



EQUALITY OUTCOMES PROGRESS REPORT

2023-25

April 2025

1. Introduction

The Integration Joint Board's current Equality Outcomes were established in 2021 and the selection of these outcomes sought to ensure consistency with the equality outcomes which were in place for NHS Tayside and Perth & Kinross Council at that time.

There were five Equality Outcomes agreed by the Integration Joint Board in 2021 which were cross-referenced as appropriate to the equality outcomes for NHS Tayside and Perth & Kinross Council. The agreed Integration Joint Board Equality Outcomes were:

- **Equality Outcome 1** – Health and social care partners will ensure that care is person-centred, and services are accessible to individuals and community groups with relevant protected characteristics
- **Equality Outcome 2** – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate in and influence Integration Joint Board decisions
- **Equality Outcome 3** – Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice
- **Equality Outcome 4** – Data collected, information provided, and communications issued by health and social care partners will be accessible and inclusive
- **Equality Outcome 5** – Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area relevant to the work of the health and social care partnership

2. Reporting on progress

A progress report to March 2025 using the original format agreed for reporting on progress is detailed in full in **Appendix 1** and this, in the main, sets out the actions that have progressed by Perth & Kinross Council and NHS Tayside as employers.

This covering report maps key evidence of improved equality outcomes that have been achieved through the delivery of the IJB's Strategic Plan 2020-2025 (now revised for 2024-2027). This is not all of the positive impact achieved across health and social care for equality-protected people but a selection that are derived from the annual reporting of our IJB strategic delivery plans for older people; people with autism and/or a learning disability; carers strategy; mental health and wellbeing; adult support and protection; suicide prevention and for substance misuse.

Equality Outcome 1

Health and social care partners will ensure that care is person-centred, and services are accessible to individuals and community groups with relevant protected characteristics.

Context: Many people do not know how to get help from the Partnership. Many people do not know which services the Partnership provides or whether those services are available for them. Many people face barriers such as living in rural areas where transport and internet connectivity may be more difficult to access or because their age may prevent them having access to services. Some communities or individuals may not seek help if information is not available in relevant formats or community languages (for people with disabilities or minority ethnic groups) and may struggle at first point of contact if interpreting support is not available to them.

Progress

- **Carers are supported in their role and to have a good quality of life.**

A Carers' Trust Consultation on the support for carers commissioned from **PKAVS Carers Centre** highlighted that out of 236 responses, 90% either 'Strongly Agreed' or 'Agreed' that accessing their services had improved the quality of their life and 86% said that they were satisfied that the service understands their needs.

A **Live Active** Compass Card which enables carers to access gym and leisure facilities was made available to 355 Young Adult and Adult Carers and 227 Adult Carers received grants under the Time 4 Me scheme to enable them to have a break either with or without the person who they care for, with other breaks being awarded supported by different bodies allowing carers to have a break from their caring role. The PKAVS Carers Centre also awards about 400 grants of up to £300 from a number of funding sources, including the Partnership, to enable carers to have a break from their caring role.

The percentage of care home placements due to carer breakdown (permanent) resulting in crisis care home placement reduced from 31.4% in 20/21 to 17.5% in 2023-2024.

- **Ensuring that anyone in Perth and Kinross who needs extra support in dealing with alcohol and drug issues will receive the support they need.**

The ADP established a Living Experience Group comprising of people who have experience of dealing with drug and alcohol issues. This has helped to shape the development of a Strategic Delivery Plan from 2024-27. The new plan focusses on four key local priorities.

- Prevention and early intervention
- Reducing the harms caused by alcohol and drugs
- Developing our Recovery Oriented System of Care (ROSC)
- Getting it right for children, young people, families and communities

The Perth & Kinross Alcohol & Drugs Partnership (ADP) has a dedicated website which provides easy to read information about the range of partners and services. The *Get Help Now* pages provide advice about how to get immediate help through to

information on support for recovery. The HSCP has established an integrated approach to providing healthcare, treatment and support. **Perth & Kinross Integrated Drugs and Recovery Team (P&K I-DART)**. Drug and alcohol treatment in Perth and Kinross is provided by a single Tayside Substance Use Service integrated with social work and with support from blood born virus services. The team works with individuals, families and carers in relation to substance use motivational techniques to promote positive change in people lives. The ethos of the team is to promote a positive recovery journey and anyone can self-refer.

- **People with a learning disability can live as independently as possible with as high a quality of life as possible**

Our focus is to enable more people with autism and/or a learning disability to live in a community setting with maximum independence and quality of life. **The HSCP Complex Care Transformation Programme** introduces a sustainable model of care that provides high quality support for people who have complex care needs. The **SCOPE** Team is a multidisciplinary team which provides specialist support for people with autism and/or a learning disability who have complex needs. The multi-disciplinary team launched on 30 May 2022 combining expertise from a wide range of professionals to provide a holistic support network. The SCOPE Team now supports 340 people with autism and/or a learning disability including young people transitioning from school into adult life and a positive destination.

The programme has reduced the need for admission into hospital or residential care provision. There have been zero new admissions into long stay hospital since April 2021 and the time spent in long stay hospital has reduced by 40%.

The Independent Living Panel and the SCOPE Team are supporting the local implementation of the **Coming Home Report** by enabling people with autism and/or a learning disability who are in a long stay hospital and/or are placed outside the area to return to a community setting in Perth and Kinross. The Independent Living Panel identifies supported accommodation for people and has supported the development of five new Core and Cluster Projects which provide 29 people with their own tenancies and a team of staff based in a nearby property who provide support as required.

The number of people living in the community has increased by 27% since 2018/19 and over 440 people are supported to live in the community, rather than moving into a care home, from 332 in 2018/19 to 422 in 2023/24, an increase of 27%.

- **Support for people with learning disabilities to participate in their communities, which are welcoming and accessible**

Priority 4, Keys to Life has been supported by Health Improvement Scotland (HIS) and the Learning Disability Day Support Collaborative and Glasgow School of Art. In the **Learning Disability Day Support Collaborative Project**, Perth & Kinross HSCP worked alongside Falkirk, North Ayrshire and Lothian Health and Social Care Partnerships and with support Healthcare Improvement Scotland iHub. People from across Perth & Kinross gathered to explore ways to create better day opportunities

for people with Learning Disabilities. Some of those taking part are themselves people who use these services, along with people who work in Health, Social Care, Third sector and Higher Education. They tested how they could work together, designing services that matter to the people who use them. This gathering was called a Jam and was a collaborative co design process which emphasises relationships, empathy and a deep understanding of the needs & perspectives of everyone involved. The Jam identified areas for improvement, an environment in which we could co create solutions, and build trust, using a range of tools & techniques, such as user research, journey mapping and prototyping. The Jam is part of a wider co-design exploration in Perth & Kinross with the aim of transforming the way we do things, to create equitable and inclusive spaces, for collaborative and joyful experiences. In so doing, we hope to enable, imagine, and develop opportunities that support our unique and beautiful lives... joining together for a good life. A link to the film and the experiences of participants can be found here: [Learning Disabilities Design Jam — Perth & Kinross](#)

- **Reducing health inequalities for people with a learning disability through early intervention and reducing barriers to healthcare**

The Perth and Kinross Community Learning Disability Service is tackling health inequalities in the knowledge that people with a learning disability often experience poorer access to healthcare and that their life expectancy is 20 years less than the rest of the population. Annual Health Checks for People with Learning Disabilities commenced in May 2022. Our **Learning Disability Intensive Support Service (LDISS)** continues to offer a physical health check to all people on their caseload.

Work has commenced on a multi-disciplinary dementia post-diagnostic support (PDS) pathway to ensure those with a diagnosis of learning disability and dementia are offered post diagnostic support in line with all other members of the general population. This promotes the ethos that people receive the right support at the right time.

The Learning Disability Allied Health Professionals team have provided postural care clinics for 33 people through a multidisciplinary approach involving Physiotherapy, Occupational Therapy and Speech and Language.

- **Improving the timeliness of access to the Mental Health Occupational Therapy Service**

Mental Health Occupational Therapy wait times have historically been extensive in Perth & Kinross. A proactive approach to waiting list management over 2024/25 has resulted in significant improvements in waiting times for patients. In June 2024, the longest wait time had reduced from 22 months to 5 months and in August 2024, less than 5 people were waiting 4 weeks for OT assessment. This commendable improvement is enabling people with complex mental illness to receive timely help to improve overall wellbeing and participation in daily life.

- **Supporting older people at risk of fuel poverty**

Workshops were undertaken in collaboration with the Community Planning Partnership (CPP) to consider the best ways to tackle fuel poverty; a Winter Fuel Poverty fund was established and in place in time for winter 2023 to support older people who were struggling to stay warm.

- **Using technology to support independence**

Technology enabled care is having a significant impact on supporting people to remain independent in their own homes with easy access to immediate and responsive help and support. PKHSCP has increased Community Alarm capacity and implemented digital telecare successfully. There are approximately 4000 people using telecare and 12,500 Technology Enabling Care Devices in use at any time within people's own homes. Over 270,000 calls are made to Community Alarms Control Room resulting in over 6000 call outs. All calls were answered and physically responded to within the guidance set by the Telecare Standards Association (TSA), with acknowledgement of the geographical factors within Perth & Kinross. Further improvements include an Overnight Responder Service (ONRS) following a successful test of change.

Equality Outcome 2

Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to participate in and influence Integration Joint Board decisions.

Context: Some individuals or community groups may be under-represented in different parts of the local community and may not have the same opportunity to have their 'voice' heard or understand how they can put their points of view forward.

Progress

- **Carers are now more actively involved in decision-making processes, contributing their lived experiences and perspectives to ensure that services are tailored to their needs.**

Under the Fairer Scotland Duty, the IJB must actively consider how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions. Although not named as having a protected characteristic, Carers are covered under Equalities legislation by their association to the person who they care for who may have one or more protected characteristic.

As a carer you are an expert through your lived experience of caring and should be able to have a say in services, policies and decisions that affect you and the people that you care for.

Perth and Kinross Carers' Voice gives carers the opportunity to: meet with local statutory, voluntary and independent sector professionals, get your opinions heard, speak directly to decision makers about the issues that affect them, get involved in local planning and help make a difference for carers in the Perth and Kinross Council area. Two representatives are members of the Perth & Kinross Integration Joint Board and Carer's Voice provides valuable expert by experience contribution to the IJB Strategic Planning Group.

The positive shift in direct involvement and influence within the Perth & Kinross IJB was identified in an independent report compiled by the Coalition of Carers Scotland and Health & Social Care Alliance Scotland in 2024. *"The IJB Carer Rep noted that when they started their role seven years ago, they were the only representative on the IJB which felt very difficult and isolating. The key things that have improved and made a difference are: there are now four representatives on the IJB (two carer and two service user); there is an established Carers Voice Group which carers representatives can link with to obtain views; the IJB understands that Carer and Service User Reps have a representative role and which is based on a network of carers/people with lived experience. These changes mean that the role feels less tokenistic and more representative of the wide range of views"*.

- **Ensuring a greater voice for people with a learning disability in Perth & Kinross**

The HSCP Keys to Life Strategy Group planned to develop a Local Involvement Network for people with a Learning Disability. A successful application to Perth and Kinross Council's Angel Share fund was made on behalf of the Keys to Life Strategy Group to secure a dedicated facilitator for one year to support the development of this network ensuring a greater voice for people with learning disabilities in society (Priority 1 Keys to Life).

As a result, **Hear our Roar** is a new group specifically for people with learning disabilities. The aim of the group is to ensure people with learning disabilities are heard. They possess a powerful voice, a mighty roar, however, they often encounter barriers to living well, and systems which do not always enable their voice to have impact. Our mission is to change this. 'Hear our Roar' is building an active group led by people with learning disabilities within Perth and Kinross where influencers, leaders and advocates can come together, speak up, and actively shape decisions which impact them directly. We will work hard to create a safe space for sharing ideas and provide a platform which will amplify their voices on topics that concern them. Teams from within the HSCP, NHS Tayside and the Centre for Inclusive Living Perth and Kinross have worked collaboratively to make this group a reality for people with learning disabilities.

The HSCP has committed to creating regular opportunities for the IJB and other key strategic groups, policy and decision-makers to listen to and hear the views of people with a learning disability through *Hear our Roar*.

- **Learning and listening to lived experience**

IJB members have engaged on a programme of visits to health & care services to hear directly from staff and where possible people who use services. This has included prison healthcare at HMP Perth and HMP Castle Huntly, Psychiatry of Old Age inpatient services at Murray Royal Hospital, Carseview Centre, Strathmartine Hospital; the Public Dental Service; the Integrated Drug and Alcohol Team; Blairgowrie and Pitlochry Community Hospitals; a local registered Care Home for older people; Social Prescribers; Frailty Unit at Perth Royal Infirmary; Drumhar Health Centre in Perth.

The IJB had the privilege of hearing directly from a person who had volunteered to tell their story at a public IJB meeting. This provided the opportunity to hear from someone living with mental ill-health in the context of an update on the work of the Neuk and the Tayside Mental Health & Learning Disability Whole System Change Programme. The person had benefitted from the support provided by the Neuk mental health crisis centre and inpatient services at Murray Royal Hospital and recounted their journey from crisis to recovery and provided advice on prevention and early intervention.

Equality Outcome 3

Employees in health and social care partner agencies will have equality of opportunity in employment policy and practice

Context: As major local employers the Council and NHS wishes to play their part in encouraging a thriving, expanding local economy with suitable employment opportunities and development opportunities for staff and a diverse workforce which reflects the local population,

Progress

- **NHS Tayside and Perth & Kinross Council support and facilitate a range of employee networks to ensure staff from equality-protected groups will be made welcome and respected in the workplace.**

We have established positive working arrangements with equalities networks within Perth & Kinross and NHS Tayside and are supported by the Equalities Lead Officers for both organisations. The PKHSCP has identified an Equalities lead and the Team Leader in Policy & Commissioning will lead on the monitoring of progress, evaluation of impact and reporting publicly on the Equalities duties.

The employers have a strategic focus on supporting the Staff Disability Network to enhance the work experience of staff with disability and LGBTQ+; ensure that married staff or staff in a civil partnership are not treated differently from other staff and that our policies or way of working does not put staff who are married or in a civil partnership at a disadvantage; staff from equality-protected groups will be made welcome and respected in the workplace; and that employment policies will reflect that we are a fair and inclusive employer.

The NHS Tayside Corporate Equalities Team support to Employee Networks such as the LGBTQ+ Employee Network which is proactive in its plan to deliver training for Equality and Diversity Champions Network. The NHS Tayside Employee Disability Network continues to support our colleagues with a disability and reports on how we are supporting and enhancing the work experience of staff with disability. There are circa 80 members, and the Disability Employee Network have reported to the Workforce and Governance Group after carrying out a survey amongst its members resulting in an action plan to implement agreed actions with progress overseen by the Network.

NHS Tayside continues to ensure that those couples in a marriage or civil partnership are not discriminated against through the application of any of NHS Tayside's policies.

Perth & Kinross Council supports Staff Networks for LGBT+; disability; staff from diverse communities; carers; and Men's and Women's Wellbeing Groups. The Council ensures it is a fair and inclusive work employer through the Equalities Strategic Forum.

- **Improving workplace equality for people with autism**

The HSCP carried out consultation with people with lived experience and their carers to identify key themes regarding support they require. Education and employment were identified as key areas where there are significant barriers for people with autism. A two-year project jointly led by the P&K HSCP and Perth and Kinross Council has significantly increased awareness of autism and enabled our organisations to be more inclusive employers. Three face-to-face information and advice sessions and one online were offered and 80 managers attended with positive evaluations. Further work is now planned to extend the reach and impact of this work.

- **Employment Support**

The PKHSCP's Employment Support Team (EST) delivers a supported employment service to people with health conditions or disabilities to prepare for, find and maintain paid employment. The team supports with early intervention and prevention and in work crisis management providing a quick response and also supporting individuals and employers with job retention. The EST is currently working with 103 people seeking employment or being supported with job retention.

- **Creating person-centred care and compassionate workplaces across the P&KHSCP through What Matters to You?**

The PKHSCP Older People Strategic Delivery Group (OPSDG) recognised that the Covid pandemic resulted in new hybrid work practices and strategic decision-making in complex and uncertain environments across the country. The OPSDG recognised an opportunity for change and to understand, establish and develop a

stronger link between strategy, culture and the wellbeing of our staff. The workforce was identified as the greatest asset and the key to delivery of the strategic priorities. Investing in their wellbeing was essential. The need to bring people back together, to give thanks, understand what people are talking about, remember and reflect on the impact they have made through the pandemic was identified. To support this ambition and encourage meaningful conversations between staff, the Health and Social Care Alliance Scotland, were commissioned to look at an alternative approach to the well-established What Matters To You? approach but with a focus being on our workforce retention, recruitment and alignment to the Perth & Kinross values of Ambition, Compassion and Integrity. The project team were committed to capturing diverse voices not only across our organisation but also that of our partners in the independent and third sector, extending our reach beyond those working with the older people. This approach started with a focus on Older People's services but supports every strategy within the HSCP as the reach goes across all client groups and the workforces that support them. It is the insights of those people that will strengthen the link between our culture, strategy and wellbeing.

From February 2023 to March 2024, PKHSCP in partnership with the Health & Social Care Alliance Scotland conducted 75 learning and development sessions inspired by the 'What Matters to You?' movement. This reached almost 1500 staff working across Perth & Kinross emphasising the importance of compassion, active listening, and intelligent kindness in health and social care. The work commenced with an event for IJB members and culminated in a celebration event at Perth Royal Infirmary which highlighted 10 success stories across PKHSCP which demonstrate the positive impact of person-centred approaches in various organisational contexts, from care homes to prison services.

Over the course of the detailed workshops exploring what a compassionate workplace should look like a number of themes emerged. Listening and Communication: This was the most prevalent theme in the responses received for the questions in this category and refers to active listening, open dialogue, and sharing stories. Emotional Agility: navigating a range of emotions like sadness, frustration, and pride. Supportive Team Environment: trust, cooperation, and looking out for each other. Human Connection and Empathy: building trust and creating a welcoming atmosphere. Self-Care and Well-being: importance of reflection, self-kindness, and seeking support. Inclusivity and Respect: valuing diversity and promoting a culture of inclusivity. The full report and the 10 case studies can be found here: [Celebrating-People-Perth-28-Pages_Digital.pdf](#)

Equality Outcome 4

Data collected, information provided, and communications issued by health and social care partners will be accessible and inclusive

Context: People who cannot speak English or have limited understanding of English will have access to effective and inclusive communication which will meet their individual needs. Inclusive communication means we will share information in a way that everyone will understand and enable people to express themselves in the way they find easiest. Inclusive communication is written information, online information,

telephone and face to face information. We will provide and publish information in an accessible format that is easy to understand, in different languages, easy to read and in plain language. for all the partners will monitor, collect, record and analyse appropriate data on protected characteristics.

Progress

- **Carers can expect clear, reliable, accessible information about the support available to them.**

A range of materials are available to ensure that unpaid carers can obtain relevant accurate, timely information to support them in their caring role, ensuring that carers know where and how to access support and delivering on our strategic objective of early intervention and prevention. We used Carers Week 2024 to ensure that our information was distributed to a wide circulation of community groups across localities, reflecting the theme of “Putting carers on the Map” with the aim of reaching unregistered carers across Perth & Kinross and targeting areas of greater disadvantage. Information booklets include Carers Rights in accordance with the Carers Charter and five animated videos on with voiceover on Looking After Someone, Carers Rights, Emergency Planning for Carers, Hospital to Home, and Financial Support. Information is available online in accessible format supported by a BSL video. In collaboration with PKAVS Carers Centre and MECOPP (Minority Ethnic Carers of People Project) resources providing carer information on six topics are available in ten community languages

- **Providing accessible, non-stigmatised information and advice on health and wellbeing in a mental health setting**

A **Health Hub** was established in 2023 by PKHSCP in the public foyer in Murray Royal Hospital as part of its Mental Health & Wellbeing Strategy. The Health Hub offers holistic physical health and wellbeing advice to patients, carers, staff and visitors. It also provides the opportunity to signpost people to a wide range of support and self-help groups including financial or benefit advice. The Health Hub is run by volunteers with lived experience and the service sees a large volume of people each week. Murray Royal Hospital provides inpatient and outpatient services for people experiencing mental ill-health, people with learning disability and people experiencing substance use issues. This successful initiative has recently expanded to basic health screening such as blood pressure monitoring enabling people to seek healthcare at an earlier point than they might otherwise.

- **Using data to improve equality outcomes in primary care**

Demographics Perth and Kinross has a diverse mix of urban and rural communities and a population of 153,810 living across the area of 5,268 square kilometres. Perth and Kinross has an urban centre and a large rural and remote geography. The number of Perth and Kinross residents aged over 75 years is set to increase significantly by 11% during the period of 2023 to 2028 which will have an impact on all health and social care services and associated with this is an ageing workforce. It was necessary to recognise the impact that this will have, not only the delivery of

primary care services, but also on the ability to adapt to new ways of working in multidisciplinary teams, which in turn require space within premises in order to deliver care. The current and future demography is intrinsically linked to the primary care premises strategy.

The Perth & Kinross Primary Care Strategic Delivery Group set out a Communication, Participation and Engagement Plan to support delivery of the Premises Strategy. This included collaboration and involvement with our community stakeholders in the planning, design and delivery of how and where we deliver services through a co-production & co-design approach. Public responses will give us a better understanding of how patients view their local GP practice or health centre and how we should be planning for the future of service provision in local communities. The Premises Strategy public survey opened on 11 September 2023 and closed on 15 October 2023. A total of 2034 GP Premises patient survey questionnaires were returned. Perth and Kinross Premises Full Report & P&K Premises Survey Infographic. This was a coordinated approach to gather views in an appropriate and efficient way, providing as many citizens as possible an opportunity to voice their views. Citizens should be assured of ongoing and meaningful engagement and continued dialogue as part of the Primary Care Premises Strategy.

An engagement plan was developed around 4 key tasks: 1. Identify stakeholders 2. Create awareness about the GP Premises Strategy 3. Co-production of an engagement plan with HSCP community engagement workers 4. Analyse and feedback on findings. Identifying Stakeholders P&K HSCP community engagement workers attended a wide selection of groups across Perth & Kinross to raise the profile of the Primary Care Premises Survey. Community engagement workers were able to utilise technology to assist members in completing the survey and also provided paper copies and Freepost envelopes to mitigate the potential of digital exclusion. Leaflets & posters with QR codes linking to the online survey were distributed in prominent areas around Perth & Kinross. A wide selection of groups was targeted to ensure equally protected groups were able to take part such as unpaid carers, young people, adults with a disability, rural and remote residents, third sector organisations and minority ethnic groups, older people, those on a recovery journey, isolated community members, care home residents and people affected by poverty.

The public consultation gathered extensive feedback on the current state of GP practice premises. Key areas of concern included the adequacy of facilities, accessibility, and the need for modernisation to support both staff and patients effectively. This patient feedback will help us to consider and prioritise any future premises funding fund streams.

A summary of the findings was prepared to feedback to communities in an accessible way.

Equality Outcome 5

Individuals and community groups with relevant protected characteristics in Perth and Kinross will have opportunities to be involved in community activities and events in the area relevant to the work of the health and social care partnership

Context: Context: An increased migration to the area in recent years has seen the local population become more diverse. We want everyone to have the opportunity to be fully involved in events and activities which take place in the area

Progress

- **Creating safe, accessible spaces to foster better social connections with our communities, where they feel valued and supported to contribute towards delivering outcomes that matter to them**

The What Matters to You? (WMTY) programme in Perth & Kinross gave care home staff the opportunity to come together with colleagues across the PKHSCP to share experiences, successes, challenges and good practice. Three care homes (Kincarrathie House, Parkdale and Upper Springland) and the largest care home group in Perth & Kinross (Balhousie Care Group) hosted four WMTY events, each comprising three to four sessions to allow staff to attend. In total, around 140 care home staff were able to participate.

- **Promoting age friendly communities in Perth & Kinross**

Perth & Kinross Council, supported by the PKHSCP & IJB has achieved accreditation in the UK Age Friendly Cities Network, part of the World Health Organisation's Global Network of Age Friendly Cities and Communities. Events held towards the end of 2023 laid the groundwork to start building interest among older residents, community partners and relevant staff, the Age Friendly Communities approach will gradually become embedded across a range of PKHSCP, Council and Community Planning Partnership workstreams. In October 2024, through strong links with community partners, a calendar of events to celebrate the contribution older people make to their communities. These were centred round a spotlight event in the Civic Hall which highlighted the range of options and activities available to older people in their communities. Other events include lunch club sessions, film screenings, reminiscence cafes and a community fayre across Perth & Kinross localities. This work is not particular to the HSCP and requires the support and commitment of partners across agencies and communities. An Age Friendly Board will be established in 2025, with strong community representation, the Council's Champion for Older People and political leadership being at its heart.

- **Staying active and connected in later life**

PKHSCP has worked in partnership with Live Active Leisure (LAL) to establish and embed a pathway to support older people to move from 1:1 physical activity support in their home towards accessing other suitable activity opportunities within their local

communities. LAL collect feedback quarterly and monitoring data from August 2023 and August 2024 indicates overall increases in participation and engagement across a range of classes, with a total of 35,491 individual attendances across their classes/groups in 23/24. This continuous pathway from 1:1 support to gentle exercise, health walks, community strength and balance groups, and social outlets is working well and a key element of supporting older people to remain active and independent in their activities of daily living for as long as possible. Participation in local community activity reduces isolation and increases connections with other people leading to an overall significant increase in wellbeing.

- **Support for people diagnosed with dementia**

Post diagnostic support for people diagnosed with dementia is provided to approximately 450 people across all localities. We estimate that an additional 100 people are diagnosed with dementia each year in Perth & Kinross. This highly valued support enables carers and families to adapt to the challenges and continue to be connected to communities. “The Link Worker had been a lifeline for my Mum, and I post her Alzheimer’s diagnosis. He has helped with benefit claims, council tax and ensured we are getting as much help as possible in the truly mind blowingly confusing landscape following a diagnosis of dementia. His patience in the face of confusion, tears, frustration and hopelessness has been amazing. The monthly PDS café has also been a comfort and hugely practical. With very grateful thanks”.

4. Conclusion and next steps

A progress report to March 2025 using the original format agreed for reporting on progress against the Perth & Kinross Integrated Joint Boards Equalities Outcomes Action Plan 2021-2025 is detailed in full in **Appendix 1**. This, in the main, sets out the actions that have progressed by Perth & Kinross Council and NHS Tayside as employers. To supplement this, the additional progress outline above maps key evidence of improved equality outcomes that have been achieved through the delivery of the IJB’s Strategic Plan 2020-2025 (now revised for 2024-2027).

This is not all of the positive impact achieved across health and social care in Perth & Kinross for equality-protected people, but a selection derived from the annual reporting of our strategic delivery plans for older people; people with autism and/or a learning disability; carers strategy; mental health and wellbeing; adult support and protection; suicide prevention and for substance misuse.

These examples present evidence of our values-based and person-centred approaches to tackling health inequalities, mainstreaming equality and our duties to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not.

The IJB is required to review its strategic commissioning plan at least every three years and may carry out additional reviews from time to time. The IJB agreed to revise its Strategic Commissioning Plan 2020 -2025 as it was developed during

2019, pre-pandemic, prior to the findings of the independent review into adult social care (Feeley Review) and before the announcement of proposals for a National Care Service. As the landscape had changed markedly since 2019 and so much of what is now being delivered by the HSCP has been heavily influenced by the pandemic a new Strategic Plan was developed and approved in June 2024 informed by a comprehensive joint strategic needs assessment. The renewed IJB Strategic Plan runs from 2024-2027 and the IJB has prepared a new set out equality outcomes for 2025-2029. The IJB will review and publish a report on the progress made against the seven equality outcomes every two years.

This will mean that **the next equality outcomes progress report will be considered by the IJB by April 2027** and published in an accessible format. 4. Day to day progress will be monitored by our Equalities leads and PKHSCP Equalities Monitoring Group.

April 2025