty).

It states that public bodies, in the exercise of their functions, must give due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act,
- b) advance equality of opportunity between people who share a relevant protected characteristic and those who do not, and
- c) foster good relations between people who share a relevant protected characteristic and those who do not.

Specific Equality Duties

In addition to the general duties as listed above, the Act also places specific duties on public bodies.

- Publish a set of equality outcomes which it considers would enable it to better perform the general equality duty. These must be reviewed within four years of initial publication.
- Publish a report on how it has mainstreamed equality into the day-to-day operations of the organisation.
- Publish a report on progress towards these outcomes.
- Make any reports published fully accessible to all.
- Assess relevant policies, procedures and practices through Equality Impact Assessments (EIA) in terms of our current reporting obligations, IJBs need not.
- Gather and use employee information.

[The Fairer Scotland Duty](#) requires Integration Joint Boards (IJB) to actively consider (pay due regard) how they can reduce inequalities of outcome caused by socio-economic disadvantage.

Learning from the Equality and Human Rights Commission

In 2022, the Equality and Human Rights Commission (EHRC), undertook an audit of IJBs across Scotland, assessing their compliance with the Public Sector Equality Duty.

Following this audit, the Equality and Human Rights Commission provided an offering of advice, support and learning sessions to all IJBs to help them better meet their obligations under the Equality Act.

Following Equality and Human Rights Commission Support, Inverclyde HSCP but in place an Equality Improvement Action Plan to ensure that the was prepared to meet its obligations to:

1. Produce and publish an equalities mainstreaming report every two years.
2. Develop and publish Equality Outcomes every four years.
3. Produce and report on these Equality Outcomes every two years.
4. Undertake and publish EIAs of all policies and practices, including one for the Strategic Plan; and
5. Develop and implement a functioning EIA system which includes a quality assurance process.

Throughout 2023, the Equality Improvement Action Plan has been delivered, resulting in several local successes, including:

- ✓ The establishment of a local HSCP Equalities Steering Group.
- ✓ The establishment of an Equality Peer Network who have received enhanced equalities training and can offer advice in their own service areas.
- ✓ Developed an equalities training programme for IJB members.
- ✓ Equalities E-Learning Training is part of the HSCP induction for new members of staff.
- ✓ Completion of an Audit of Equality Impact Assessment compliance across the HSCP, culminating in a new local Equality Impact Assessment process and guidance for all staff.

Overall, the plan focussed on three-key actions:

1. Ensure Leadership and organisational commitment to Equalities, Diversity and Inclusion.
2. Develop and publish Equality Outcomes every four years.
3. Develop and implement a functioning Equality Impact Assessment system which includes a quality assurance process and ensure assessments of all policies and practices are published.

These key actions are supported by a set up local actions. This improvement plan is overseen by the established HSCP Equality Group. To date the plan is progressing well, with many local actions now complete. A copy of the improvement plan and the most recent status is available in [Appendix E](#).

Mainstreaming Equalities

Inverclyde HSCP is passionate about improving the health and wellbeing of local people. We know that many people living in Inverclyde possess one or more of the identified protected characteristics. In some cases, the characteristics may result in unequal treatment for many people. In turn, this inequity in treatment may result in poorer health and wellbeing outcomes for those with a protected characteristic.

In addition to our Equality Outcomes identified above, we are also taking steps to ensure that good equalities practice is embedded in our day to day working and ensuring that every decision we make, considers the needs of all people who live in Inverclyde. Steps we are taking to mainstream the Public Sector Equality Duty include:

HSCP Equality Group

The HSCP Equality Group was established in 2023 following recommendations from EHRC. Made up of HSCP Senior Managers, the remit of the group is to provide direction and oversight of all equalities work across the HSCP, encouraging continuous improvement in services as we further mainstream equality considerations in our daily work.

The HSCP Equality Group will have oversight of the implementation of the Equality Outcomes Plan and future Mainstreaming Reports.

The HSCP Equality Group will report into the IJBs Strategic Planning Group (SPG) for governance purposes.

HSCP Peer Equality Network

A sub-group of the HSCP Equality Group, the Peer Equality Group is a local network of equality champions distributed across all services areas. Network members will be key contacts for all equalities work within their service areas. They will take on the role of 'champion' for equalities work and be the primary point of contact to provide equalities advice, particularly around the completion of Equality Impact Assessments.

We will continue to recruit to our peer equality network, ensuring there is an equality champion in every service within the HSCP.

Staff Training

Inverclyde HSCP Staff have access to large resource of training opportunities. Staff can access the training courses available from both parent organisations. Included are various courses on the Equality Duty, Equalities Awareness and various courses designed to support HSCP staff as they support people with protected characteristics.

Going forward, as part of our mainstreaming reports we will provide updates on the number of staff who have accessed equality-based training.

HSCP 'Grow Your Own' Initiative

In response to the local and national Social Worker recruitment challenge Inverclyde HSCP has developed a local "Grow our Own" scheme, as a long-term plan to support recruitment and retention of Social Work staff across the HSCP. This work is being led by the HSCP Training Board and builds on earlier initiatives which have included funding for final year MSc Social Work students and the offer of financial assistance to four staff who had, through their own initiative, already embarked on their Social Work qualifications. The scheme provides an opportunity to further professionalise the workforce by targeting our paraprofessional workforce. It is a key step towards our ambition of having a talent pipeline that will ensure we have the skilled workforce needed to work with the people of Inverclyde now and in the future.

Year One of the scheme will provide for up to six candidates to undertake the Social Work qualification whilst providing a good practice learning experience within Inverclyde HSCP. At the conclusion of study, candidates will be eligible to apply for Social Work vacancies within the HSCP and agree to remain in their posts for a minimum of three years. The first group of candidates will commence their studies in September 2024, with their experiences informing the further development of the scheme in year two and beyond.

In terms of equalities, this scheme supports the further development of HSCP staff, upskilling them and providing the opportunity to access higher paid employment. Consider the majority of the HSCP workforce are female, this represents a positive step in addressing gender pay gap inequalities.

Equality Impact Assessments

As part of our Equalities Improvement Plan, we have undertaken a retrospective review of all HSCP policies to ensure they have all been effectively assessed for their impact on equalities.

Going forward, processes will be established to ensure the equality impacts are considered at the earliest stage of any policy development.

To support this, HSCP officers will develop a new equality impact assessment process including HSCP screening templates. This new template and process will also include considerations for Human Rights and the UN Convention on the Rights of the Child (UNCRC).

Engagement Activity

We understand the importance of learning from local people to help improve our services. Inverclyde HSCP has a strong track record of public engagement, working with local third sector partners to help facilitate our conversations with local people and communities.

Going forward, we will continue to deliver our two locality planning groups, having focused conversations in our communities about what matters most to our people.

Our East locality covers the communities of Kilmacolm, Port Glasgow and East Greenock. Our West locality covers Greenock Central, Greenock West, Gourrock, Inverkip and Wemyss Bay. Information on how you can participate in our locality discussions can be found on our website. [HSCP Locality Planning Groups \(LPGs\) - Inverclyde Council](#)

To strengthen our engagement approaches we will seek to identify and engage with local communities for interest, to gather their feedback and views on HSCP activity.

Commissioning and Procurement

Through our Commissioning Plan, we will ensure service users and local people are accessing services that are right for them. Inverclyde HSCP provides services and commission provision from both national and local providers from the third sector and the independent sector.

Our Market Facilitation and Commissioning Plan represents the communication with service providers, service users, carers and other stakeholders about the future shape of our local Health and Social Care market. By implementing the plan, we ensure that we are responsive to the changing needs of Inverclyde service users. The Market Facilitation- and Commissioning Plan aims to identify what the future demand for care and support might look like and thereby help support and shape the market to meet our future needs.

We are committed to ensuring Inverclyde service users are well cared for and that people who need help to stay safe and well can exercise choice and control over their support. To deliver on this commitment we will work together in partnership with providers, service users and their family/carers. By working collaboratively, we help to increase choice, improve quality, strength and sustainability in locally commissioned Health and Social Care services.

Review of the Public Sector Equality Duty

This plan sets out how the Inverclyde IJB and HSCP will adhere to and remain compliant with the Public Sector Equality Duty (PSED). However, over the past few years, the Public Sector Equality Duty has been under review at the national level. As such, it is likely that new obligations within the Public Sector Equality Duty for IJBs will be implemented over the life of this plan.

As we prioritise our commitment to the Public Sector Equality Duty, we will ensure any national changes will be adopted and reflected locally. To date, no major revision to the Public Sector Equality Duty have been identified.

1. **Revising Pay Gap Reporting** - Currently, public bodies are required to publish Gender Pay Gap information. Going forward, this will be expanded to include both Ethnicity and Disability Pay Gap information also. However, due to the nature of IJBs and HSCPs, we are not currently obligated to report on this information. Information on pay gaps is reported by our parent organisations in Inverclyde Council and NHS Greater Glasgow and Clyde as part of their Public Sector Equality Duty obligations.
2. **Duty on Inclusive Communication** – The review will seek to establish a new duty around inclusive communication. This will place an obligation on all public bodies to ensure all information and communication published or distributed to the public is accessible to all. It is anticipated that this new duty may improve participation and engagement for some protected groups, by removing barriers and improving accessibility. In terms of local impact, as an HSCP we are undertaking a review of our published information with a view to improving accessibility.

As the review progresses, we will endeavour to ensure we continue to be fully compliant with all aspects of the Public Sector Equality Duty.

Our Equality Outcomes and Supporting Actions

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

In addition, guidance from Equality and Human Rights Commission recommends that Equality Outcomes are not to be universal in nature. Instead, an organisations Equality Outcomes should be more focused on overcoming challenges to groups and relevant with the delivery organisations goals and ambitions.

Our Equality Outcomes

Over the lifetime of this plan, we will seek to achieve the following Equality Outcomes:

<i>We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face.</i>
Protected Groups Reflected: ALL
Rationale: Maintaining up to date and meaningful information on those with protected characteristics is key to better understanding the needs of those communities. Often, information on protected characteristics is limited and spread across several information sources. Over the life of this plan, we will seek to review and consolidate our information on protected characteristics and improve our knowledge of local community groups representing those with protected characteristics.

<i>Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.</i>
Protected Groups Reflected: Age – Young people Cared for young people
Rationale: Inverclyde is an area of high inequalities, areas locally being among the most deprived in Scotland. According to recent figures, almost a quarter of children and young people in Inverclyde live in poverty. As a result, they are likely to experience poorer social, economic and health outcomes that their peers from more affluent areas. Over the life of this plan, we will seek to deliver actions to improve the outcomes for children affected by inequalities, supporting them to receive the best start in life.

<i>Inverclyde's most vulnerable and often excluded people are supported to be active and respected members of their community.</i>
Protected Groups Reflected: Disability – Physical and Learning Race/ Ethnicity Age – older people
<p>Rationale:</p> <p>Having a protected characteristic may lead to social exclusion and isolation from our communities. This may be due to perceived barriers between groups, such as communication, culture or stigma. In some cases, having a protected characteristic may lead to more complex social issues, for example those with complex mental ill health conditions may develop poor substance use habits or be at an increased risk of homelessness, leading to further discrimination and challenges.</p> <p>We aim to address these barriers to ensure all people are considered welcome and respected members of their communities and those who face additional challenges as an adverse effect of any protected characteristic they face are fully supported.</p>

<i>People that are New to Scotland, through resettlement or asylum, who make Inverclyde their home, feel welcomed, are safe and able to access the HSCP services they may need.</i>
Protected Groups Reflected: Race/Ethnicity and Religion
<p>Rationale:</p> <p>Inverclyde is a welcoming place for people New to Scotland and has supported the accommodation and resettlement of many families from countries in crisis. As more families arrive in Inverclyde, we will continue to support them to be respected and active members of our community and we will ensure they are able to access the health and social care services they need.</p>

Equality Action Plan

The tables below highlight the key actions we will undertake in over the next three years to progress towards our equality outcomes.

Equality Outcome 1: We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face.

No.	Action	Desired Outcome	Key Milestones/ Indicators	Lead Officer	Timescale
1.1	Using the demographic information from the National Census in 2021 we will better understand the population of protected groups in Inverclyde	We will better understand the local population with protected equality groups.	Publication of Census demographic data. Analysis of available information. Presentation of data to key governance groups (IJB, HSCP Equality Group, SPG,)	Service Manager, Planning and Performance	March 2025
1.2	Improve the information held on service user information systems in relation to protected characteristics	We have a better understanding of the protected characteristics of our service user groups	Audit of protected characteristics held on HSCP systems.	Service Manager, Planning and Performance	March 2026
1.3	Undertake a mapping exercise with local partners to identify local groups who represent those protected characteristics	We have better knowledge of the various protected characteristic community groups. We have improved our engagement with these groups.	Engage with current partners and review local knowledge base groups based in Inverclyde. Compile a directory of local groups including key contacts. Establish a communication process with groups to gather their views on future HSCP policies and developments.	Service Manager, Planning and Performance	March 2025

Equality Outcome 2: Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.

No.	Action	Desired Outcome	Key Milestones/ Indicators	Lead Officer	Timescale
2.1	Develop our earlier intervention approaches, with partners, which build on the strengths of families to give their children the best start in life and to provide the right support to families who need it, at the right time.	Families and children are supported earlier and effectively to achieve positive outcomes.	To be established in collaboration with the HSCP Strategic Commissioning Plan Outcomes Framework.	Children, Families and Justice	March 2028
2.2	We will improve ways for access to mental health and emotional wellbeing services for children, young people and their families.	Children and young people get the right support at the right time and right place.	Number of children, young people and families accessing support service provided by partners in the third and independent sector.	Children, Families and Justice	March 2028
2.3	More children and young people who are looked after away from home are able to remain in Inverclyde	Children are more connected to supportive, local communities.	Number of children looked after who remain in Inverclyde.	Children, Families and Justice	March 2028
2.4	We will consult and develop our Inverclyde Carers Strategy for adults and young carers	There is wider awareness of the supports available to (young) carers including respite and short breaks.	We have published a new Inverclyde Carers Strategy.	Health and Community Care	March 2026
2.5	We will develop ways of working that build and support the capacity of families.	We have supported families with to increase their confidence in there caring role.	To be established in collaboration with the HSCP Strategic Commissioning Plan Outcomes Framework	Children, Families and Justice	March 2028

Equality Outcome 3: Inverclyde’s most vulnerable and often excluded people are supported to be active and respected members of their community (Disability, Mental Ill Health, Addictions, Homeless)

No.	Action	Desired Outcome	Key Milestones/ Indicators	Lead Officer	Timescale
3.1	People with complex health conditions or disabilities are supported proactively to ensure they remain independent and maintain good health.	People are provided with the right timely support and live independently in their own community.	To be established in collaboration with the HSCP Strategic Commissioning Plan Outcomes Framework.	Health and Community Care	March 2028
3.2	We will create content and campaigns across a range of different platforms (both face to face and online) across the partnership to improve awareness of supports available within our community.	People have greater access to information on health and wellbeing services and are more informed on available supports.	To be established in collaboration with the HSCP Strategic Commissioning Plan Outcomes Framework.	All Services	March 2028
3.3	We will work in partnership with people with lived and living experience of harmful alcohol and drug, to ensure they are involved in future service development.	The views of people with lived or lived experience of alcohol and drug harms are valued and used to inform improvements in local services.	To be established in collaboration with the HSCP Strategic Commissioning Plan Outcomes Framework.	Mental Health, Homelessness and Addictions	March 2028
3.4	We will collaborate with partners to challenge stigma within services and communities across Inverclyde.	People are kinder to each other, and the harmful impact of stigma is reduced.	Number of people completing e-learning on stigma experienced by people with drug and alcohol harms and their families. Development of additional Stigma training modules.	Council for Voluntary Services Inverclyde (CVSI)	March 2028

3.5	We will deliver awareness sessions across Inverclyde communities that informs people of self-management and self-care and helps them to feel connected.	People feel more confident, connected, and safe in their local communities.	Number of sessions delivered.	Mental Health, Homelessness and Addictions	March 2026
3.6	We will undertake a future needs assessment to ensure that we able to provide a range of housing supports that reduces homelessness.	More people in Inverclyde are supported to avoid homelessness.	Number of Homeless presentations.	Mental Health, Homelessness and Addictions	March 2026

Equality Outcome 4: People that are New to Scotland who make Inverclyde their home, through resettlement or asylum, feel welcomed, are safe and able to access the HSCP services they may need.

No.	Action	Desired Outcome	Key Milestones/ Indicators	Lead Officer	Timescale
4.1	We will collaborate with partners locally and nationally to coordinate the efforts of HSCP, third sector and community groups in supporting Integration.	People that are New to Scotland are fully supported in their resettlement journey.	Appoint a named contact within the New Scots Team for partners. Actively participate in the Inverclyde Refugee Integration Network.	Team Lead, New Scots Integration Team	March 2028
4.2	We will engage and consult with service users to canvas their experiences, including sense of safety, welcome, and ability to access HSCP services.	We have listened to the views of People that are New to Scotland and are better informed to support them settle into Inverclyde.	Number of engagement activities undertaken. Number of people engaged.	Team Lead, New Scots Integration Team	March 2026
4.3	We will review our on-line profile (HSCP website) in conjunction with service users.	Information relevant to People that are New to Scotland published online is easy to find and fully accessible.	Review of HSCP Website.	Team Lead, New Scots Integration Team	March 2026
4.4	We will work with the corporate communication team to enhance local public messaging around people that are New to Scotland/ Resettlement.	Through joint communication we have improved local people's understanding of the experiences of people that are New to Scotland.	Number of communications and public messages published in relation to people who are New to Scotland.	Team Lead, New Scots Integration Team	March 2025

Appendix

Appendix A. Glossary or Abbreviations

ABBREVIATION	DEFINITION
EHRC	Equality and Human Rights Commission
EIA (EQIA)	Equality Impact Assessment
GGC	Greater Glasgow and Clyde
HSCP	Health and Social Care Partnership
IJB	Integration Joint Board
LPG	Locality Planning Group
NHS	National Health Services
PSED	Public Sector Equality Duty
SPG	Strategic Planning Group
UNCRC	UN Convention on the Rights of the Child

Appendix B. National Health and Wellbeing Outcomes

The Public Bodies (Scotland) Act 2014 defines a complete set of principles for the implementation of health and social care services in Scotland. These are the principles against which integrated services should be delivered and the quality of those services should be evaluated. The Act also defines the national outcomes and the health and wellbeing outcomes that integration is looking to achieve. These are as follows:

1. People are able to look after and improve their own health and wellbeing and live in good health for longer.
2. People (including those with disabilities or long-term conditions or who are frail) are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.
3. People who use health and social care services have positive experiences of those services and have their dignity respected.
4. Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.
5. Health and social care services contribute to reducing health inequalities.
6. People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.
7. People using health and social care services are safe from harm.
8. 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.
9. Resources are used effectively and efficiently in the provision of health and social care services.

Appendix C. HSCP Strategic Commissioning Priorities Definitions

As published in our Strategic Commissioning Plan (2024-27) the table below identifies our four strategic priorities and what they mean:

PRIORITY	RATIONALE
Provide Early Help and Intervention	<p>By supporting people at the earliest possible stage, we improve the likelihood of preventing concerns growing into much more complex issues that require greater, and often longer-term, interventions from statutory services. This is true across all aspects of health and social care, including those with health or wellbeing concerns and for those with complex social issues. By working differently through closer collaboration with local partners in delivery health services, we better ensure people get the right service at the right time and make local health and wellbeing services more sustainable in the long-term.</p>
IMPROVE MENTAL HEALTH, WELLBEING AND RECOVERY	<p>The number of people with mental ill health concerns has continued to grow over the past few years and Inverclyde is consistently one of the highest areas experiencing harm from alcohol and drug use. These concerns are felt across our communities and impact people of all ages. Our needs assessment and feedback from our communities tells us that addressing mental health and substance use concerns is a key priority.</p> <p>The current challenges we face in terms of the recovery from the pandemic, the cost-of-living crisis and other concerns, are likely to impact on the overall wellbeing of local, resulting in even higher levels of mental ill health concerns and substance use. More needs to be done to support people with wellbeing concerns, and this begins with helping people to better understand the early signs and symptoms and knowing what steps people can take to address these.</p>
SUPPORT INCLUSIVE, SAFE AND RESILIENT COMMUNITIES	<p>Inverclyde is home to many strong and resilient communities with residents who are proud of their areas. However, we understand that people in many our communities have faced significant challenge past few years and, those in our more deprived areas experience these challenges greater than those in more affluent areas. Feelings of social isolation, a sense of belonging, and safety are lower in our more deprived areas. In these areas, levels of trust are lower, people are less likely to value friendships or be part of a local groups or club. In short, in more deprived areas, people are less likely to feel part of their communities and less likely to engage in positive social interaction. These aspects can negatively impact the wellbeing and behaviour of local people.</p>

	<p>Through providing support to address these factors, we will support people to feel valued members of their community and encourage positive health behaviours through meaningful social interactions and service provision.</p>
<p>STRENGTHEN SUPPORT TO FAMILIES AND CARERS</p>	<p>Many families in Inverclyde face significant challenges to maintaining a stable and positive home life. Families and Carers may be impacted by several factors that place additional stress on a household, including financial worries, mental health, impact of addictions, and long-term complex health conditions. Further, challenges faced by families and carers are more keenly felt in areas of higher deprivation and poverty.</p> <p>These factors, among others, can make maintaining a stable household and family life difficult and without appropriate support, can escalate into more complex and potentially damaging situations. By providing effective supports to families and carers in need, we can work closely with them to address and manage their situation, providing them with the right support at the right time. Without their support, demands on local health service would increase dramatically. It is important that we effectively support local who care for others.</p>

Appendix D. Definition of Protected Characteristics

Protected Characteristic	Description
Age	The Equality Act 2010 protects people of all ages.
Disability	Disability includes people with physical, learning and sensory disabilities, people with a long-term illness and people with mental ill health problems.
Race	Under 'The Equality Act 2010' 'race' includes, colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.
Religion or Belief	In The Equality Act 2010, religion includes any religion. It also includes a lack of religion. Belief means any religious or philosophical belief or a lack of such belief.
Sex	Both males and females are protected under The Equality Act 2010
Pregnancy and Maternity	The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breastfeeding
Sexual Orientation	The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people
Gender Reassignment	The Equality Act 2010 provides protection to someone who proposes to, starts or has completed a process to change his or her gender.
Marriage and Civil Partnership	<p>Marriage is defined as a union between two people of different or of same sexes. In addition to same sex marriage, same sex couples can also have their relationship legally recognised as 'civil partnerships.'</p> <p>This category only applies to eliminating unlawful discrimination in employment.</p>

Appendix E. Equality Improvement Plan

The tables below show the status of the Equality Improvement Action Plan implemented following support from EHRC.

Improvement Action 1 – Ensure Leadership and organisational commitment to Equalities, Diversity and Inclusion

Local Action	Target Date	Status
Establish an Equalities Group at Service Manager level chaired by a Head of Service to oversee all Equalities work.	April 2023	Complete
Identify resources and recruit to a Planning Officer with responsibility for embedding equalities across the HSCP.	May 2023	Complete
Develop a meaningful equality training programme for IJB Board members to ensure awareness and understanding of their role in equality duties.	April 2024	Ongoing
Establish a peer Equalities network (Champions) from across all HSCP service areas (team leader level) and support with appropriate training and development to carry out their role within services.	June 2023	Ongoing
Review HSCP website and ensure all equalities information is accessible.	May 2024	Ongoing
Ensure as part of induction all staff undertake the E learning module on equalities on commencing employment.	May 2023	Complete
Work with HSCP champions and services to identify all good practice in relation to mainstreaming equalities.	Ongoing/April 2024	Ongoing
Report to IJB two yearly on all Equalities work (Mainstreaming Report).	April 2024 Then March 2026	Ongoing

Improvement Action 2 - Develop and publish Equality Outcomes every four years.

Local Action	Target Date	Status
Develop evidence base for Inverclyde HSCPs Equality Outcomes.	September / October 2023	Ongoing

Creation of and distribute Equalities questionnaire for staff across Inverclyde HSCP to help inform the Equality Outcomes.	September 2023	Ongoing
Undertake wider community consultation (Involve people with protected characteristics) and engagement to identify key areas for inclusion in Equality Outcomes.	September 2023	Ongoing
Develop a set of Equalities Outcomes based on evidence of need that have clear specific measurable Equality Outcomes.	April 2024	Ongoing
Consult on Inverclyde HSCPs Equalities Outcomes. Adhere to the national standards of community engagement and engagement process.	December 2023 IJB approval March 2024	Ongoing
Report to IJB on two yearly on progress of Equalities Outcomes.	March 2026	Ongoing

Improvement Action 3 - Develop and implement a functioning Equality Impact Assessment (EIA) system which includes a quality assurance process and ensure Equality Impact Assessments of all policies and practices are published.

Local Action	Target Date	Status
Audit EQIA compliance across HSCP since April 2021.	August 2023	Complete
Develop a new EQIA process and guidance notes for Inverclyde HSCP including new EQIA form.	May 2024	Ongoing
Deliver training across HSCP services for all staff undertaking EQIAs.	Commence Sept 2023/ongoing	Ongoing
Develop quality assurance process to ensure Head of Service sign off.	May 2024	Ongoing
Publish all EQIAs on HSCP website.	With immediate effect	Ongoing