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**To: Renfrewshire Integration Joint Board**

**On: 24 June 2022**

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**Report by: Chief Officer**

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**Heading: Mid-term Mainstreaming Progress Report and Equality Outcomes 2020-24**

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Direction Required to Health Board, Council or Both	Direction to:	
	1. No Direction Required	X
	2. NHS Greater Glasgow & Clyde	
	3. Renfrewshire Council	
	4. NHS Greater Glasgow & Clyde and Renfrewshire Council	

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## 1. Summary

- 1.1 The report attached provides members of the Integration Joint Board (IJB) with a mid-term update on progress of the Equality Outcomes 2020-2024 Action Plan.
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## 2. Recommendation

It is recommended that the IJB:

- Approve the mid-term update report (Appendices 1 and 2).
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## 3. Background

- 3.1 The IJB has a statutory duty to publish a set of Equality Outcomes every 4 years in line with The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 legislation. At its meeting in March 2020, the IJB approved their 2020-2024 Equality Outcomes and Mainstreaming Progress report, and the Equality Outcomes action plan was approved in October 2020. The report has subsequently been published on the Health and Social Care Partnership (HSCP) website as agreed.
- 3.2 The IJB is required to report mid-term progress on the equality outcomes action plan in 2022 and then, in line with legislation, an Equality Outcomes and Mainstreaming progress report together with a set of revised Equality Outcomes will be submitted in 2024.

## **4. Equality Outcomes 2020-2024**

4.1 Detailed below are the five equality outcomes agreed:

- Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life;
- Our workforce are better informed and have confidence to make equality and human rights central to the way we work;
- Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care;
- People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services;
- People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.

4.2 The Equality Action Plan is based on these equality outcomes and is closely aligned to our Strategic Plan themes of:

- Healthier Futures
- Connected Futures
- Enabled Futures
- Empowered Futures
- Sustainable Futures

4.3 The Action Plan also reflects the thinking involved in the development of the new Workforce Plan. Some of the activities designed to ensure we have a continued focus on equalities in both the Strategic and Workforce Plans are outlined in the next section.

## **5. Current Activity**

5.1 The pandemic has exposed and exacerbated deep-rooted health and social inequalities, with the impact of COVID-19 felt more acutely by the most vulnerable and those in poverty. The HSCP recognises the critical work required to deliver on our Equality Outcomes, through the implementation of the Action Plan outlined in Appendix 1, and the importance of closely monitoring, and supporting those disproportionately impacted by COVID.

5.2 We have reviewed our Equality Outcomes at this mid-term stage and, despite the challenges created by the COVID 19 pandemic, have agreed that they still provide the correct focus for our activity. Through our new Workforce Plan and Strategic Plan for 2022-25, extracts of which are in Appendices 3 and 4, we will continue to improve and embed equality, diversity and inclusion in our workforce; to support growth and development; and ensure that our workforce benefits from different lived experiences, perspectives, ideas and skills to meet the needs of the people in Renfrewshire. We will also continue to provide the necessary awareness training for our workforce to ensure service users with protected characteristics do not experience discrimination.

5.3 Some of the achievements over the last two years include:

- **Healthier Futures – Falls Prevention** – “80’s and up” is a new funded project in Renfrewshire, involving Roar - Connections for life, HSCP and GP practices. It aims to help stop older people from falling and uses evidence-based advice and exercises to prevent falls. Between December 2020 and March 2021, 81 patients who were 80 or older consented to take part in this initiative. Early feedback has been positive and suggests that with help from Roar - Connections for Life, it has allowed them to walk more and walk with more confidence. Evidence suggests this simple intervention will reduce falls and fractures, preventing hospital admissions as well as improving quality of life for those taking part.
- **Connected Futures – Social Prescribing** – We have commissioned ‘We Are With You’ to place a Community Link Worker in every Renfrewshire GP practice. These workers support people who might otherwise visit their GP with non-medical issues such as loneliness, isolation or financial worries. They do this by delivering 1:1 supportive sessions and/or signposting to an appropriate activity or service to meet their specific needs. This relieves some of the pressure on GP’s and means that people with non-medical issues can access help in a more holistic way.
- **Enabled Futures – Advance Nurse Practitioners (ANP)** – Our ANPs work across multi-disciplinary teams and are clinical leaders who manage the care of patients. Our ANPs have supported 75% of GPs so far in Renfrewshire and data between 2019 and 2021 suggest 89% of consultations with ANPs were completed independently (ie did not require onward GP referral), contributing to avoidance of admission and unnecessary appointments where appropriate.

- **Empowered Futures – Mental Health and Wellbeing** – The CIRCLE Recovery Hub opened in December 2021. Working in partnership with local people who have lived or living experiences of mental health, alcohol or drug– related issues, CIRCLE has been developed to provide enhanced support to local people who are on a recovery journey. The service will provide a wide and varied programme of activities, aimed at encouraging, involving, and supporting people in recovery. This development aims to address a key gap within Renfrewshire’s mental health and alcohol and drug services, where a lack of recovery opportunities for people in treatment was previously identified. As has been evidenced in other areas in Scotland, enhanced recovery opportunities do contribute to better outcomes for individuals. CIRCLE will provide people with improved recovery opportunities and improved links to and from other related services, ensuring individuals feel sufficiently supported throughout their journey. This will increase opportunities for people to have more independence and choice on how they manage their own recovery.
- **Sustainable Futures – Renfrewshire Learning Disabilities (RLDS): using digital to stay in touch during COVID** – Amidst the challenges of the pandemic, RLDS worked hard to find alternative ways to connect with and support people. Through crisis we identified an opportunity and worked collectively across the service to find ways to digitally include and engage with as many individuals as possible, source equipment, upskill/develop and most importantly build real and meaningful content. Staff, supported by people and unpaid carers, came together to develop this new approach and the online groups and support have been highly valued.

5.4 In addition to the examples above, our new workforce plan aims to deliver the following actions to further equality, diversity and inclusivity across the sector:

- We will continue to deliver training for staff and partners to raise awareness of Equality and Diversity and Unconscious Bias;
- We will continue to assist unpaid carers to provide support for family and friends and implement the Unpaid Carers Strategy 2022-25;
- We will update our Participation, Engagement and Communication strategy, and create a toolkit for staff to ensure services are inclusive and provide equality of access.

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## Implications of the Report

1. **Financial** – Nil
2. **HR & Organisational Development** – Nil
3. **Community Planning** – Nil
4. **Legal** – Nil
5. **Property/Assets** – Nil
6. **Information Technology** – Nil
7. **Equality & Human Rights** –The details in this report relate to ongoing work to ensure those with protected characteristics (in line with the Equality Act 2010) are protected from discrimination. No negative impacts on those with protected characteristics or potential for infringement have been identified arising from the recommendations contained in the report.
8. **Health & Safety** – Nil
9. **Procurement** – Nil
10. **Risk** – Nil
11. **Privacy Impact** – Nil

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## List of Background Papers:

Equality Outcomes and Mainstreaming Progress Report and Consultation on Equality Outcomes 2020-2024 (Renfrewshire IJB, 20 March 2020)

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**Authors: Bernadette Reilly Senior Community Link Officer,  
Heather Cunningham, Health Improvement and Inequalities Manager**

Any enquiries regarding this paper should be directed to Frances Burns, Head of Strategic Planning and Health Improvement ([Frances.Burns@renfrewshire.gov.uk](mailto:Frances.Burns@renfrewshire.gov.uk) 0141 618 7657)

## Mainstreaming and Progress Report

### 1. Introduction

This report provides an overview of progress towards meeting our equality outcomes 2020-2024 action plan.

### 2. Background

Renfrewshire Health and Social Care Partnership (HSCP) is responsible for adult social care and all health services within the community, including Health and Community Care, Learning Disability, Mental Health and Addiction, all health related Children's services.

Through partnership work our vision is for:

**“Renfrewshire to be a caring place where people are treated as individual are supported to live well”.**

In order to deliver our vision, our strategic plan for the period 2022-25 focuses on a range of themes, and we have also sought to place equalities and lived and living experience at the forefront. Our plans recognise using a partnership, community led approach is pivotal to improving health and wellbeing outcomes and include a commitment to provide high, quality services which are fair, equitable and empowering and that take action to meet the health needs of those with protected characteristics.

### 3. Effects of COVID

Due to COVID-19 much of the planned work to deliver on our organisational equality outcomes has been delayed. However, as the differential impact of the pandemic on protected characteristic groups became clearer, we have realigned resources during periods of unprecedented challenge to support improved outcomes for our communities. We have shown due regard to advancing equality of opportunity between groups of people with different protected characteristics

and eliminating unlawful discrimination. Community health and wellbeing is central to the HSCP's Recovery and Renewal Programme. We are therefore working with our Strategic Planning Group (SPG) to identify where and how we can collectively make the greatest impact, through a focus on prevention and early intervention within community-based support. The SPG has agreed 7 shared Community Health and Wellbeing priorities (listed below) which we will jointly work to address:

## **7 Health and Wellbeing Priorities**

1. Loneliness and social isolation
2. Mental health and wellbeing
3. Housing as a health issue
4. Inequalities
5. Early years and vulnerable families
6. Healthy and active living
7. Collaborating for greater impact

## **4. Improving Health and Wellbeing in our Communities**

As above, Renfrewshire HSCP agreed with community planning partners that it would co-ordinate Renfrewshire's approach to improving health and wellbeing in our communities. Some examples of projects funded by the HSCP to deliver against these priorities are detailed below:

**Loneliness and Social Isolation** – We are working alongside Roar- Connections for Life to improve connectedness and reduce loneliness and isolation, focussing initially on the East End of Paisley which was identified as an area of high need to develop community cohesion. Two part-time posts have been funded and a community fun day took place in August 2021 to begin the conversation about what would help and a number of local groups and organisations are now involved in a Connectedness Network.

**Mental Health and wellbeing** – RAMH received funding from the HSCP to create information about what supports are available to people in a range of languages, and to circulate them in hard copy as well as digitally. This was in recognition of the fact that lots of people, particularly people from black and ethnic minority communities, often don't have access to online resources.

**Inequalities** – We are providing funding to Renfrewshire's new integration network "In-Ren" to enable the co-ordinator to focus on health and employability for minority ethnic communities. In-Ren is a forum for people from minority ethnic backgrounds which allow them to become more involved in all aspects of community planning.

Our aim is to work with the Network to ensure more diversity in all of our groups so that we can address the significant inequalities that exist for people from minority ethnic communities.

Health Equality Charter for Renfrewshire – Members of the SPG are looking to design and trial a bespoke Health Equality Charter for Renfrewshire. (Branded HECtR). Committing to this Charter accreditation process will enable any service in Renfrewshire to measure progress in tackling the effects that inequity in access to support and services across Renfrewshire has on health. It will include:

- Standards to aim for
- Toolkit for assistance
- Audit tool to measure.

The Charter process will address the whole community environment rather than focusing on only health and wellbeing services, recognising that there are a broad range impacting factors on health and health outcomes

**Early Years and Vulnerable Families** – Families Together is an HSCP funded project, delivered by Home Start and other partners, to support families with transitional experiences in early years to nursery and school. The focus is on families who have not previously engage with pre-school establishments for many reasons, including lack of confidence and trust. Groups meet in a range of locations and provide face to fa

## 5. Reporting Progress

The range of work underway to meet our equality outcomes are detailed in the table in Appendix 2.

A further progress report on the 2020-2024 Equality Outcomes will be brought to the IJB in 2024.



### Renfrewshire Health and Social Care Partnership Equality Outcomes 2020 – 2024

This Action Plan provides details of activity relating to the following 5 equality outcomes:

1. Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life.
2. Our workforce are better informed and have confidence to make equality and human rights central to the way we work.
3. Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.
4. People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.
5. People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.

## Equality Outcomes 2020-2024 Action Plan

<b>1</b>	<b>Equality Outcome</b>	Our services are accessible and responsive to the needs of those with protected characteristics to maintain and improve their quality of life.				
	<b>Health and Wellbeing National Outcome</b>	Health and social care services are centred on helping to maintain or improve the quality of life of service users.				
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>Delivery Date</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>	<b>Update</b>
<b>1.1</b>	Update existing and develop new protocols on Gender Based Violence and contribute to the Renfrewshire's No to Gender Based Violence Strategy.	Gender	Mar-22	Health Improvement Team	Actions from Renfrewshire's No to Gender Based Violence Strategy 2018-2021 completed and updated strategy developed.	Due to COVID, the strategy for 2018-21 has been extended for a further year to allow the GBV Strategy group to plan and prepare for the 2023- 2026 strategy.
<b>1.2</b>	Promote information for wider circulation on how to access support for long term conditions and health and wellbeing.	All	Mar-21	Community Link Team	Renfrewshire Health and Social Care Partnership (RHSCP) staff/teams are provided with information on how to access support around health and wellbeing through Scotland's Service Directory <a href="https://www.nhsinform.scot/scotland-service-directory">https://www.nhsinform.scot/scotland-service-directory</a> Information collated from system	"Support in your Local Community" section of the HSCP website features a link to ALISS. Chief officers update every month includes reference to ALISS and link to our webpage section.

					on how many people access this resource.	
<b>1.3</b>	Undertake the LGBT Youth Scotland Charter of Foundations Award to increase LGBT inclusion in our services.	Sexual Orientation (LGBT+)	Mar-24	Health Improvement Team	Actions from the LGBT Youth Scotland Charter award completed.	Initial plans underway to progress the LGBT Charter award to equip our staff to improve health and wellbeing outcomes experienced by LGBT people in Renfrewshire. This will include preparing a project plan and identifying workforce champions.

1.4	<p>Improve communications with British Sign Language (BSL) users and prioritise Mental Health and wellbeing actions in the Renfrewshire British Sign Language plan 2018-2024.</p>	All/ Disability	Mar-24	Heads of Service	<p>BSL users will have access to the information and services they need to live active, healthy lives, and to make informed choices at every stage of their lives as follows:</p> <p>Website link made available to support and signpost BSL users to health and social care information available in BSL (to be produced by NHS Health Scotland and NHS24), and b) develop complementary information in BSL about local provision, as appropriate.</p> <p>Ensure that psychological therapies can be offered on a fair and equal basis to BSL users by gathering information from services.</p>	<p>The HSCP Sensory Impairment Services have a role in signposting BSL users to accessible information and where required will offer communication support to support access to information and services. Staff in the Sensory Impairment Team have BSL skills. The service will also use external BSL interpreter support. NHSGGC Health Board have a well-developed system, where a Deaf person can book an interpreter for medical appointments.</p> <p>The HSCP website has a link available <a href="http://www.renfrewshire.hscp.scot/BSL">http://www.renfrewshire.hscp.scot/BSL</a> providing online health advice for BSL users, including information on COVID-19.</p> <p>Our services are offered to all communities in Renfrewshire including BSL.</p>
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<b>2</b>	<b>Equality Outcome</b>	Our workforce are better informed and have confidence to make equality and human rights central to the way we work.				
	<b>Health and Wellbeing National Outcome</b>	People who work in health and social care services are supported to continuously improve the information, support, care and treatment they provide in the work they do.				
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>Delivery Date</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>	<b>Update</b>
<b>2.1</b>	Ensure Renfrewshire Health and Social Care Partnership (RHSCP) staff are aware of Equality Impact Assessment (EQIA) process and can access the relevant guidance and training.	All	Oct-21	Community Link Team	EQIAs are completed and Equality and Human Right processes are integrated into policies, plans and budget decisions.	Our staff have access to relevant guidance and training regarding Equality Impact Assessment (EQIA) process. Quality Assurance is provided by NHSGG&C Equality Team and this support will continue to be offered to relevant staff.
<b>2.2</b>	Review and update the RHSCP Equality literature and website.	All	Mar-21	Community Link Team	New literature published and website updated and regularly reviewed.	Literature and website reviewed on an ongoing basis to reflect legislation.
<b>2.3</b>	Investment in Digital Technology and transition to digital telecare.	All	Mar-24	Eclipse Operational Management Team	A new case management system for Adult social care established and operational. Greater opportunities to expand service provision to telehealth and improve available data.	Staff have access to and ability to use robust assessment and care management data as a result of the implementation of next-generation technology, such as ECLIPSE or the move to Digital Telecare. This offers our care managers greater confidence that equality and human rights are at

						the heart of how services are planned and delivered in Renfrewshire.
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<b>3</b>	<b>Equality Outcome</b>	Our work with partners helps us to develop and deliver services to ensure that everyone whose health is affected as a result of inequality have their needs identified and addressed as part of person-centred care.				
	<b>Health and Wellbeing National Outcome</b>	Health and social care services contribute to reducing health inequalities.				
	<b>What we will do</b>	<b>Protected Characteristics</b>	<b>Delivery Date</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>	<b>Update</b>
<b>3.1</b>	Contribute to reducing Child Poverty in Renfrewshire through partnerships to tackle the three main drivers of child poverty: Income from Employment; Cost of Living;	All	Annually	Health Improvement Team	Renfrewshire Local Child Poverty Action Report produced.	Continuing to support and develop the Healthier Wealthier Children's service. Data capture has been improved. Targeted promotion of the service to health visiting and midwifery to ensure families who may be or are experiencing

	<p>Income from social security and benefits in kind. Including jointly producing Renfrewshire Local Child Poverty action Report in partnership with Renfrewshire Council.</p>					<p>poverty receive assistance with benefit and money advice.</p> <p>Renfrewshire Local Child Poverty action report completed in partnership with Renfrewshire Council</p> <p>Contributed to NHS GGC Board wide Child Poverty data collection to improve the view of service delivery across the board area and to highlight gaps.</p> <p>Developed and led campaign, targeted at the local workforce, to increase awareness of the financial help available locally for their clients and patients and reduce stigma around talking about money.</p> <p>Continued work with key partners such as Advice Works and Renfrewshire</p>
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						<p>Citizens Advice to promote training and resources for their staff teams and we include the services in our promotion and information delivery across our networks.</p>
3.2	<p>Support Health sub group of Renfrewshire Local Employability partnership to ensure identified groups with Scottish Government Employability Strategy “No One Left Behind” receive support to progress along the employability pathway.</p>	All	Jun-21	Health Improvement Team	<p>Employability support provided for identified groups including those accessing HSCP Mental Health &amp; Addictions services.</p>	<p>The HSCP lead the Health Conditions &amp; Recovery LEP Sub-group. Conducted local research and developed a plan for 2022/2023 focussing on those in recovery from addition and mental health. The key areas of focus for delivery are:</p> <ul style="list-style-type: none"> <li>- Developing a single point of contact referral route</li> <li>- Job/Work support in Health Settings and other outreach opportunities</li> <li>- Directory of provision including clear referral processes</li> </ul>



						<ul style="list-style-type: none"> <li>- Upskilling of front line staff and reduce hesitancy in referring</li> </ul>
3.3	Support partnership work to implement any recommendations resulting from the COVID19 Recovery and Renewal Planning, and Transformation Programme and service reviews, and ensure any recommendations are subject to equality impact assessment.	All	Mar-22	Heads of Services	Recommendations implemented to better meet the outcomes of service provision. Partnership Plans have evidence of equality impact assessment.	Care planning groups established and year one delivery plans have been developed in collaboration with partners to better meet the outcomes of service provision.

4	<b>Equality Outcome</b>	People who use our services are empowered to contribute and participate fully in their community and have a positive experience of health and social care services.				
	<b>Health and Wellbeing National Outcome</b>	People who use health and social care services have a positive experience of those services, and have their dignity respected.				
	<b>What will we do</b>	<b>Protected Characteristics</b>	<b>Delivery Date</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>	<b>Update</b>
4.1	Establish an integration network project which will co-ordinate and promote partnership across a range of supports, resources and services available to people from black and minority ethnic communities in Renfrewshire.	Race	Mar-22	Community Link Team	Integration network established and evaluated including monitoring increased service user access and participation.	IN-Ren forum established in August 2020, and meetings are held monthly. HSCP staff have attended to support and provide information to members on issues raised. IN-Ren newsletter and e-bulletin established. Race Equality Toolkit developed and launched June to build capacity of practitioners on race equality issues. Racial Equality champions training has also been provided.

4.2	Build capacity and empower under-represented groups to access funding opportunities to enable them to contribute and participate fully in their community.	All	Mar-21	Community Link Team	Community and voluntary groups equipped to access funding to enable people to participate in their community, have a voice and express their views. Baseline of spend and increase year on year will be collated.	During 2020/21 and 2021/22, 24 organisations accessed S10 grants from the HSCP to support activity in their communities.
4.3	We will work with the Renfrewshire Community Planning Partnership Alcohol and Drugs Commission following the publication of their report to implement any recommendations delegated to the HSCP to ensure that equalities is integral to the delivery of the actions.	All	Mar-22	Renfrewshire Alcohol and Drug Partnership	Actions from recommendations in relation to equalities completed as reported to the Renfrewshire Community Planning Partnership Alcohol and Drugs Commission.	Member of staff appointed in October 2021 for a 2 year fixed term post to support and implement recommendations delegated to the HSCP.

5	<b>Equality Outcome</b>	People experiencing transitions and life changes are supported to access information without barriers and in ways which suit their needs.				
	<b>Health and Wellbeing National Outcome</b>	People are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.				
	<b>What will we do</b>	<b>Protected Characteristics</b>	<b>Delivery Date</b>	<b>Who will be responsible</b>	<b>How we will know it is working</b>	<b>Update</b>
5.1	The Renfrewshire Dementia Strategy Group (RDSG) are working in partnership with voluntary, statutory, public and private organisations to develop a local Dementia Strategy that will ensure all of those with a diagnosis of dementia are supported at every stage of their journey.	All	Mar-24	Renfrewshire Dementia Strategy Group	EQIA of the strategy completed and actions implemented. Improved support and service user and carer feedback on experience.	Plan to advertise an 18 month post for a Dementia Strategy Lead who will lead on developing the local strategy. Post holder will likely be in post in the autumn and will begin to take this work forward.

# Plan: Embedding Equality and Diversity

Continuing our focus on equality and diversity

Plan

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The IJB and HSCP maintain a strong focus on meeting our legal obligation to meet the requirements of the Equality Act 2010 and The Public Sector Equality Duty (PSED). Equality legislation protects people from discrimination on the basis of the protected characteristics of:

## Protected characteristics



The General Duty is to:

- 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; and
- Foster good relations between people who share a protected characteristic and those who do not.

The Specific Duties relating to employment in Scotland are to:

- Publish equality outcomes and report on progress;
- Publish gender pay gap information; (only if organisations have more than 20 employees)
- Gather and use employee information;
- Publish statements on equal pay including occupational segregation; (as above) and
- Report progress on mainstreaming the equality duty.

The HSCP and IJB have published an Equality Outcomes and Mainstreaming progress report and set Equality Outcomes for 2020 -2024.

# Plan: Embedding Equality and Diversity

Continuing our focus on equality and diversity

Plan

In addition to the duties and commitment set out on the previous page, the HSCP will deliver the following actions to further equality and diversity in Renfrewshire. These actions are captured throughout our Plan.

Work with employing bodies to ensure the collection of workforce protected characteristic data in line with Scottish Government and Public Health Scotland guidance

Ensure all staff have access to equality training courses available through Renfrewshire Council Corporate Services and NHSGGC and continue bespoke training across the sector

Enable staff from equality groups to have the opportunity to be fully engaged in contributing to the workforce equality groups of the parent organisations

Undertake the LGBT Charter award to equip our staff to improve health and wellbeing outcomes experienced by LGBT people in Renfrewshire

Fund the In-Ren network post hosted by Engage, to change the long-accepted inequalities and racism that exists in our systems and to make life fairer for our minority ethnic communities

Update our Participation, Engagement and Communication strategy, and create a toolkit for staff to ensure services are inclusive and provide equality of access

Continue to work with Renfrewshire Council and NHSGGC to commission contracts to support employment in the local health and care sector

Implement our updated Carers Strategy following Renfrewshire IJB approval in June 2022

Invest in digital technology to support the development of the workforce to enhance their work, life and learning

## Focusing on equalities and human rights in our Plan

Enabling everyone to have equal access to health and social care

During the last three years, Renfrewshire HSCP has demonstrated our commitment to addressing discrimination and delivering services that are fair and equitable to all, in meeting our responsibilities as required by the Equality Act 2010 and the Equality Act (Specific Duties) (Scotland) Regulations 2012. Our commitment to ensuring equality and supporting individuals' human rights continues to be central to this Strategic Plan.

### Protected characteristics



We have outlined actions throughout this Plan to help us deliver on our 2020-2024 Equality Action Plan. We will:

- Build Unpaid Carer friendly communities and increase the number of unpaid carers being identified.
- Work towards the LGBT Youth Scotland Charter of Foundations Award and become a champion of LGBT inclusion through development of an LGBTQ+ charter.
- Continue to co-fund a post to establish an integration network forum (IN-Ren), to co-ordinate and promote partnership across support, resources and services available to people from BAME communities.
- Improve the experience of people with physical disabilities and those with sensory impairments through our Independent Living Care Group.
- Continue to deliver training for staff and partners to raise awareness of Equality and Diversity and Unconscious Bias. Our IJB, SPG and Senior Management Team have already undertaken this Unconscious Bias training.
- Continue to tackle stigma in all its forms.

"The information you shared with our participants will go a long way to encourage improving mental health and wellbeing activities among ethnic minority communities but will be highly appreciated if more resources are provided to support our work."

Chinenye Anameje from Pachedu