

Falkirk Integration
Joint Board

Equality Outcomes and
Mainstreaming Report
2022 - 2023

&

Progress Report
2017 - 2021



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1 FOREWORD

The integration of health and social care saw the establishment of the Falkirk Health & Social Care Partnership (HSCP) with its own Integration Joint Board in 2016. Since then, the Partnership has worked hard to deliver fair and equitable services. Equality is at the heart of everything we aim to achieve. The vision of our Strategic Plan (2019-2023) is to enable people in Falkirk HSCP area to live full and positive lives within supportive and inclusive communities which is driven by a human rights-based approach to service delivery.

The Covid-19 pandemic has had an unequal impact on the communities we serve and has exacerbated existing inequalities. We recognise the importance of doing more to improve outcomes for those who experience inequality and disadvantage most. That is why we are extending our Equality Outcomes (2017 – 2021) until 2023, to align our Strategic Plan with a new set of Equality Outcomes in 2023. This will ensure that our Strategic Vision is robust and has equalities firmly at its heart.

The Scottish Government has a new vision for health and social care set out in their proposals to create and implement a National Care Service. This new Service will have equality, dignity and human rights at its heart. As you will see from this report, much of the work we have been doing since 2017 has been to develop person-centered services that enable our service users and their carers to meet their personal outcomes and support communities. We are proud of what we have been able to achieve as a Partnership and will continue to work hard to improve outcomes for our service users and carers who experience inequality.

Patricia Cassidy
Chief Officer
Falkirk Health and Social Care Partnership

2 INTRODUCTION

Falkirk Health and Social Care Partnership (HSCP) is fully committed to promoting fairness, dignity and respect while delivering services which provide equal opportunity for all in the Falkirk area. To help us achieve this vision, we must set Equality Outcomes and demonstrate how we mainstream Equalities every four years, and report on our progress every two years. We are extending our current Equality Outcomes for 2022 - 23.

Since we are developing our new Strategic Plan (to be published in 2023), we have an opportunity to align our Strategic Plan and Equality Outcomes. This will ensure that the services we deliver and the care we provide is person-centred, human rights based, and places Equality at the heart of everything we do.

2.1 What does the law say?

Every public body in Scotland, including Integration Joint Boards (IJBs) must comply with the Public Sector Equality Duty (PSED) set out in the Equality Act (the Act) 2010.

A public body, or in our case the Falkirk Integration Joint Board must, in the exercise of its functions have due regard to the need to –

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and;
- Foster good relations between person who share a relevant protect characteristic and persons who do not share it.

This essentially means we need to fully consider (give due regard to) our duties every time we review or develop a new policy or service. This will ensure we meet the needs of all our service users and their carers and protect them from some of the disadvantages they may experience because of their protective characteristics. We can do this in several ways, including by setting Equality Outcomes which we will cover later in the report.

But that's not all. We also have Scottish Specific Duties. The Scottish Government introduced a set of specific duties to support the better performance of our general duty (which we outlined above). But only some of them are relevant and the Scottish Specific Duties which are relevant to us are, we must:

- Publish a report on mainstreaming the equality duty;
- Publish Equality Outcomes and report on progress;
- Assess and review policies and practice;
- Publish in a manner that is accessible, and;
- Gather and use Board member information.

Alongside our Equality Duties, we also have Duties set out in the Human Rights Act 1998. We must treat everyone equally, with fairness, dignity and respect. In delivering services we will continue to be committed to undertaking a human rights-based approach in line with PANEL principles (Participation, Accountability, Non-discrimination, Empowerment and Legality).

2.2 What are Protected Characteristics?

All of us share one or more of the characteristics. They are protected by the Act, which in turn protects us all from unfair treatment. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief – this includes people who do not have a religion or belief
- Sex
- Sexual orientation

Unfortunately, some people may experience discrimination or disadvantage based on these characteristics. Our Equality Outcomes ensure that we meet our legislative duties, meet the differing needs of our service users and their carers and protect them from experiencing discrimination or disadvantage when engaging with our services.

2.3 What is an integration joint board and why are only some of the Duties relevant?

The Public Bodies (Joint Working) (Scotland) Act 2014 places a duty on Councils and Health Boards to delegate health and social care functions to an Integration Joint Board. This is where the partners agreed to utilise a body corporate model. Falkirk Council and NHS Forth Valley formed the Falkirk Health and Social Care Partnership, overseen by the IJB.

The IJB is responsible for planning, commissioning, and overseeing the delivery of health and social care services in Falkirk. The main purpose of integration is to improve the wellbeing of people who use health and social care services. Setting Equality Outcomes and delivering on our Equality Duties will help us achieve that purpose.

As mentioned earlier, the IJB has limited responsibility in terms of the Scottish Specific Duties as the Board is not an employer. Falkirk Council and NHS Forth Valley continue to be the employers of staff who work for the Falkirk Health and Social Care Partnership (HSCP).

This means the Scottish Specific Duties relating to the publishing of gender pay gap information, publishing statements on equal pay, gathering and using employee information and considerations relating to public procurement are the responsibility of Falkirk Council and NHS Forth Valley.

2.4 So why do we do this? What are the benefits of setting outcomes and mainstreaming equality?

The law recognises that people might experience discrimination or disadvantage in their daily lives based on their characteristics. So, what are the benefits of complying with our duties?

We all share some of the protected characteristics and it is likely that some of us have experienced some form of disadvantage – with some of us experiencing greater levels of discrimination and disadvantage than others.

Complying with our Duties – or mainstreaming our Duties - has a number of benefits, including:

- Equality becomes part of everything we do, within our structures, behaviours and culture;
- We are more transparent and can demonstrate how, in carrying out our functions, we are promoting and embedding equality, and;
- Mainstreaming equality contributes to continuous improvement and better performance.

The result? Better services which meet the differing needs of our diverse communities, service users and their carers

2.5 Integration Joint Board membership

Falkirk Integration Joint Board is currently made up of 20 members (11 females and 9 males). You can find a list of our members here: [Integration Joint Board members](#)

The Board membership is prescribed within the Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Order 2014 (the IJB Regulations). The Board has 6 voting members – 3 Falkirk Council elected members and 3 NHS Forth Valley non-executive Board members.

The IJB Regulations state that membership of the Board must include the following representation:

by virtue of role:

- Chief Officer
- Chief Finance Officer
- Chief Social Work Officer

by health profession:

- registered medical practitioner whose name is included in the list of primary medical services performers prepared by the Health Board in accordance with Regulations made under section 17P of the National Health Scotland (Scotland) Act 1978.
- registered nurse who is employed by the Health Board or by a person or body with which the Health Board has entered into a general medical services contract.
- registered medical practitioner employed by the Health Board and not providing primary medical services.

by stakeholders:

- service user representative
- carer representative
- staff representatives of Falkirk Council and NHS Forth Valley
- Third Sector representative.

The IJB has an approved process to identify stakeholder members who are interested in becoming a member of the Board. Positions for service user representatives, carer representatives and Third Sector representatives are widely advertised, and information is shared through respective forums. For example, when we started the process to identify a new Third Sector representative in 2022, we worked with CVS Falkirk to develop the advert for the role, led a presentation at the CVS Third Sector Health & Wellbeing Forum and supported a fair and open nomination and voting process through CVS Falkirk. Staff representatives are selected through the Joint Staff Forum.

3 MAINSTREAMING

Mainstreaming means that Equality is at the heart of everything we do; Equality is central to the development of our policies and services and all our decision-making.

How do we demonstrate mainstreaming? Here are some of the ways that we mainstream Equalities:

3.1 Leadership & Accountability

Integration Joint Board

Mainstreaming the Equality Duty is an organisational responsibility to which the Integration Joint Board is fully committed. The IJB is committed to integrating equalities into our business, using tools such as Equality and Poverty Impact Assessment (EPIA), and by ensuring that equalities feature proportionately in business planning, Board meetings or other decision-making, and reports and through all other policy development and review mechanisms.

Chief Officer

The Chief Officer is accountable for ensuring equality legislation is upheld and services are designed and delivered in a way that meets the general duty and those specific duties that are the responsibility of the HSCP.

HSCP Senior Leadership Team

This responsibility is delegated in part to the HSCP Senior Leadership Team (SLT) who will:

- Collectively ensure that service planning and delivery evidences compliance with legislation;
- Monitor implementation of Equality Outcomes, and;
- Ensure that future HSCP annual performance reports to the IJB include specific reference to progress in delivering the outcomes. The lead officer for equality and diversity within the HSCP Senior Leadership Team is the Senior Service Manager – HSCP.

3.2 Strategic Plan

Our Strategic Plan (2019-2023) delivers a person-centered, human rights-based approach to the provision of health and social care services. We are achieving this by providing services that support recovery, reablement and rehabilitation and support more people to remain independent in their own homes. Our services are high quality, responsive, promote independence, improve health and wellbeing and promote equality of access.

The Strategic Plan recognises that there are inequalities within our local communities, and we are addressing this by working with our partners to prevent and reduce the impact of poverty, promote equality of access, and improve health and wellbeing. Addressing inequalities is a key theme of the Strategic Plan.

We recognise the importance of Equality in setting our strategic vision. With our new Strategic Plan due to be published in 2023, this provides a good opportunity to align our Plan with a new set of Equality Outcomes. We want to further enhance the profile of Equality in our strategic priorities and for these to deliver on our Equality Outcomes. Our Duty in relation to Equality is core to everything we do, and our new Strategic Plan and Equality Outcomes will further reflect that.

3.3 Impact Assessments

We are required to assess the impact of our decisions, changes to policies and practices and services against the requirements of the public sector equality duty. We do this through an equality impact assessment process. This is a helpful tool that examines new and existing services, policies and strategies, to assess what impact they could have on all of the protected characteristics. We can do this by consulting and engaging with the people who will be impacted, as well as look at existing service level and national data.

When we are assessing impact, we are not just looking for negative impacts – we want to assess if there will be a positive impact too, as this assessment tool helps us to improve services. If a policy, service or strategy is assessed as having a negative impact on any of the protected characteristics, then we must put mitigating actions in place. This means we must make sure that people are not negatively impacted by our decision-making.

While the equality impact assessment process only concerns the protected characteristics, we do have an additional Duty to actively consider how we can reduce inequalities of outcome caused by socio-economic disadvantage. This is called the Fairer Scotland Duty. In Falkirk, we recognise that inequality in relation to a protected characteristic and inequality in relation to poverty intersect. Inequality cuts across different themes and categories, which means we do not just assess one type of inequality in isolation – inequalities are linked.

That's why the Partnership agreed to use Falkirk Council's Equality and Poverty Impact Assessment (EPIA). When we use this tool, we not only assess any impact relating to the protected characteristics, but we also assess impact on socio-economic status. You can check out some of our completed EPIAs on our website.

Since 2020, due to the impact of the pandemic, our services have operated under significant pressure. Decisions often had to be taken daily to ensure essential services continued to be delivered to our most vulnerable service users. We also had to deliver services in line with national guidance and lockdown restrictions. We have invaluable learning from the pandemic response. We continue to face significant disruption due to increased demand and ongoing recruitment and retention challenges.

We will apply this learning, alongside emerging national and local evidence of the impact of the pandemic and current economic challenges on protected characteristics. In redesigning services in response to changing demand, we will ensure EPIA's are completed and considered by the HSCP Senior Leadership Team and IJB.

3.4 Participation & Engagement

As outlined in our Participation and Engagement Strategy, involving people with lived experience to improve service delivery ensures they remain at the heart of provision. We are taking a person-centred and human rights-based approach to engagement. This approach to engagement is highlighted in the Independent Review of Adult Social Care (IRASC).

Recommendation 30 of the Independent Review of Adult Social Care (IRASC) states "there must be a relentless focus on involving people who use services, their families and carers in developing new approaches at both a national and local level." In anticipation of the introduction of the National Care Service and new legislative requirements, we are working to further enhance our involvement of people with lived experience to participate in activities across the partnership.

Some examples of how we are doing this are set out here and in our Annual Performance Reports. HSCP services are actively engaging with their service users and carers to redesign their services. For example, the review of the Joint Dementia Initiative (JDI) service involved staff supporting service users to complete surveys to identify what is working and not working well for them, and a stakeholder event celebrated the service and supported partnership working across the Falkirk area.

A review of the Learning Disability Day Support Service by the Falkirk Collaborative has involved engaging with service users and their carers in a way that works best for their own participation needs and abilities. For example, completing surveys, interviews by staff, or expressing their views using talking mats for non-verbal service users. The Falkirk Collaborative have also sought the views of staff using a survey as well as hosting a staff engagement event.

Both services are examples of redesigning services through engagement with service users, their carers, and staff to gather a holistic view of the service and identify key areas of improvement.

3.5 Partnership working

The HSCP continues to be committed to building on our existing arrangements to work with service users and carers, employees and other agencies and organisations from the public, Third and Independent sector to plan and deliver services.

The IJB and HSCP works with a range of partners including the Community Planning Partnership to implement The Falkirk Plan. The HSCP is lead for 2 of the strategic priorities in the plan, namely Theme 3: Mental Health and Wellbeing and Theme 4: Substance Use.

3.6 Procurement

Procurement will be undertaken by Falkirk Council or NHS Forth Valley in line with their respective procurement strategies and policies.

3.7 Partnership funding

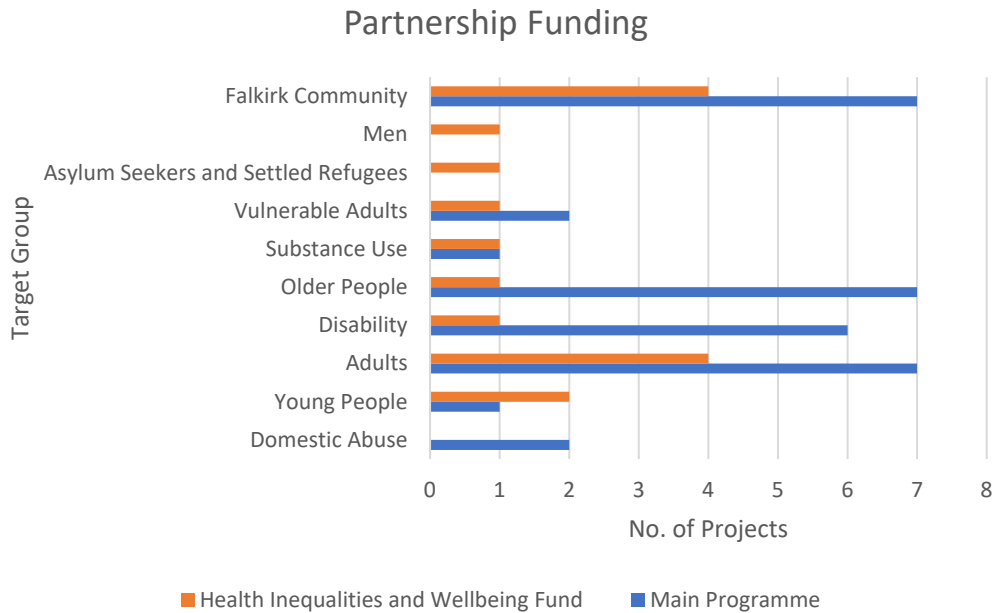
Falkirk HSCP has operated a Partnership Funding Programme since 2018. The Programme has provided an opportunity for partners to establish, test, transform, and accelerate the delivery of integrated services, in line with local priorities.

The Health Inequalities and Wellbeing Fund was launched in March 2022. It aims to develop community-based services and projects that minimise health and social inequalities and improve people's health and wellbeing.

The following chart highlights some projects funded via the Main Programme and the Health Inequalities and Wellbeing Fund that provide support to specific target groups.

The Health Inequalities and Wellbeing Fund provides funding to the Friends of Scottish Settlers (FOSS), a local organisation that supports asylum seekers and resettled refugees who have recently arrived in the Falkirk area. It has also provided funding support to Keeping Larbert and Stenhousemuir Beautiful (KSLB) Community Group to facilitate cooking classes in the local community. These classes focus on bring cooking traditions from different cultures together while reducing food waste. They also host classes targeting men and new mothers.

Through the Main Programme, the Partnership commissioned Food Train, a charity that provides food shopping and befriending services for older people, to establish a new service in Falkirk to support residents aged 65 and over to live better lives in their own homes.



3.8 Monitoring and recording

Understanding how different people use our services is an important step in mainstreaming the equality duty in our service delivery functions. We are aware that gathering and using evidence is crucial to gaining this understanding.

We are refreshing our Strategic Needs Assessment to inform the review of the Strategic Plan and have developed a number of thematic needs assessments, including Locality Profiles.

Reporting against the Equality Outcomes will be contained in the Annual Performance report.

4 PROGRESS AGAINST EQUALITY OUTCOMES 2017-2021

4.1 As part of our Scottish Specific Duties, we must report on our progress every two years. This was delayed due to the pandemic response; however, we have still made progress which we have summarised below.

Equality Outcomes	Progress to Date
<p>Outcome 1: People within the relevant protected characteristic groups or who experience other forms of discrimination or disadvantage are able to be themselves and can achieve their full potential.</p>	<ul style="list-style-type: none"> ▪ Learning Disability Day Support Service by the Falkirk Collaborative is working closely with service users, carers, staff, communities, and key stakeholders to improve outcomes and opportunities for adults with learning disabilities in the key areas of living, learning, wellbeing, and working. ▪ 2019/20 - The Health Promotion Service aimed to improve health and wellbeing, address inequalities and prevent ill health for all who live and work in Forth Valley. Activities ran by the Health Promotion Service included smoking cessation, overdose awareness and alcohol intervention. ▪ 2019/20 - Home First: a local initiative to focus on supporting people to avoid a delay in their discharge from hospital. They work with the person and their carer/relative to agree how they can support them to get home, without any delays. ▪ 2018/19 & 2021/2022 – Changing Places Toilet Facilities: eight facilities were opened across the Falkirk area. The HSCP are currently working to install a minimum of 12 new Changing Places across the Falkirk area. These facilities can empower people who have higher levels of personal care need to be involved in their communities. ▪ Work was ongoing to support people to move from Loch View (NHS Forth Valley’s Inpatient Learning Disability and Treatment Unit) to a homely setting when they are ready for discharge. This has involved working in partnership with health, social care, housing and providers to find suitable accommodation and community-based supports to meet their needs. This supported the Partnership’s ambition that people with learning disabilities have the right to the same opportunities as anyone else to live satisfying and valued lives, and to be treated with dignity and respect (linked to Outcome 4).
<p>Outcome 2: Service users are equal partners in planning, developing and monitoring their care through informed choice and personal responsibility.</p>	<ul style="list-style-type: none"> ▪ Extended the Lived Experience Programme to carers and service users. The goal is to increase our representation of people with lived experience and encourage them to get involved in a range of strategic and operational level service redesign meetings. ▪ Have been active in recruiting a new carer representative on the IJB and service user substitute representative.

Equality Outcomes	Progress to Date
	<ul style="list-style-type: none"> ▪ Liquidlogic for Adult Services – Liquidlogic is a new assessment and management recording system which was launched in 2022. It includes the introduction of an outcome-focused assessment practice which ensures clear personal outcomes identified by service users are recorded and align with their care package ▪ Anticipatory Care Plans: The Partnership worked with people, particularly those at risk of hospital admission, to have an Anticipatory Care Plan (ACP) in place. These plans have a focus on prevention, anticipation and supported self-management with the person at the centre of all decisions regarding their care. As of March 2022, there were 29,070 in place. This is an increase from 12,454 in March 2020. ▪ 2019/20 – Progressed towards full implementation of Self-Directed Support (SDS). ensures that people with eligible support needs and their carers can exercise choice and control over the support they receive, in line with their agreed personal outcomes. ▪ 2018/19 – Living Well Falkirk: launched in May 2018. It is a guided self-management web-based service. It offers people an opportunity to find support, advice and solutions about their health, wellbeing and self-management; ▪ 2017/18 – Redesigned day services for younger adults: this work reflected Self-Directed Support principles to empower and enable service users to have choice and control over the design of their own support;
<p>Outcome 3: Our approach to engagement and participation will give a voice to our diverse communities.</p>	<ul style="list-style-type: none"> ▪ 2022 – links with Outcome 2: extended the Lived Experience Programme to carers and service users. The goal is to increase our representation of people with lived experience and encourage them to get involved in a range of strategic and operational level service redesign meetings. ▪ 2021/2022 – 16 HSCP managers attended community engagement training delivered by the Falkirk Council Community Empowerment team. A pilot training session was delivered to policy and planning staff to support meaningful participation for people with lived experience in strategic and operational-level meetings. ▪ Participation and Engagement Strategy (2021-24) approved - involving people with lived experience to improve service delivery ensures they remain at the heart of provision, and we are taking a person-centred and human rights-based approach to engagement. This approach to engagement is highlighted in the Independent Review of Adult Social Care (IRASC).

Equality Outcomes	Progress to Date
	<ul style="list-style-type: none"> held a number of engagement events with staff that are supporting redesign and transformational change in services. These include events with home care, day services and health and social care colleagues.
<p>Outcome 4: People who experience mental health problems and /or learning disabilities will be supported to live fulfilled lives without stigma.</p>	<ul style="list-style-type: none"> 2022 – Review of Adult Day Services - Bringing together colleagues working in social work, health, day support, and procurement within Falkirk Council, NHS Forth Valley, and Neighbourhood Networks, the Falkirk Collaborative is a group of partners aiming to improve living, learning, well-being and working opportunities for adults with learning disabilities. The next phase of the project focuses on 2023 Falkirk school leavers with a diagnosed learning disability who are transitioning from children’s to adult services. 2022 – Trauma Champions and Trauma Informed Practice – Three Trauma Champions were appointed to represent and lead Trauma Informed Practice in Falkirk. Work ongoing to implement Trauma Informed systems change. 2018/19 – Decider Skills Training Programme: The Partnership has funded Decider Skills Training programmes to teach adults and children the skills to understand and manage their own emotions and mental health; Community Based Provision: FDAMH Social Spark – is a modern approach to befriending that helps people who use the service form friendships in a safe environment; Supporting Discharge from Loch View: Work was ongoing to support people to move from there to a homely setting when they are ready for discharge. This has involved working in partnership with health, social care, housing and providers to find suitable accommodation and community-based supports to meet their needs. This supported the Partnership’s ambition that people with learning disabilities have the right to the same opportunities as anyone else to live satisfying and valued lives, and to be treated with dignity and respect. Dates-n-Mates is Scotland’s national dating and friendship agency for adults with learning disabilities. Dates-n-Mates aims to improve the health and wellbeing of its 40 Falkirk members by helping them to overcome the loneliness and social isolation to which many people with learning disabilities are particularly susceptible. Neighbourhood Networks supports vulnerable adults mainly with learning disabilities, physical disabilities and mental health issues to live an independent life, safely, within their own homes and be fully involved within their local communities.

Equality Outcomes	Progress to Date
<p>Outcome 5: Access to our services will be improved by understanding and reducing barriers.</p>	<ul style="list-style-type: none"> ▪ 2022 – Primary Care Improvement Plan (PCIP) – Expansion of additional roles in GP practices including the recruitment of primary care mental health nurses. ▪ 2021 onwards – There has been a redesign of the HSCP website to make it more accessible. Work has been ongoing to ensure that accessibility regulations are implemented across our digital content. We have also expanded our social media presence to ensure that we reach as wide an audience as possible. ▪ 2019/20 – Transitions from Children to Adult Services: Joint plans with Children’s Services to improve transition planning and adopt a lifespan approach to this milestone in the lives of young people have progressed. It builds on the Principles of Good Transitions and is guiding ongoing developments for transitions and seamless provision of support from birth to adulthood. The aim was to minimise barriers. ▪ 2018/19 – Pharmacy First: enables people to access treatment for uncomplicated common conditions from a community pharmacy. These include urinary tract infections, impetigo, bacterial conjunctivitis, skin infections and minor skin conditions. ▪
<p>Outcome 6: Within NHS Forth Valley people from the ‘LGBTi’ community will not experience barriers to accessing or receiving end of life care.</p>	<ul style="list-style-type: none"> ▪ 2021/22 - Strathcarron Hospice Compassionate: volunteer programme provides practical and emotional support for people with life-limiting conditions and their carers. ▪ 2020/21 – Continued to plan model of palliative care.

5 SETTING EQUALITY OUTCOMES 2022 - 23

We considered that it was appropriate to continue to use the Equality Outcomes we set for 2017-2021 so that we can publish a new set of Outcomes that align with our Strategic Plan. A vast amount of work was already undertaken to develop the Equality Outcomes through various community consultation exercises and a review of local and national data. This is set out in our Equality Outcomes and Mainstreaming Report 2017 – 2021.

In September 2022, the Board agreed to extend our current Equality Outcomes until 2023 and agreed to consult on them. We are required to consult on our Equality Outcomes and agree this is particularly important to engage with the community to ensure that our Equality Outcomes are relevant and meet the needs of our service users.

5.1 Community Consultation

We launched our community consultation via Citizens Panel on 10 October 2022. The consultation period lasted three weeks and was closed on 31 October. To ensure that our consultation was widely accessible, we circulated a link to the consultation via our website and social media feeds, including Facebook and Twitter. In addition to this, we asked our Partners to promote the consultation via their social media feeds.

We asked participants to rank how strongly they agreed or disagreed with the following statements under each of the proposed Equality Outcomes:

- This is an important Equality Outcome
- This Outcome meets the needs of protected groups
- This Outcomes is easy to understand

Participants in the survey also had the opportunity to provide further detail or comment to support their answers.

5.2 Response

The consultation received a total of 8 responses and here is the breakdown of what they said:

Outcome 1

Seven respondents said that they either 'strongly agree' or 'agree' that this is an important Equality Outcome. One respondent said that they 'neither agree nor disagree'.

Six respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. One respondent said that they 'neither agree nor disagree' and one respondent said they 'disagree'.

Again, six respondents said that they either 'strongly agree or agree' that this Outcome is easy to understand. One respondent said that the 'neither agree

nor disagree' and one respondent said that they 'disagree'.

Outcome 2

Seven respondents said that they either 'strongly agree' or 'agree' that this is an important Outcome. One respondent said that they 'disagree'.

Six respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. Two respondents said that they 'neither agree nor disagree'.

Seven respondents said that they either 'strongly agree' or 'agree' that this Outcome is easy to understand. One respondent said that they 'disagree'.

Outcome 3

Seven respondents said that they either 'strongly agree' or 'agree' that this is an important Outcome. One respondent said that they 'disagree'.

Five respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. Two respondents said that they 'neither agree nor disagree' and one respondent said they 'disagree'.

Five respondents said that they either 'strongly agree' or 'agree' that this Outcome is easy to understand. Two respondents said that they 'neither agree nor disagree' and one respondent said they 'disagree'.

Outcome 4

All respondents said that they either 'strongly agree' or 'agree' that this is an important Outcome.

Six respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. Two respondents said that they 'neither agree nor disagree'.

Seven respondents said that they either 'strongly agree' or 'agree' that this Outcome is easy to understand. One respondent said that they 'disagree'.

Outcome 5

Six respondents said that they either 'strongly agree' or 'agree' that this is an important Outcome. One respondent said that they 'neither agree nor disagree' and one respondent said that they 'disagree'.

Five respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. Two respondents said that they 'neither agree nor disagree' and one respondent said they 'disagree'.

Five respondents said that they either 'strongly agree' or 'agree' that this Outcome is easy to understand. Two respondents said that they 'neither agree nor disagree' and one respondent said they 'disagree'.

Outcome 6

Seven respondents 'strongly agree' that this is an important Outcome. One respondent said that they 'neither agree nor disagree'.

Seven respondents said that they either 'strongly agree' or 'agree' that this Outcome meets the needs of protected groups. One respondent said that they 'neither agree nor disagree'.

Seven respondents 'strongly agree' that this Outcome is easy to understand. One respondent said that they 'neither agree nor disagree'.

5.3 Equality Outcomes 2022-2023

Following consultation with the community and the approval of the Integration Joint Board in November 2022, our Equality Outcomes 2022-2023 are:

Outcome 1

People within the relevant protected characteristic groups or who experience other forms of discrimination or disadvantage are able to be themselves and can achieve their full potential.

Outcome 2

Service users are equal partners in planning, developing and monitoring their care through informed choice and personal responsibility.

Outcome 3

Our approach to engagement and participation will give a voice to our diverse communities.

Outcome 4

People who experience mental health problems and /or learning disabilities will be supported to live fulfilled lives without stigma.

Outcome 5

Access to our services will be improved by understanding and reducing barriers.

Outcome 6

Within NHS Forth Valley people from the 'LGBTi' community will not experience barriers to accessing or receiving end of life care.

5.4 Delivering Outcomes and looking forward to 2023

We will continue the work we have been doing to deliver on these Outcomes. You can find out more detail about our work in our Annual Performance Reports which are published on the HSCP website.

Work is now underway to develop new Equality Outcomes that will align with our new Strategic Plan. We will shortly be consulting on new draft Outcomes and aim to publish them in 2023.