

Policy Framework Statement 2013-16

Tackling Inequalities

1. National Context

Within the context of the 15 National Outcomes set by the Scottish Government, we are required to contribute to tackling the significant inequalities in Scottish society.

In addition, we are bound by the general duties contained within the Equality Act 2010 as well as the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which became law in May 2012. The Specific Duties for the Equality Act 2010 require us to continue to report on how we integrate inequalities into all our work and this duty will be met by the production of an Equality Scheme for 2013 -16.

2. Local Context

NHSGGC is committed to becoming an Inequalities Sensitive Health Service (ISHS) with a focus on tackling discrimination, closing the health gap and meeting the needs of marginalised groups. This work overlaps significantly with the delivery of the Quality Policy.

We have recently reviewed our progress towards an ISHS and have identified where we still need to make significant improvements which are reflected below.

3. Key Issues for Planning Frameworks

General

As part of the Specific Duties for the Equality Act we are required to identify a set of published equality outcomes by April 2013 which cover the next four years. This specific duty aims to bring practical improvements for those who experience discrimination and disadvantage. In practice, equality outcomes are intended to achieve specific and identifiable improvements in people's life chances.

In order to address our local requirements and to ensure that we produce a set of equality outcomes, each planning framework should:

- Consider data and other evidence which shows persistent differentials in health outcomes, uptake of health care and patient experience between people with protected characteristics¹ or in relation to social class; and
- Set equality outcomes to address these differentials.

An example of an equality outcome would be closing the gap in the uptake of bowel screening between for men in SIMD 1 and 5, based on the evidence that there is an increase risk of bowel cancer for men experiencing deprivation and that there are lower rates of uptake for men than women.

¹ The personal characteristics covered in the Equality Act 2010 are- ethnicity, disability, sex, sexual orientation, gender reassignment, religion and belief, maternity and pregnancy, marriage and civil partnership

Outcome on Inequalities Sensitive Practice for planning frameworks

In order to build on the Inequalities Sensitive Practice (ISP) programme and link to the Corporate Outcome: each planning framework should also identify an equality outcome that would be achieved through ISP.

An example of an inequalities sensitive practice outcome would be improving the support for pregnant women by increased disclosure of their experience of gender based violence based on the evidence that there is an increased risk of domestic abuse in pregnancy (Maternal and Child Planning Framework).

4. Additional Direction for Development Plans

As in previous years, Development Plans will be required to demonstrate how mainstreaming will be driven forward. This will include evidence of implementation of the following:

- Innovative ways of collecting disaggregated patient information;
- What EQIAs will be carried out;
- Improvement in the availability and use by staff of accessible information and interpreting in BME languages and British Sign Language;
- Improvement trajectories for staff training in equality and diversity and ISP; and
- Improvement plans which show that mainstream services are meeting the needs of marginalised groups.