

Argyll and Bute Health and Social Care Partnership  
Integrated Joint Board

MAINSTREAM REPORT AND EQUALITIES OUTCOME  
FRAMEWORK – 2016 - 2020

1. Summary and Introduction

On 1 April 2016 the Integration Joint Board (IJB) of Argyll and Bute's Health and Social Care Partnership was formed by NHS Highland and Argyll and Bute Council, as required by the Public Bodies (Joint Working) (Scotland) Act 2014. The IJB has responsibilities to improve the health and wellbeing outcomes of people living in Argyll and Bute and to deliver health and social care services. The mechanism for doing this is to implement a formally agreed Strategic Plan.

The IJB is committed to ensuring equality is "mainstreamed" in our business and that everyone in Argyll and Bute has equal opportunities regardless of their age, ability, gender, sexual orientation or disability. There is considerable evidence that discrimination and harassment negatively impacts health, particularly mental wellbeing, and contributes directly to inequalities in life opportunities and health outcomes.

The IJB also recognises individuals, groups and communities who routinely face such disadvantages also experience inequalities in how they access and experience health and social care services. We are committed therefore



June2016

[http://www.healthytogetherargyllandbute.org.uk/images/upload/files/strategic-plan\\_pdf\\_534.pdf](http://www.healthytogetherargyllandbute.org.uk/images/upload/files/strategic-plan_pdf_534.pdf)

The development of the Strategic Plan was informed by a Joint Strategic Needs Assessment. Formal consultation with communities took place between September and November 2015, a report of which is available here:

[http://www.healthytogetherargyllandbute.org.uk/images/upload/files/progress-updates-details\\_538\\_pdf\\_473.pdf](http://www.healthytogetherargyllandbute.org.uk/images/upload/files/progress-updates-details_538_pdf_473.pdf)

The Strategic Plan will be delivered in local communities by Locality Planning Groups via a Locality Action Plan. These plans will be in place by October 2016 and will include equalities issues.

The measurement of the impact of health and social care service delivery will be done using a Priorities and Performance Framework

NHS HIGHLAND EQUALITY OUTCOMES	
1.	Health Improvement: Everyone will feel able to access screening and health improvement support.
2.	Access to Services: Everyone will be able to access services when they need them.
3.	Patient Experience: Everyone will have a positive experience of using NHS Highland services.
4.	Involvement: Everyone will have the opportunity to be involved in the planning, delivery and evaluation of services.
5.	Workforce: All staff will feel that they are treated with dignity, respect and due regard for their needs as employees.
6.	Community: People in Highland will feel that they live in a safe, inclusive and fairer community.

Argyll and Bute Council

Equalities Mainstreaming Report and Progress on Equalities Outcomes 2015

<https://www.argyll->

[bute.gov.uk/sites/default/files/equalities\\_mainstreaming\\_report\\_2015\\_v3\\_final\\_2.pdf](https://www.argyll-bute.gov.uk/sites/default/files/equalities_mainstreaming_report_2015_v3_final_2.pdf)

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Annual review of equality outcomes (to bring into line with NHS and Council timeline)	May 2017
Review and refresh	2019

#### 4. Equality Outcomes for Argyll and Bute Health and Social Care Partnership

The approach to this framework has been to map high level outcomes and to identify a realistic number of achievable actions and objectives. It is recognised that this list is not exhaustive and that there is not necessarily a set answer to reducing inequalities. The objectives to deliver the outcomes will be monitored over time and added to where appropriate. Equally, objectives can be removed if the outcome has been achieved.

High Level Outcome	
1. Improve health and wellbeing outcomes for people with protected characteristics	
Objectives	Existing activity
<ul style="list-style-type: none"> <li>x Reduce gap in life expectancy between men and women</li> </ul>	

of Self Directed Support (SDS)	uptake across Argyll and Bute.IJB should ensure staff are fully informed about SDS in order to appropriately advice people who would benefit from this
Data sources to support the above: <ul style="list-style-type: none"> <li>x Qualitative feedback on locality engagement events</li> <li>x Numbers of people using SDS</li> </ul>	
3. Increasing access to services for people with protected characteristics	
Objectives	Existing activity
x Health and care services delivered in a person centred and compassionate manner.	IJB to provide strategic leadership on this agenda e.g. review how Person Centred Coaches have been used to date and embed this model across all health and social care delivery
x Services targeted at those most in need of these services	LPGs leading this and to be delivered via the Locality Action Plans ensuring equalities sensitive practice
x Ensure we meet the health and social care needs of new residents of Argyll and Bute and respond to humanitarian need	Refugee strategy for Argyll and Bute
x Ensure appropriate translation services are in place	At the moment separate approaches by ABC and NHS Highland. Review and consider joint contract for IJB
x Unpaid or family carers are supported in their caring role	Carers assessments Anticipatory care planning Planned respite and short breaks
Data sources to support the above: <ul style="list-style-type: none"> <li>x ScotPHO health profiles</li> <li>x Qualitative project or service evaluations</li> <li>x Locality health profiles</li> </ul>	

