

Equality Outcomes 2025-2029**Appendix 4**

From 2025, the PKHSCP has identified a new set of Equality Outcomes which flow from the evidence base and strategic priorities of the IJB Strategic Plan 2024-27 and in the Participation & Engagement Strategy, Connecting with Communities for Change.

Equality Outcome 1		
What is our equality outcome?	The IJB will achieve a membership that reflects the communities it serves and remove barriers for people with equality-protected characteristics.	
National Health & Wellbeing Outcomes (NHWBO) n/a		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not.	age disability race religion and belief sex sexual orientation	<ul style="list-style-type: none">➤ IJB membership will be more diverse and more closely reflect the overall population of Perth & Kinross across the following characteristics: sex, disability, race, religion or belief, and age.➤ A more inclusive, representative, and culturally competent membership will bring varied perspectives, experiences, and skills that contribute to better decision making.
What will we do over the next 2 years?	<p>The IJB recently renewed its public partner membership through an election process which sought to widen opportunities for people with lived experience of health and social care and expand the voting process to more service users. We will:</p> <ol style="list-style-type: none">1. Commission an independent evaluation of the process will be conducted in 2025, and the scope of this evaluation will assess the extent to which this has advanced our equalities duties, define learning and future actions.2. Report publicly on the outcomes of the evaluation, improvement actions and share with Perth & Kinross Council and NHS Tayside.3. Work with the IJB Strategic Planning Group to apply key lessons from the evaluation and membership is inclusive, diverse and represents equality-protected groups.4. Review the arrangements for induction and making reasonable adjustments (such as assistive technologies) to ensure inclusive and accommodating environments for all members.	

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Equality Outcome 2		
What is our equality outcome?	The IJB will improve accessibility for its formal meetings and adopt an approach to formal reports which are easier to read and understand.	
National Health & Wellbeing Outcomes (NHWBO) n/a IJB Strategic Plan Priority: 2; 4		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not.	Age disability ethnicity	<ul style="list-style-type: none">➤ Information published by the IJB will be more accessible to people who have a sensory impairment or learning disability, whose first language is not English and people who are older.➤ Our public meetings will be accessible to everyone.➤ Our approach is welcoming, encouraging, supportive and inclusive.
What will we do over the next 2 years?	<ol style="list-style-type: none">1. Update the IJB Website using plain-English standard guide for the content.2. Make the information about the IJB membership accessible to people who have a sensory impairment or learning disability, whose first language is not English and people who are older through a variety of formats.3. Involve neurodivergent and sensory-impaired people to improve the accessibility of our information and communications.4. Adopt plain-English in formal reports using plain text, short sentences, simple punctuation and avoid technical or clinical language which is often not easy to understand.5. Hold all IJB meetings in publicly accessible locations, with the option to join livestream online, and signpost to audio recordings of IJB meetings.	

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Equality Outcome 3		
What is our equality outcome?	The IJB will promote inclusion of equality-protected people in decision-making through the effective application of its participation and engagement strategy.	
National Health & Wellbeing Outcomes (NHWBO) n/a IJB Strategic Plan Priorities: 4; 5; 7		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not.	age disability gender reassignment race religion and belief sex sexual orientation	<ul style="list-style-type: none">➤ Connecting with Communities for Change: A participation and engagement strategy will help deliver the IJB Strategic Plan and increase ways to learn about what matters to equality protected people.➤ The design of new models of care in mental health will ensure services are accessible, person-centred, and consider the needs of equally protected people.➤ Everyone who has views to share is offered the opportunity to be heard and supported to meaningfully participate.➤ Increased levels of engagement through feedback sessions, workshops, surveys, and reporting to inform the IJB.
What will we do over the next 2 years?	<ol style="list-style-type: none">1. Reinforce leadership commitment through visible support for change.2. Implement the action plan and monitor progress through annual reports to the IJB.3. Develop dedicated webpages to enable people to register their interest to participate and a schedule of engagement opportunities.4. Expand engagement and co-production opportunities within HSCP service design, tests of change, and transformation projects.5. Increase training opportunities to enhance understanding of participation and engagement.6. Provide appropriate and relevant support, including the use of technology, for people to engage meaningfully in planning services.7. Develop regular opportunities to listen and hear the views of people with a learning disability through <i>Hear our Roar</i>.	

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Equality Outcome 4		
What is our equality outcome?	The IJB will ensure that all of its decisions are informed by a comprehensive equalities and fairness impact assessments ensuring that negative consequences are minimised for equality protected people.	
National Health & Wellbeing Outcomes (NHWBO): 1-9 (All) IJB Strategic Plan Priorities: 1-7 (All)		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not.	age disability gender reassignment race religion and belief sex sexual orientation	<ul style="list-style-type: none">➤ Impact assessments will aid decision-making and support the IJB to take effective action on equality and implement better policies based on evidence.➤ Our Equality & Fairness Impact Assessment (EFIA) process is compliant with our duties under the Equality Act 2010, the United Nations Convention on Rights of a Child (UNCRC) (Incorporation) (Scotland) Act 2024, the Fairer Scotland Duty, and the Consumer Scotland Act 2020.➤ Proposals for change will set out what steps can be taken to minimise negative impacts on equality protected groups.➤ Improved knowledge of the local population who identify as belonging to equally protected groups and understanding of the challenges they face.
What will we do over the next 2 years?	<ol style="list-style-type: none">1. All reports to the IJB will undergo EFIA screening and the outcome presented within a revised reporting template and the outcomes logged on the IJB/HSCP webpages.2. Impact assessments will be conducted on all new proposals and proposed service changes before any decisions to bring about the changes are made.3. All officers who conduct impact assessments will be appropriately trained, skilled and supported thereby delivering good practice and creating an equality impact assessment mindset across the workforce.4. The IJB will receive annual reports on EFIA carried to identify the cumulative or combined impact of new policies, decisions in a given year.	

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Equality Outcome 5		
What is our equality outcome?	The HSCP will improve the accessibility of health and care services and wherever possible make this available from one place and close to home.	
National Health & Wellbeing Outcomes (NHWBO) 2;3;4;5;9 IJB Strategic Priorities: 1-5		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not.	age disability gender reassignment race religion and belief sex sexual orientation	<ul style="list-style-type: none">➤ Our services will take a comprehensive equality, human rights, and person-centred approach always.➤ Deliver measurable improvements in outcomes for people with protected characteristics:<ul style="list-style-type: none">• Carers (Page 13) C1-C6• Learning Disability & Autism (Page 13) LDA1-6• Mental Health & Wellbeing (Page 14) MH 1-4• Older People (Page 14) OP 1-7• Primary Care (Page 15) PC 1-4• Substance Use (Page 15) SU 1-6
What will we do over the next 2 years?	<ol style="list-style-type: none">1. Push ahead with our vision for implementing integrated teams serving our localities.2. Target investment for self-care and prevention within disadvantaged communities.3. Update all our strategic delivery plans using improved equality data and ensure SMART actions to reverse inequality of outcomes.4. Support new models of social care for our remote and rural locations.5. Our Whole Organisational Trauma Informed will embed safety, trust, choice, collaboration, empowerment, and cultural consideration.6. Improve access to digital technology and personalised Technology Enabled Care.7. Continue to build on our Age Friendly Communities work and work with housing service to meet the needs of older people and those with complex care needs.8. People new to Scotland, through resettlement or asylum, who make Perth & Kinross their home, feel welcomed, are safe and able to access the HSCP services they may need.	

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Equality Outcome 6		
What is our equality outcome?	Improved collection and use of equality data, including protected characteristics, to support planning and delivery of inclusive health and care services and promote mainstreaming of equality rights.	
National Health & Wellbeing Outcomes (NHWBO): 1-9 (All) IJB Strategic Plan Priorities: 1-7 (All)		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not	age disability gender reassignment race religion and belief sex sexual orientation	<ul style="list-style-type: none">➤ Include equality data in performance reporting that is statistically unambiguous and robust in progress reports for the IJB Strategic Plan and Annual Performance Report.➤ Use equality data more effectively to target resources and actions to tackle inequality.
What will we do over the next 2 years?	<ol style="list-style-type: none">1. Revise the IJB & HSCP Performance Framework by June 2025 with a commitment to continuous improvement in equality data.2. Develop reporting mechanisms for equalities information which highlights differences in access, performance and outcomes across Perth & Kinross including rurality, deprivation, protected characteristics, and other factors.	

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Equality Outcome 7		
What is our equality outcome?	The HSCP will promote an equality driven culture where everyone is treated fairly and respectfully, feels valued, has equality of opportunity, and empowered to contribute their best.	
National Health & Wellbeing Outcomes (NHWBO): 4;5;8 IJB Strategic Plan Priorities: 1-7 (with a particular focus on 7, Value our workforce, support them to keep well, learn and develop)		
Which part of the duty are we addressing?	What are the protected characteristics?	Operational Targets – outcome indicators
<ul style="list-style-type: none">➤ Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.➤ Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.➤ Foster good relations between people who share a protected characteristic and those who do not	age disability race religion and belief sex sexual orientation pregnancy /maternity gender reassignment	<ul style="list-style-type: none">➤ Our HSCP Leadership Forum will model an equality driven culture providing a safe space for collaboration, encouraging all voices, founded on mutual respect, inclusivity, and strong relationships.➤ HSCP Management & staff-side partnership colleagues will demonstrate a strong focus on equality, diversity & inclusion within the Local Partnership Forum improvement plan.➤ Results from the annual employee iMatter survey.➤ Number of staff and IJB members completing equalities training.➤ Participation in and promotion of NHS Tayside and Perth & Kinross Council equality networks and diversity events.
What will we do over the next 2 years?	<ol style="list-style-type: none">1. The HSCP will establish a HSCP Equalities monitoring group with diverse membership.2. The HSCP Leadership Forum will meet bimonthly and provide a platform for putting equality, diversity, and inclusion policy into action.3. Additional equalities training will be provided for staff and IJB board members.4. All members of the HSCP senior management will have a professional objective related to equality, diversity, and inclusion.5. The partnership-wide iMatter action plan for 25/26 will include steps to put equality, diversity, and inclusion into everyday practice.6. Our workforce plan for 2025-28 will promote a workforce that reflects diversity.	

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