

IJB/HSCP EQUALITY OUTCOME DEVELOPMENT

ENGAGEMENT OVERVIEW

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Included in this presentation:

- **Advancing Equalities – Partner Survey**
- **Advancing Equalities – Staff Survey**
- **Equality Outcome Development Session**

Other engagement and ongoing:

- Evidence Review
- Complete and Ongoing Engagement with Equality Groups
- NHS Engagement Sessions
- Working with Partners

METHODOLOGY

OUTCOME DEVELOPMENT SESSION

Section 1: Good Practice Presentations:

- Support for Autism: NE Improvement plan
- Alcohol and Drug Partnership Women's Reference Group
- Culturally Informed, Anti-Racist Practice in Children and Young People's Mental Health Care

Reflections and Next Steps from Partner Organisations

Section 2: Discussion Groups – How Do We Make Glasgow HSCP Fairer?

ADVANCING EQUALITIES – STAFF SURVEY

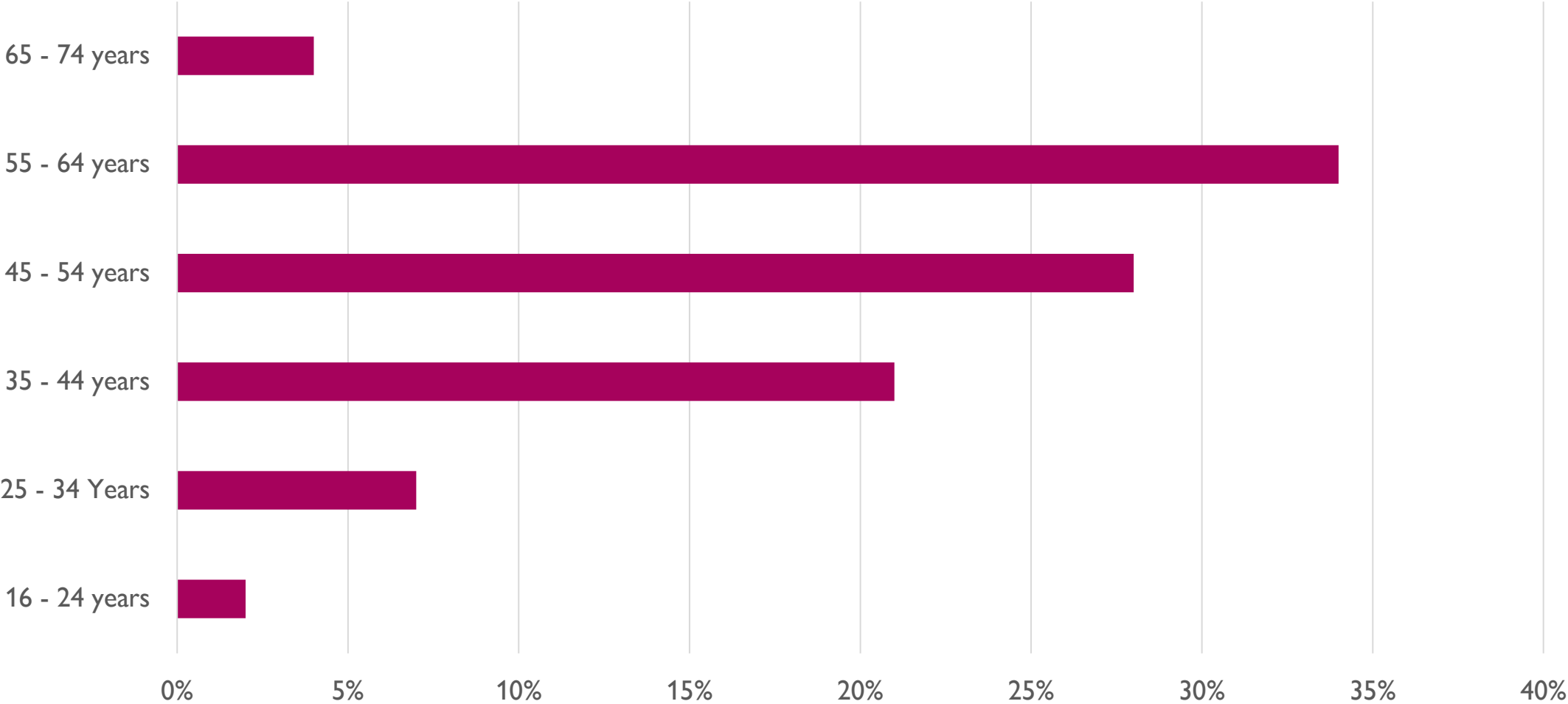
Respondents

- 421 responses. 175 from NHS HSCP staff and 246 from Council HSCP staff.
- Job Roles

Demographics

- 76% Female, 15% male
- 91% white, very small numbers of each of the other ethnicity groups

Age of respondents



Disability

20% of staff considered themselves disabled.

81% said their managers were aware of their condition.

Sexual Orientation

79% of staff described themselves as heterosexual,

4% described themselves as gay

2% as lesbian

2% as bisexual

3.5% preferred to self-describe

10% preferred not to answer

0.3% of the workforce identify as Trans.

48% stated that they were out in their workplace.

KEY FINDINGS

**‘I am proud to work for Glasgow HSCP,
but we can do so much more.’**

COMMENTS AND SUGGESTIONS

Accessibility

- **Access to Information**
 - Support and guidance for staff
 - Increase awareness of our services
 - Reaching the right people
- **Access to Interpreters and Translations**
 - increased confidence on accessing materials in other languages
 - appointment letters in other languages
 - double appointments with Interpreters

Our Workforce


- **Workforce**

- Investing in our workforce
- Inclusive recruitment practices
- Increasing the diversity of our workforce
- Lived experience of staff

- **Support for Staff**

- Support for staff in particular; staff with disabilities including mental health and neurodiversity,
- Reasonable adjustments
- Sexual Orientation, Gender Identity, Women, including specific asks around Menopause support

- **Training**

- Mandatory equality training
 - Face to face training / discussions
 - Protected training time
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Ways of Working

- **Partnership Working**
 - Sharing good practice
 - Encouraging an open dialogue
 - Learning together
- **Equality Data**
 - Service User data
 - Improved reporting options
- **Commissioning**
 - Support smaller organisations and charities
- **Consultation and Engagement**
 - Lived and Living Experience
 - Consultation Fatigue
 - Planned and early approach
- **Accountability**
 - Measurable Outcomes
 - Meaningful EqIA's

Other specifics across the HSCP

- **Anti-Discrimination Support**
 - Anti-racism campaign
 - Zero tolerance policy
 - Hate Crime recognition
 - Activity against microaggressions
- Closer links with the Standing Group on Violence Against Women and Girls.
- Women's rights and protected women's spaces

DRAFT OUTCOMES

DRAFT EQUALITY OUTCOMES 2024 TO 2028

- Outcome 1: Service users are provided with information about our services and how to access them in a way that is accessible to them. With a focus on those who may face barriers through disability, language and digital exclusion.
- Outcome 2: People with protected characteristics are more regularly and systematically involved in service delivery design by the IJB.
- Outcome 3: Improved collection and use of equality data to support service planning and delivery, contributing to the mainstreaming of equality.
- Outcome 4: The IJB has developed and delivered a consistent, and where necessary mandatory, approach to raising awareness about equality, diversity and intersectionality.

DRAFT EQUALITY OUTCOMES 2024 TO 2028

- Outcome 5: LGBT+, Disabled and Black and Minority Ethnic People have an improved experience of accessing Mental Health Support
- Outcome 6: The IJB contributes to an improved culture by actively challenging prejudices, discrimination and harassment. Through a focus on eliminating race discrimination in the workplace.
- Outcome 7: The diversity of Glasgow City HSCP workforce will more accurately reflect the community it serves. Workforce culture will be more inclusive by embedding approaches to tackle workplace inequalities for Women, Disabled People, LGBTI+ People and Black and Minority Ethnic People.

NEXT STEPS

NEXT STEPS...



QUESTIONS