

Scottish Borders Health and Social Care Partnership

Equality Outcomes and Mainstreaming Framework 2025-2029

Mainstreaming the equality duty has several benefits including:

Equality becomes part of the structures, behaviours and culture of an authority, an authority knows and can demonstrate how, in carrying out its functions, it is promoting equality mainstreaming equality contributes to continuous improvement and better performance.

Source: Equality and Human Rights Commission

Our vision as a partnership is that “all people in the Scottish Borders are able to live their lives to the full.” Our strategic framework 2023-26 has a number of strategic objectives and ways of working that aim to ensure that this happens.

Working to achieve our vision, objectives and ways of working will increasingly promote equality and human rights as part of our core business.

For this reason, the Scottish Borders Health and Social Care Partnership’s (SBHSCP’s) Equality Outcomes and Mainstreaming Framework (EOMF) directly aligns to our strategic objectives and our ways of working.



Developing the Equality Outcomes

“When considering how to meet the Public Sector Equality Duty requirements, including setting equality outcomes and carrying out impact assessments, you need to consider evidence relevant to protected characteristic groups”. Source Equality and Human Rights Commission November 2024

The Scottish Borders Integration Joint Board’s Equality and Human Rights Subgroup developed the outcomes below using the Equality and Human Rights Commission’s analysis of the significant inequalities identified in their “Equality and Human Rights Monitor 2023: Is Scotland Fairer” against the National Health and Wellbeing Outcomes.

In doing this, the Scottish Borders Integration Joint Board can be confident that there will be a focus on the most significant inequalities in the Scottish Borders. Taking action to address these inequalities will also provide the Integration Joint Board with evidence that National Health and Wellbeing Outcomes are being achieved. In doing so the Scottish Borders Integration Joint Board has been assisted in identifying where they can advance the equality of opportunity for the protected characteristic groups and communities of lived experience who are most disadvantaged. In adopting this approach the Scottish Borders Integration Joint Board will be more effective at addressing inequalities in society rather than setting equality outcomes and activities which claim to be related to all protected characteristics. The outcomes developed and detailed below also consider experiences of inequality that arise at the intersection of protected characteristics.

Equality Outcome 1 - Improving access to and confidence in using health and social care services			
Equality Duty: Advancing the equality of opportunity			
Strategic Framework Objective	Improve access to services	Ways of working	Dignity and Respect
	Supporting unpaid Carers		

What will success look like
Proactive partnership arrangements established which support staff working in the services, including commissioned services, which come under the delegated authority of the Scottish Borders Health and Social Care Partnership are able to demonstrate a welcoming environment with informed and understanding staff.

All premises that the SBHSCP work out of or deliver services from have been collaboratively reviewed in terms of location, suitable environment, ramped access, signage, transportation links etc
Development of new and review of existing services which rely on digital or online access will be assessed to ascertain ease of access for people over the age of 65. This will include the development and review of offline services.
Existing practice of the Wellbeing Hubs and Local Area Coordination Services reviewed as a way of identifying any inequality of access to online services and mitigating actions embedded which support people over the age of 65 access offline services.
The gap between people with no conditions and people with a long-term limiting conditions participating in physical activity and sport will have decreased.
Young people's experiences of using public transport and the impact that this has on health and wellbeing (e.g. getting to services, services getting to people, attending appointments) will be highlighted and used to influence and inform local transport services.
Young people's experiences of using public transport and the impact that this has on health and wellbeing (e.g. getting to services, services getting to people, attending appointments) will be shared with staff in the delegated services via Hate Crime Awareness initiatives this to influence and inform service development and reviews
Women's experiences of using public transport and the impact that this has on health and wellbeing and access to justice (e.g. getting to services, services getting to people, attending appointments, giving evidence in court) will be highlighted and used to influence and inform local transport services
Women's experiences of using public transport and the impact that this has on health and wellbeing and access to justice (e.g. getting to services, services getting to people, attending appointments, giving evidence in court) will be shared with staff in the delegated services via Hate Crime Awareness initiatives this to influence and inform service development and reviews

Equality Outcome 2 - Inclusive and co-productive approach to reducing poverty and increasing equality of outcome			
Equality Duty: Advancing equality of opportunity, eliminating discrimination, fostering good relations			
Strategic Framework Objective	Reducing poverty and inequalities	Ways of Working	<p>People at the heart of everything we do</p> <p>Good agile teamwork and ways of working: “Team Borders” Approach</p> <p>Providing quality, sustainable, seamless services</p>

What will success look like
An increase in the number of organisations representing disabled people, ethnic minority communities, single parent households, single men and single older women participating in work overseen or reporting to the Wellbeing Programme Board.
Engagement with organisations representing women from ethnic communities will be well established and the number of women participating in physical and wellbeing activities will have increased.
The number of disabled people living in relative poverty will have decreased
Poverty experienced by Muslims will have decreased
A reduction in the poverty rate among women, particularly single mothers
The number of women, single women with children and single men experiencing food insecurity will have decreased

The higher rates of relative poverty experienced by lesbian, gay and bisexual adults have reduced
Reduction in the number of people with Learning Disabilities and or people with autism remaining hospital and an increase in the number being supported to live in the communities of the Scottish Borders
Young people leaving care transition seamlessly into adult services
Young people with learning disabilities transition seamlessly into adult services
SBHCSP's commissioning plans are based on the needs of our communities as expressed during involvement events with people who experience inequality
Person led approaches which enable people to remain in their own home
The knowledge of health care professionals in dealing with trans and non-binary service users has improved
The causes of the higher levels of poor physical and mental health experienced by trans and non-binary adults and improve data on access to different health care services by trans people, such as health screening, sexual and reproductive health or fertility services have been addressed
Improved data on access to different health care services by sexual orientation, such as sexual and reproductive health or maternity services, to meet the diverse needs of lesbian, gay and bisexual people
LGBTQAI+ people using cervical screening services report they have been treated fairly
Gay and lesbian and bisexual women accessing sexual health services report a reducing in the barriers faced
Support for trans people on Gender Identity Waiting List who report experiencing a range of negative impacts
Improved health outcomes among people living in the most deprived areas compared with the least deprived areas
Increase in healthy life expectancy of men living in socio-economically deprived areas
Deaths from alcohol, drugs and suicide among men has reduced

The unmet care needs of disabled people have been addressed
The number of disabled people reporting poor mental health has decreased

Outcome 3 – Involvement and empowerment of people using and delivering delegated services is inclusive, co-productive and fair			
Advancing equality of opportunity, eliminating discrimination, fostering good relations			
Strategic Framework Objective	Improving our effectiveness and efficiency	Ways of working	People at the heart of everything we do
	Supporting unpaid Carers		Care and compassion
	Reducing poverty and inequalities		Dignity and Respect

What will success look like
An anticipatory planning approach will be embedded as a way of ensuring barriers to participation in equality, human rights and Fairer Scotland Dut impact assessments are removed for communities who experience inequality
Organisations and groups listed in the Diversity Directory sustain their involvement in the impact assessment process and have adequate resources to support continued involvement
The number of organisations and groups participating in and registered members of the Diversity Directory will continue to increase
The over dependency on a small number of groups will be addressed, this to avoid impact assessment fatigue
Scottish Borders Race Forum established
Scottish Border Interfaith Forum established

A feedback system in place to ensure those participating in impact assessments are provided with updates regarding the impact of their involvement in impact assessments
Experiences of those participating captured to support a continuous improvement approach to the undertaking of impact assessments
Equality and Human Rights Service Specialists and service leads embed 'Planning with People' into the consultation element of the impact assessment process

Outcome 4 People living, working, studying or visiting the Scottish Borders are safe and free from harm because all staff delivering health and social care services fully understand their legal duties and other responsibilities			
Advancing equality of opportunity, eliminating discrimination			
Strategic Framework Objective	<p>Improve access to services</p> <p>Improving our effectiveness and efficiency</p>	Ways of working	<p>Good agile teamwork and ways of working: "Team Borders" Approach</p> <p>Openness, honesty and responsibility</p> <p>Care and Compassion</p> <p>Dignity and Respect</p>

What will success look like
Interventions are early and effective, trauma informed, preventing all forms of abuse, and maximising the safety and wellbeing of adults, children, and young people in our communities.

Awareness of all forms of abuse in relation to public protection and consequential harms and trauma that can occur are better understood by staff working in Partnership services.
Improved services and support for those at risk of and those that are affected by Female Genital Mutilation (FGM).
Improved understanding of and development of a joined up approach to support those affected by human trafficking and exploitation.
Improved understanding of the causes of honour based violence and the support services necessary to keep people safe.

Outcome 5 - A workforce that is reflective and representative of the communities we care for			
Advancing equality of opportunity, eliminating discrimination, fostering good relations			
Strategic Framework Objective	Rising to the workforce challenge	Ways of working	People at the heart of everything we do Dignity and Respect Openness, honesty and responsibility

What will success look like
The data captured on health and social care workforce (including the commissioned services) will evidence the ability of the services to meet the needs of the diverse communities using services which come under the delegated authority of the Integration Joint Board.
Flexible and targeted recruitment drives to address current gaps identified in 5.1 above and the needs of current and future service users
Staff have a shared understanding of cultural diversity and differences
Impact of Hate Crime and Hate Incidents on health and wellbeing fully understood by staff working in delegated and commissioned services

Outcome 6 - All staff feel valued, respected and have their needs met appropriately			
Advancing equality of opportunity, eliminating discrimination, fostering good relations			
Strategic Framework Objective	Reducing poverty and inequality	Ways of working	People at the heart of everything we do Dignity and Respect Care and Compassion

What will success look like
Managers have a shared understanding of their responsibilities in relation to reasonable workplace adjustments
Wellbeing initiatives to support an improvement in the mental health of women working across the health and social care sector will be coproduced and reviewed for effectiveness
Compliance with A Fair Work Action Plan: Becoming a Fair Work Nation by 2025
Embedding the requirements of the Scottish Government's Fairer Scotland for All: An Anti-Racist Employment Strategy into and across all employment policies
Cross Sector Workplace Domestic Abuse Policies are implemented
Cross Sector Hate Crime Awareness Programme