

Equality Outcomes and Mainstreaming – Position Statement, April 24

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 lists specific duties which apply to Integration Joint Boards (IJB). Firstly, to produce and publish equalities mainstreaming report and secondly, to publish equality outcomes and progress report.

In Renfrewshire, our Equality Outcomes for 2020 – 2024 were approved by IJB in 2020. The Outcomes outline how the HSCP will meet its obligations under the Public Sector Equality and Fairer Scotland duties.

We regularly report on how we are mainstreaming equality and progressing towards meeting our outcomes. The most recent update report was approved by IJB members in June 2022.

Our new draft Equality Outcomes for 2024-2028 are as follows:

- All people, including those with protected characteristics are treated with dignity and respect and feel that our services are accessible and designed to maintain and improve their quality of life.
- All our workforce feel that they work in an organisation that promotes inclusion, doesn't tolerate discrimination, and provides routes for support should it be required.
- Child poverty and inequalities are reduced through our targeted work with vulnerable families, women, and people from ethnic minority backgrounds.
- All people, including those with protected characteristics have improved mental health and wellbeing through being able to access better, tailored support. This will be developed with a range of partners and people with lived and living experience to ensure it is person-centred, and considers the needs of all equalities groups and carers.

These draft outcomes and our equalities mainstreaming progress report will be presented for approval at the next IJB Board meeting in June 2024.