



MINUTES OF THE MEETING OF THE EAST LOTHIAN INTEGRATION JOINT BOARD

THURSDAY 31 MARCH 2016
COUNCIL CHAMBER, TOWN HOUSE, HADDINGTON

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Voting Members Present:

Councillor S Akhtar
Mr M Ash
Councillor S Currie
Councillor J Goodfellow
Councillor D Grant
Mr P Murray

Non-voting Members Present:

Ms M Allan
Dr A Flapan (Items 5 – 7)
Mr D King
Ms A MacDonald (Items 4 – 7)
Mrs M McKay
Mr K Maloney
Mr A Wilson

Officers Present:

Ms C Lumsden
Ms J McCabe
Ms J Ogden-Smith

Clerk:

Ms F Currie

Apologies:

Mr A Joyce
Ms A Meiklejohn
Ms F Duncan
Dr R Fairclough
Mr D Small
Mr E Stark
Dr J Turvill

Declarations of Interest:

None

1. MINUTES OF THE EAST LoTHIAN INTEGRATION JOINT BOARD MEETING OF 25 FEBRUARY 2016 (FOR APPROVAL)

The minutes of the East Lothian Integration Joint Board meeting of 25 February 2016 were approved subject to a minor amendment to Item 6 requested by Keith Maloney.

2. MATTERS ARISING FROM THE MINUTES OF THE MEETING OF 25 FEBRUARY 2016

The following matters arising from the minutes of the meeting of 25 February 2016 were discussed:

Update on Actions Deriving from the Integration Scheme – Mike Ash advised that further discussions had taken place with David Small and work was in progress. An update would be provided to the IJB at its next meeting.

3. CHAIR'S REPORT

The Chair reported that David Small would provide an update at the April meeting on the new management structure for Health & Social Care, including the new Head of Service role.

The Chair advised members that he had attended a very successful Dementia learning event in Haddington that morning. It had been well attended and very instructive with a number of local groups being represented, including the Area Partnerships. He said that the event had demonstrated the commitment that exists within East Lothian to the care of people living with dementia.

Finally, the Chair reminded members that this would be Joanne McCabe's last meeting as she would be leaving the Council in April. On behalf of the members, he thanked Ms McCabe for her significant contribution to the IJB and wished her well for the future.

4. UPDATE ON FINANCIAL ASSURANCE

A report was submitted by the Chief Finance Officer of the IJB to update members on the current position of the financial assurance process for the 2016/17 budget setting process.

David King presented the report summarising the background themes. He also drew to the IJB's attention a matter that was not laid out in his report. He advised members that the Scottish Government have a very clear set of ambitions for the use of the Social Care Fund. The Government wants the fund to support underlying pressures in the Adult Wellbeing budget, addressing the issue of moving to the Living Wage, changes in charging thresholds and also to make resources available for 'additionality'. That being further development and investments to enhance social care services. The proposition from East Lothian Council was developed by the Council and the IJB's Chief Officer (in his role as Director of Social Care) and, as far as is practical, the Council's proposed use of the Fund is reasonable. The Scottish Government have however indicated that they may consider a further 'test' of the use of these funds and, if this happens, Mr King confirmed that he would report that back to the IJB.

He responded to questions from members relating to future pressures on budgets, implementation of the Living Wage, the ability of NHS Lothian to provide a three year

budget forecast, the impact of efficiencies on future budgets and the integration of future budget planning with service design and delivery.

Mr King then advised members that the Audit & Risk Committee had discussed the financial assurance arrangements at its meeting on 23 March 2016 and had made a series of recommendations to the IJB which were contained in the report. He took members through each of the recommendations, expanding on individual statements as required.

In general the members were in agreement with the recommendations; however they noted certain caveats relating to the impact of future Government policy decisions on the Social Care Fund, the provision of further details of efficiency schemes proposed by both the Council and NHS Lothian and arrangements for analysis of financial risk and the effect of any proposed mitigation measures.

Referring to the work of the IJB and the Audit & Risk Committee, Councillor Currie commented that these recommendations were very much a starting point from which to build robust financial assurance processes. He also acknowledged the significant contribution of officers in bringing together these proposals.

The Chair added his thanks to officers and to the members of the Audit & Risk Committee for considering these matters and providing detailed recommendations. He added that it would be important in future years to begin the financial assurance process at a much earlier stage.

Decision

The IJB agreed to:

- (i) note the financial assurance work that had been undertaken to date; and
- (ii) accept the recommendations made by the Audit & Risk Committee at its meeting of 23 March 2016.

5. DIRECTIONS – OPENING 2016/17 PROPOSALS

A report was submitted by the Chief Officer of the IJB to update the position for the issuing of Directions for the Integration Joint Board (IJB) for 2016/17.

Mr King presented the report and tabled copies of the completed Directions for members' information. He summarised the background including the IJB's agreed policy on Directions and the indicative nature of the financial allocation. In seeking members' agreement to delegate authority for issuing Directions on 1 April 2016 on a one-off basis, he confirmed a further update would be provided at the IJB's April meeting.

Mr King and Carol Lumsden responded to a number of questions from members and a short debate followed on a range of matters including the importance of integrating communication and public engagement strategies within the Directions, the high level nature of the Directions and how these related to the outcomes contained within the Strategic Plan.

Several members expressed concern about what they felt was a lack of a clear engagement strategy embedded within the Directions and sought assurances that a further update would be presented to the IJB outlining how this would be taken forward.

The Chair agreed that this was an important issue and that an update would be provided at the next meeting.

Decision

The IJB agreed:

- (i) note the current position on the development of the IJB's Directions;
- (ii) note that the Directions will flow from the IJB's agreed Strategic Plan;
- (iii) delegate the authority to issue Directions for 1 April 2016 to the IJB's Chief Officer on a 'one-off' basis only. These Directions will be presented to the IJB at the first meeting in the new financial year and any further Directions will be approved by the IJB prior to issue;
- (iv) ask the Audit & Risk Committee to further scrutinise the process and the Directions and to report their considerations back to the IJB; and
- (v) note the indicative nature of the financial values included in the Directions. These financial values will be revisited after the financial assurance process for 2016/17 is completed.

6. NON VOTING MEMBERSHIP

A report was submitted by the Chief Officer of the IJB to seek members' agreement to a process for renewing some non-voting members of the IJB.

Mr King presented the report referring to the arrangements for the appointment of non-voting members and summarising the proposals for the extension and reappointment of four positions by May 2016.

Members raised a number of points relating to the role and remit of the Third Sector representative and how these affected the selection process. The Chair agreed to consider these matters against the relevant legislation and to take them into account, where appropriate, during the reappointment process.

Decision

The IJB agreed to the process described in the report and to the continuation of the existing non-voting membership for the meeting on 28 April 2016.

SUMMARY OF PROCEEDINGS

The IJB agreed to note the private minutes of the meeting of the IJB Audit & Risk Committee held on 10 February 2016.



REPORT TO: East Lothian Integration Joint Board
MEETING DATE: 28 April 2016
BY: Chief Finance Officer
SUBJECT: Financial Strategy – 2016/17 and beyond

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1 PURPOSE

- 1.1 This report considers the broad outline and approach to underpin the IJB's financial strategy for the next three financial years.

2 RECOMMENDATIONS

It is recommended that the Board:

- 2.1 Note the contents of this report
2.2 Consider these options and support the approach of the management team.

3 BACKGROUND

- 3.1 The IJB has now published its first Strategic Plan. This plan, albeit at a relatively high level, is primarily concerned with transforming health and social care services for the population of East Lothian in line with the agreed national outcomes.
- 3.2 The Strategic Plan contains a financial plan which lays out the financial resources to be used to deliver the functions delegated to the IJB as articulated in the Strategic Plan.
- 3.3 That said, the financial plan is a reflection of the resources currently available and does not specifically recognise the efficiency plans embedded in these resources. Nor does the plan fully address the continued reduction in resources that will impact on future financial years in sufficient detail.
- 3.4 It's clear from the financial assurance work undertaken on the IJB's opening budgets from both the Council and NHS Lothian that there are

significant financial pressures in the current year (2016/17) and in future years. The totality of these pressures in 16/17 – at this time still indicative but in the region of c. £5.0m – do not yet have fully developed recovery plans and further work is underway to develop a break-even position for 2016/17. When this work is complete the details and impact of these schemes will be reported back to the IJB as discussed in the report on Financial Assurance presented to the previous meeting. It's unlikely that these pressures will be fully resolved on a recurrent basis in 2016/17 and the financial pressures in 2017/18 will create a challenge for the IJB. Unlike 2016/17, in 2017/18 the primary financial planning activity will be delivered by the IJB and the IJB requires a financial strategy to underpin its financial plan.

3.5 It's important that the Strategic Plan does not lose its emphasis and ambition on transformational change but it now also needs to address the financial issues that the IJB must consider.

3.6 The general principle is that the IJB must reduce its cost base in line with the reduced resources available. There are some additional funds available in 2016/17 (the Integrated Care Fund and the Social Care Fund) but these resources must be used to deliver 'additionality' and support the redesign of health and social care services.

3.7 In order to reduce the cost base there are five broad areas of approach which the IJB is considering :-

3.7.1 Synergy

There are a range of health and social care services which have been built up incrementally over a period of many years which deliver support to patients/clients in East Lothian. In many cases these services continue to function in silos and do not deliver care in the most cost effective and integrated manner. The Partnership has been developing and implementing plans to bring much of these services together (for example ELSIE) which will improve the level and capacity of the community care system whilst reducing or at least constraining the cost base. This work needs to continue and this principle will now also be applied to other services which have been delegated to the IJB but which might not be fully managed within the Partnership.

3.7.2 Changing the Balance of care

One of the over arching outcomes that is embedded in the IJB's Strategic Plan is changing the balance of care. This can be construed in different ways but fundamentally this is about redirecting resources that are currently invested in institutional based provisions (hospitals and care homes) into community based services.

3.7.3 Disinvestment

The IJB will have to disinvest from some of the services that have been delegated to it. This will be a difficult and challenging exercise and will have to be undertaken in full consultation. However, given the size of the financial challenge and even after having generated efficiencies

through synergy and the closing of institutional services as above, some further disinvestment will be inevitable. A process to look at all the current services and consider the impact of each of those services in terms of their ability to deliver the national outcome in relation to other services will now be commenced.

3.7.4 Shifting the emphasis to prevention and recovery

Much care requirement, especially in health, is generated as a result of illness progressing that could either have been prevented or mitigated by earlier action. The IJB will emphasis prevention and recovery and this should have the effect of reducing or, at least, constraining the demand for health and social care services in the future. This is a long term strategy by its very nature but is a key theme running through the strategic plan.

3.7.5 Corporate issues

There are two areas of work to be undertaken here:-

- A consideration of the 'back office support' and other corporate services that have yet to be delegated to the IJB.
- An examination of the governance systems that support the functions that have been delegated to the IJB which have, in the same way as the current services, been developed incrementally and which now require a fundamental review.

3.8 In order to continue to develop the financial plan (in line with this overall strategy) the IJB requires an agreed financial baseline. Although all the budgets for all the services that represent the functions delegated to the IJB are largely historic currently there is a reasonably clear baseline for the core health services and the adult social care services. There now also needs to be a clear baseline for the GP prescribing budgets, the hosted services and a much more detailed dialogue about the set aside services. The overall strategy in terms of managing financial risk is to ensure that the Partnership directly manages as much of the IJB's budget as is practical and this approach requires to be developed with the hosted services and considered as part of the management of the set aside services.

3.9 The processes for moving towards financial settlements for future years (17/18 and beyond) is laid out in the IJB's Integration Scheme. This is, in essence, based on the IJB establishing its cost base for the following year and discussing what resources will be available to support that cost base with its partners. However, it is proposed that this process is reversed – the partners will be asked for an indication of the 17/18 position and the IJB will design its services to live within that position. This will not be a straightforward exercise – the partners are not currently fully aware of their resources for 17/18 – and the IJB does not have a direct influence over services that are not managed by the Partnership. Given that it is unlikely that the partners will be in recurrent financial balance by the end of 2016/17 that will exacerbate this challenge further.

4 POLICY IMPLICATIONS

4.1 There are no policy implications arising from this report.

5 INTEGRATED IMPACT ASSESSMENT

5.1 Any changes to workforce arrangements will be subject to integrated impact assessments.

6 RESOURCE IMPLICATIONS

6.1 There are no resource implications arising from this report.

7 BACKGROUND PAPERS

7.1 East Lothian Integration Scheme

AUTHOR'S NAME	David King
DESIGNATION	Chief Finance Officer
CONTACT INFO	David.King@nhslothian.scot.nhs.uk
DATE	15 March 2016



REPORT TO: East Lothian Integration Joint Board

MEETING DATE: 28 April 2016

BY: Chief Officer

SUBJECT: 2016/17 Directions - update

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1 PURPOSE

- 1.1 The report updates the IJB on the status of its Directions to NHS Lothian and East Lothian Council for 2016/17 and considers the actions to be taken

2 RECOMMENDATIONS

It is recommended that the Board:

- 2.1 Formally approves the IJB's initial set of directions for 2016/17.
- 2.2 Note the further actions in development.

3 BACKGROUND

- 3.1 Having agreed its Strategic Plan on 25 February 2016, the IJB was required to issue Directions which action the Plan to East Lothian Council and NHS Lothian partners by 1st April 2016. This ensured delegation of functions within the required legislative timeframe.
- 3.2 A report was presented to the IJB at its meeting of 31 March 2016 which laid out the current detail of the IJB's Directions. Due to challenging timescales the IJB had limited opportunity to review the detail of Directions and the Board delegated authority to the Chief Officer to issue Directions within the prescribed timescale. The IJB now requires to formally agree the Directions.
- 3.3 Once formally approved and issued, a suite of further actions need to be progressed to ensure effective planning, governance and oversight of the ongoing development of Directions, namely:
 - 3.3.1 Greater clarity with partners around specific elements of Directions.

- Directions for core (community) health services and adult social care services: these services are directly managed by the Health and Social Care Partnership and the required knowledge and intelligence to support the ongoing development of the relevant Directions is well understood and progressing well.
- Directions for hosted services (not managed by the Partnership): significant dialogue and planning for pan Lothian hosted services has been established over a period of years and the systems to support inter Partnership planning and performance well embedded. The relevant Directions reflect this.
- Directions for services (or budgets) managed directly by NHS Lothian, including the Strategic Programme budgets and REAS. Directions relating to REAS will be managed within the current arrangements (with pan-Lothian leads) but detailed discussion around the disaggregation of the Strategic Programme budgets has yet to start.
- Directions for Set Aside (acute) Services. An interface group with membership from Chief Officers of all Lothian IJBs and the NHS Lothian acute system has been established and a programme of work which recognises the need to shift the balance of care within an environment of challenging finances initiated. It is anticipated that this interface will inform and influence the relevant Directions over time.

3.3.2 The IJB will require to embed a governance and management programme to manage its Directions. This is being prepared by the Chief Finance Officer and will become part of the operational financial directives.

3.3.3 A reporting mechanism for Directions needs to be developed and this work is on-going as part of the wider performance management framework.

3.3.4 As a key element of 3.3.3, a feedback process to allow the issuing of further in-year directions and a reflection of any potential impact on the Strategic Plan is also required. This will be developed and included as part of the performance reporting system.

4 POLICY IMPLICATIONS

4.1 There are no policy implications arising from this report.

5 INTEGRATED IMPACT ASSESSMENT

5.1 Any changes to workforce arrangements as a result of issuing of Directions will be subject to integrated impact assessments.

6 RESOURCE IMPLICATIONS

6.1 There are no resource implications arising from this report.

7 BACKGROUND PAPERS

7.1 East Lothian Integration Scheme

7.2 East Lothian Strategic Plan 2016-2019

7.3 East Lothian Directions

AUTHOR'S NAME	David King
DESIGNATION	Chief Finance Officer
CONTACT INFO	David.King@nhslothian.scot.nhs.uk
DATE	15 March 2016



REPORT TO: East Lothian Integration Joint Board
MEETING DATE: 26 May 2016
BY: Chief Officer
SUBJECT: Membership of East Lothian Integration Joint Board

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1 PURPOSE

- 1.1 This report asks the Integration Joint Board (IJB) to agree that the Head of Adult and Children's Services should become a non-voting member of the IJB.

2 RECOMMENDATIONS

- 2.1 That the IJB agree that the Head of Adult and Children's Services becomes a non-voting member.
- 2.2 That the IJB note the need to clarity of role when officers are advising the IJB.

3 BACKGROUND

- 3.1 The IJB membership was agreed at the first meeting of the IJB on 1 July 2015.
- 3.2 There are only two officer members of the IJB. The Chief Officer and the Chief Finance Officer.
- 3.3 All other officers are members in a professional advisory capacity (Chief Social Work Officer, Chief Nurse, Clinical Director, and Associate Medical Director).
- 3.4 However professional advisor members often find that they are expected to address operational and strategic issues at the IJB in light of their significant operational roles.
- 3.5 The IJB is aware that the revised management structure for the Health and Social Care Partnership has two Heads of Service. This was implemented on 1 April 2016. The Head of Access and Older People is the Chief Nurse who is a member of the IJB as a professional advisor.

- 3.6 It is proposed that, in order to ensure full operational and strategic support to the IJB and in order to aid scrutiny, the Head of Adult and Children’s Services should become a non-voting member of the IJB.
- 3.7 This will not affect any of the professional advisor members of the IJB.
- 3.8 However in order to ensure clarity of role professional advisor members of the IJB should be clear when they are speaking in professional advisory capacity and when in an operational capacity.

4 POLICY IMPLICATIONS

- 4.1 The regulations that support the implementation of the Public Bodies (Joint Working) (Scotland) Act 2014 indicate that:

“(8) Subject to paragraph (9), the integration joint board may appoint such additional members as it sees fit.” (Para 9 states that such additional members cannot be elected members of the Council or Non Executive Members of the NHS Board)

The IJB Scheme of Integration states that:

“3.1.3 Non-voting members of the Integration Joint Board will be appointed in accordance with article 3 of the Integration Joint Boards Order.” (this is quoted above)

Therefore the IJB is able to make this decision and there are no policy implications.

5 INTEGRATED IMPACT ASSESSMENT

- 5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

6 RESOURCE IMPLICATIONS

- 6.1 There are no resource implications arising immediately from this paper.

7 BACKGROUND PAPERS

- 7.1 None.

AUTHOR’S NAME	David Small
DESIGNATION	Chief Officer
CONTACT INFO	01620 827778 david.a.small@nhslothian.scot.nhs.uk
DATE	21 April 2016



REPORT TO: East Lothian Integration Joint Board
MEETING DATE: 28 April 2016
BY: Lesley Crozier, East Lothian Council
SUBJECT: Equality Outcomes & Mainstreaming Reports 2016 - 2018

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1 PURPOSE

- 1.1 The purpose of this report is to seek approval from the Integration Joint Board (IJB) for the East Lothian Health & Social Care Partnership's (ELHSCP) Equality Outcomes and Mainstreaming Reports 2016 – 2018.

2 RECOMMENDATIONS

- 2.1 Board members are asked to agree and approve the contents of the Equality Outcomes and Equality Mainstreaming Reports 2016 – 2018.

3 BACKGROUND

- 3.1 Reference is made to the 'Equalities legislation and the East Lothian Integration Joint Board' paper brought to and approved by the Integration Joint Board on 25 February 2016.
- 3.2 In summary the above paper noted that the Equality Act 2010, the Equality Act 2010(Specific duties) (Scotland) Regulations 2012 and 2015 required public bodies such as the newly formed East Lothian Health & Social Care Partnership to produce and publish an Equality Outcomes Report 2016 – 2018 and Equality Mainstreaming Report 2016 – 2018.
- 3.3 The Equality Outcomes Report details the work the East Lothian Health & Social Care Partnership (ELHSCP) proposes to carry out to progress equality for each of the nine protected characteristics of equality as defined by the Equality Act 2010, and the Equality Mainstreaming Report details the work the ELHSCP will carry out to make the equality duty an integral part of the way the Partnership functions as an organisation.

- 3.4 Board members will remember that the nine protected characteristics are: age, disability, gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 3.5 Both the Equality Outcomes and Equality Mainstreaming Reports are designed to help the ELHSCP progress the requirements of section 149 (1) of the Equality Act 2010 to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 3.6 The reports here today meet the legal requirements of the Equality legislation and support a positive way forward for the ELHSCP.

4 POLICY IMPLICATIONS

- 4.1 Compliance with the Equality Act 2010 and its subsequent Regulations in 2012, 2015 and 2016 is mandatory for East Lothian Integration Joint Board and the East Lothian Health & Social Care Partnership. The Equality Outcomes and Equality Mainstreaming reports 2016 – 2018 demonstrate that the Board and Partnership is fully committed to embracing and implementing the principles and ethos of the Act and subsequent Regulations in 2012, 2015 and 2016.

5 INTEGRATED IMPACT ASSESSMENT

- 5.1 The Equality Outcomes & Mainstreaming Reports 2016 – 2018 place a strong and explicit emphasis on eradicating unlawful discrimination, advancing equality of opportunity, and fostering good relations which will effectively address any continuing inequalities in East Lothian. An extensive equality impact assessment exercise was carried out on 17 November 2015 led by East Lothian Health Improvement Alliance and Public Health which has been used in the preparation of these reports.

6 RESOURCE IMPLICATIONS

- 6.1 Employee time and commitment including that of East Lothian Council's Equality, Diversity & Human Rights Officer.

6.2 It should be noted that failure to comply with the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012, and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 & 2016 would result in possible court action, heavy fine and reputational damage.

7 BACKGROUND PAPERS

7.1 Equalities legislation and the East Lothian Integration Joint Board paper approved by the Integration Joint Board at its meeting on 25 February 2016.

AUTHOR'S NAME	Lesley N Crozier
DESIGNATION	East Lothian Council's Corporate Equality, Diversity & Human Rights Officer
CONTACT INFO	01620 827136 lcrozier@eastlothian.gov.uk
DATE	21 April 2016

East Lothian Health & Social Care Partnership

Equality Outcomes Report

2016 – 2018

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Foreword by the Chair

Welcome to the first East Lothian Health & Social Care Partnership (ELHSCP) Equality Outcomes Report 2016 – 2018.

01 April 2016 was the date for the new arrangements for the integration of Health and Social Care to come into effect. This happened as a result of the framework laid down by the Public Bodies (Joint Working) (Scotland) Act 2014. This Act replaced the Community Health Partnerships with Health & Social Care Partnerships (H&SCP) across Scotland and joins together adult health and social care budgets. This body is a separate legal entity from both NHS Lothian and East Lothian Council and its key responsibilities are to:

- prepare a Strategic Plan;
- allocate the integrated budget in line with the Strategic Plan; and
- oversee the delivery of services that the ELHSCP is responsible for

This report is the first Equality Outcomes Report for ELHSCP and covers the period 30 April 2016 to 31 March 2018. It is produced in compliance with the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 and 2016. This report also meets the requirements of the Equality & Human Rights Commission for Scotland (the main regulatory body) and sets out what the ELHSCP wants to achieve in respect of the nine protected characteristics over the next two years. The nine protected characteristics as laid down in the Equality Act are:

- Age
- Disability (learning difficulties, mental health, physical and sensory)
- Gender re-assignment
- Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual orientation

I, the ELHSCP employees and the ELHSCP partner agencies commit to working hard to deliver the highest quality of health and social care services for the people of East Lothian, and I do hope you will take the time to read and provide comment/feedback on this report.

All of us involved in ELHSCP wish to have meaningful engagement with the people of East Lothian for all aspects of our work. This report has been prepared following the extensive consultation entered into in the preparation of the Strategic Plan but as a 'living document' we welcome feedback at any time. Should you wish to make comment then details of how to do so are detailed on pages nine (9) and 15 of this report.

Yours sincerely

Councillor Donald Grant

Chair

East Lothian Integration Joint Board

1.0 Background to the ELHSCP Equality Outcomes Report 2016 - 2018

- 1.1 In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.
- 1.2 On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.
- 1.3 The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.
- 1.4 These nine categories are now known as the protected characteristics.
- 1.5 The PSED as set out in the Act is known as the 'general equality duty' (GED).
- 1.6 The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need 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 relevant protected characteristic and those who do not
- 1.7 These three areas are sometimes known as the 'three needs'.
- 1.8 Having 'due regard' in relation to advancing equality of opportunity includes:
 - Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
 - Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
 - Encouraging participation in public life and other areas where representation is disproportionately low
- 1.9 Having 'due regard' in relation to the need to foster good relations includes:

- Tackling prejudice; and
- Promoting understanding

1.10 As previously noted there are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:

- Age
- Disability (learning difficulties, mental health, physical and sensory)
- Gender re-assignment
- Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual orientation

1.11 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.

1.12 These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.

1.13 These duties are to:

- Report progress on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practices;
- Gather and use employee information;
- Publish gender pay gap information;
- Publish statements on equal pay, etc;

- Consider award criteria and conditions in relation to public procurement;
 - Publish in a manner that is accessible, etc;
 - Consider other matters; and
 - Scottish Ministers to publish proposals to enable better performance
- 1.14 The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.
- 1.15 On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.
- 1.16 This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).
- 1.17 This means that the East Lothian Integration Joint Board (ELIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations with the following tight timeline in place:
- Report progress on mainstreaming the equality duty to make it integral to the exercise of the functions of the ELIJB by 30 April 2016 and every two years thereafter ;
 - Publish equality outcomes that the ELIJB sets in order to better perform the GED by 30 April 2016 and report progress by 30 April 2018. Set a new set of Outcomes by 30 April 2018 and report progress by 30 April 2020 and so on;
 - Assess and review all new or revised policies and practices against the needs of the GED, ongoing;
 - Gather and use employee information with regard to the workforce composition, recruitment, development and retention once the ELIJB employs 150 and more employees ;

- Publish gender pay gap information subject to the 150 plus employee rule;
- Publish statements on equal pay, etc subject to the 150 plus employee rule;
- Consider award criteria and conditions in relation to public procurement giving due regard to whether the reward criteria should include equality considerations to permit the ELIJB to do a better job; and
- Publish in a manner that is accessible to all members of our communities

1.18 On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.

1.19 This new set of Regulations, (again applicable to the Joint Boards):

- Introduced a new requirement on listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to
- Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

1.20 The first of these new Regulations will be addressed in the East Lothian Health & Social Care Mainstreaming Report 2016 – 2018. The second is not applicable to the ELHSCP as it currently does not employ directly more than 20 employees.

2.0 Consultation

2.1 This Equality Outcomes Report details the work the ELHSCP intends to carry out during the period 30 April 2016 to 31 March 2018 in order to progress the requirements of Section 149 (1) of the Equality Act 2010 which are 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 relevant protected characteristic and those who do not

2.2 Consultation with all our communities is essential to this process and has underpinned the formation of the ELHSCP Strategic Plan and this Report.

- 2.3 The ELHSCP is keen that communities continue to have their say, and so, we would welcome any comments in any language or format preferred at any time. These comments will be given the fullest consideration by the Equality, Diversity & Human Rights Officer responsible to the Board, and will be reported to the Board for their fullest consideration with feedback being provided to the consultee.
- 2.4 Accordingly, this Equality Outcomes Report will be made widely available following publication on 30 April 2016 through:
- The ELHSCP web pages
 - NHS Lothian web site
 - East Lothian Council web site
 - East Lothian Partnership
 - Interested individuals/groups
 - Community Websites and Forums
 - To the wider community in East Lothian
- 2.5 If required, this Report will be made available in other format and language on request.
- 2.6 Any comments, questions, queries regarding this report should be sent to:

Lesley Crozier
Equality, Diversity & Human Rights Officer
Policy & Performance Team
East Lothian Council
John Muir House
Brewery Park
HADDINGTON
EH41 3HA

Emailed to:

lcrozier@eastlothian.gov.uk or equalities@eastlothian.gov.uk

Telephoned to:

01620 827136

3.0 Overview of East Lothian Health & Social Care Partnership (ELHSCP)

3.1 The new East Lothian Health & Social Care Partnership came into being on 01 April 2016.

3.2 The key aims for ELHSCP are:

- delivering more care closer to home
- addressing variations in how health and social care services are used and delivered and tackling inequalities
- developing a strong focus on prevention and low level support
- making sure that we achieve best value for public money by working together in partnership

3.3 The ELHSCP is committed to planning services that:

- are joined-up for service-users
- take account of the particular needs of individual service-users and their circumstances in different parts of the county
- respect our service-users' rights and take account of their dignity
- take account of the way that our service-users participate in their communities
- protect and improve our service-users' safety
- improve the quality of our services and ensure that they are planned and delivered locally in a way that is engaged with our communities
- anticipate needs and prevent them from happening
- make the best use of the available facilities, people and other resources

3.4 The ELHSCP vision is:

People in East Lothian to live the lives they want as well as possible, achieving their potential to live independently and exercising choice over the services they use.

3.5 The values that will underpin delivery of ELHSCP's vision and outcomes are:

- To give people control over what happens to them is in itself promoting good health and wellbeing. We will seek to maximise people's control over their lives as an integral part of the safe, caring and respectful services we provide
- It is better to prevent health and social problems than to deal with them once they have occurred. We will focus our attention and resources on prevention and early intervention.
- Some people's social and economic circumstances lead to them having poorer

health, wellbeing and life chances than others. We will work to tackle these inequalities by focusing our efforts on those at greatest risk and being mindful of individuals' choices.

- It is right to offer people services as close to home as safe and practicable.
- We will promote working in partnership.
- In a single health and social care economy for East Lothian we will invest our resources wherever they will have the greatest impact on meeting our shared objectives.
- We will recognise the interdependencies of services and will take a holistic approach to service provision, respectfully considering each individual in the context of their circumstances.
- We will value the views of people who use our services.
- We will value the diversity of East Lothian. We will work closely with our communities to ensure they can contribute to the health and wellbeing of the population.

3.6 The ELHSCP strategic objectives are to:

- make universal services more accessible and develop our communities
- improve prevention and early intervention
- reduce unscheduled care
- provide care closer to home
- deliver services within an integrated care model
- enable people to have more choice and control
- further optimise efficiency and effectiveness
- reduce inequalities
- build and support partnership working

3.7 The ELHSCP immediate priorities are to achieve:

- healthy active ageing and support for independence across people's lifespan
- support for people to live well with long-term conditions
- accessible and effective support at times of crisis
- excellent post-crisis support
- person-centred dignified long-term care.

3.8 Further details on the ELHSCP, its Strategic Plan, and all other matters can be obtained by clicking on the link below:

http://www.eastlothian.gov.uk/info/200497/integrating_health_and_social_care/1656/integrating_health_and_social_care_in_east_lothian

4.0 East Lothian Health & Social Care Partnership Equality Outcomes 2016 – 2018

- 4.1 The following outcomes which cover all nine protected characteristics have all been set in order to progress ELHSCP's strategic objective to reduce inequalities within our communities.

The ELHSCP in conjunction with East Lothian Council and NHS Lothian during 2016 - 2018 will therefore work towards;

1. Meeting the health and social care needs of elderly and disabled people living in East Lothian.

This outcome will advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

Actions to achieve this outcome will involve working to improve communications and targeted health improvement as well as improving access to buildings and increasing help for carers

2. Meeting the specific health and social care needs of members of East Lothian's transgender communities, and promoting a positive image of these communities to the wider community in the county

This outcome will:

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 relevant protected characteristic and those who do not

Actions to achieve this outcome will involve developing health care services for transgender individuals as well as enhancing social services support and counselling services. In addition, the ELHSCP will work hard to promote a positive image of the transgender communities to the wider communities of East Lothian.

3. Staff respecting the rights of marriage partners, civil partners and common law partners in the health and social care setting

This outcome will advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

Actions to achieve this outcome will involve respecting other individual's rights and providing staff training in equality and diversity matters.

4. Meeting the specific health and social care needs of pregnant and nursing mothers

This outcome will advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

ELHSCP will continue to provide the highest standard of community based antenatal and postnatal care through GPs and community Midwifery network, and all new buildings will include facilities for nursing mothers in the design brief. In addition, care and support will continue to be provided for young mothers and mothers who are experiencing social issues during and after pregnancy.

5. The communications and health and social care needs of our local ethnic communities will be met

This outcome will advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

Actions to achieve this outcome will involve improving communication needs, i.e. interpretation and translation and understanding the needs of our local ethnic communities better.

6. Staff being aware of the specific religious and spiritual needs of people in a health or social care setting

This outcome will:

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 relevant protected characteristic and those who do not

Actions to achieve this outcome will involve providing educational resource for those working within ELHSCP, and staff training in matters involving religion and belief.

7. ELHSCP will meet the health and social care needs of people who are the victims of gender based violence such as rape, sexual abuse , or those who have been trafficked

This outcome will eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.

Actions to achieve this outcome will involve close co-operation with partner agencies to provide training for front line staff, produce information on support and help groups, and meet the ongoing healthcare and support needs of victims.

8. ELHECP will meet the specific health and social care needs of our local lesbian, gay, bisexual and transgender (LGBT) communities

This outcome will:

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 relevant protected characteristic and those who do not

Actions to achieve this outcome will involve promoting a positive image of these communities, increasing the health care information to these communities and training of ELHSCP staff to be sensitive to the sexual orientation of people.

9. All Staff who work for ELHSCP will understand and meet the health and social care needs of our local equality and diversity communities

This outcome will advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

Actions to achieve this outcome will involve staff training in general equality and diversity awareness.

10. The ELHSCP ensuring that no ELHSCP policy, strategy, function, etc will unlawfully discriminate against any equality or diversity group

This outcome will eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct; and

Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

Actions to achieve this outcome will involve the use of the new NHS Lothian and East Lothian Council Integrated Impact Assessment and Training therein.

5.0 Monitoring of ELSHCP Outcomes

ELHSCP will comply with all current equality and diversity legislation requirements as detailed under section 1 of this report, and have in place effective monitoring arrangements.

6.0 Contact details

6.1 ELHSCP would stress that it is delighted to receive comment on this report and should you wish to comment please do so by post to:

Lesley Crozier
Equality, Diversity & Human Rights Officer
Policy & Performance Team
East Lothian Council
John Muir House
Brewery Park
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Telephone to:

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7.0 Alternative Formats

7.1 This document is available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@eastlothian.gov.uk or phone 01620 827136

East Lothian Health & Social Care Partnership

Equality Mainstreaming Report

2016 – 2018

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Foreword by the Chair

Welcome to the first East Lothian Health & Social Care Partnership (ELHSCP) Equality Mainstreaming Report 2016 – 2018.

01 April 2016 was the date for the new arrangements for the integration of Health and Social Care to come into effect. This happened as a result of the framework laid down by the Public Bodies (Joint Working) (Scotland) Act 2014. This Act replaced the Community Health Partnerships with Health & Social Care Partnerships (H&SCP) across Scotland and joins together adult health and social care budgets. This body is a separate legal entity from both NHS Lothian and East Lothian Council and its key responsibilities are to:

- prepare a Strategic Plan;
- allocate the integrated budget in line with the Strategic Plan; and
- oversee the delivery of services that the ELHSCP is responsible for

This report is the first Equality Mainstreaming Report for ELHSCP and covers the period 30 April 2016 to 31 March 2018. It is produced in compliance with the Equality Act 2010, the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 and 2016. This report also meets the requirements of the Equality & Human Rights Commission for Scotland (the main regulatory body) and sets out what the ELHSCP wants to achieve in respect of making the Public Sector Equality Duty (PSED) an integral part of the way the partnership functions.

I, the ELHSCP employees and the ELHSCP partner agencies commit to working hard to deliver the highest quality of health and social care services for the people of East Lothian, and I do hope you will take the time to read and provide comment/feedback on this report.

All of us involved in ELHSCP wish to have meaningful engagement with the people of East Lothian for all aspects of our work. This report has been prepared following the extensive consultation entered into in the preparation of the Strategic Plan but as a 'living document' we welcome feedback at any time. Should you wish to make comment then details of how to do so are detailed on pages seven (7) and ten (10) of this report.

Yours sincerely

Councillor Donald Grant

Chair

East Lothian Integration Board

1.0 Background to the East Lothian Health & Social Care Partnership (ELHSCP) Equality Mainstreaming Report 2016 - 2018

- 1.1 In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.
- 1.2 On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.
- 1.3 The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.
- 1.4 These nine categories are now known as the protected characteristics.
- 1.5 The PSED as set out in the Act is known as the 'general equality duty' (GED).
- 1.6 The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need 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 relevant protected characteristic and those who do not
- 1.7 These three areas are sometimes known as the 'three needs'.
- 1.8 Having 'due regard' in relation to advancing equality of opportunity includes:
 - Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
 - Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
 - Encouraging participation in public life and other areas where representation is disproportionately low
- 1.9 Having 'due regard' in relation to the need to foster good relations includes:

- Tackling prejudice; and
 - Promoting understanding
- 1.10 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.
- 1.11 These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.
- 1.12 These duties are to:
- Report progress on mainstreaming the equality duty;
 - Publish equality outcomes and report progress;
 - Assess and review policies and practices;
 - Gather and use employee information;
 - Publish gender pay gap information;
 - Publish statements on equal pay, etc;
 - Consider award criteria and conditions in relation to public procurement;
 - Publish in a manner that is accessible, etc;
 - Consider other matters; and
 - Scottish Ministers to publish proposals to enable better performance
- 1.13 The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.
- 1.14 On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.

- 1.15 This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).
- 1.16 This means that the East Lothian Integration Joint Board (ELIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations with the following tight timeline in place:
- Report progress on mainstreaming the equality duty to make it integral to the exercise of the functions of the ELIJB by 30 April 2016 and every two years thereafter ;
 - Publish equality outcomes that the ELIJB sets in order to better perform the GED by 30 April 2016 and report progress by 30 April 2018. Set a new set of Outcomes by 30 April 2018 and report progress by 30 April 2020 and so on;
 - Assess and review all new or revised policies and practices against the needs of the GED, ongoing;
 - Gather and use employee information with regard to the workforce composition, recruitment, development and retention once the ELIJB employs 150 and more employees ;
 - Publish gender pay gap information subject to the 150 plus employee rule;
 - Publish statements on equal pay, etc subject to the 150 plus employee rule;
 - Consider award criteria and conditions in relation to public procurement giving due regard to whether the reward criteria should include equality considerations to permit the ELIJB to do a better job; and
 - Publish in a manner that is accessible to all members of our communities
- 1.17 On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.
- 1.18 This new set of Regulations, (again applicable to the Joint Boards):
- Introduced a new requirement on listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to
 - Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

1.19 The first of these new Regulations will be addressed in this report. The second is not applicable to the ELHSCP as it currently does not employ directly more than 20 employees.

2.0 Consultation

2.1 This Equality Mainstreaming Report details the work the ELHSCP intends to carry out during the period 30 April 2016 to 31 March 2018 in order to make the Public Sector Equality Duty (PSED) an integral part of the way the partnership functions.

2.2 Consultation with all our communities is essential to this process and has underpinned the formation of the ELHSCP Strategic Plan and this Report.

2.3 The ELHSCP is keen that communities continue to have their say, and so, we would welcome any comments in any language or format preferred at any time. These comments will be given the fullest consideration by the Equality, Diversity & Human Rights Officer responsible to the Board, and will be reported to the Board for their fullest consideration with feedback being provided to the consultee.

2.4 Accordingly, this Equality Mainstreaming Report will be made widely available following publication on 30 April 2016 through:

- The ELHSCP web pages
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3.0 How Equality will be mainstreamed throughout the ELHSCP

What do we mean by mainstreaming and what does this mean for ELHSCP's employees and customers?

- 3.1 Mainstreaming equality means making equality part of the day to day business of the East Lothian Health & Social Care Partnership (ELHSCP). In practice this means that equality and diversity must underpin all that the Partnership does as a service planner, provider and employer.

Further, by mainstreaming equality, ELHSCP will ensure that equality of opportunity is a fundamental part of the culture of the organisation, and that both employees and customers benefit from an organisation where they feel valued and everyone's interests and issues are on a level par.

What does mainstreaming equality demonstrate?

- 3.2 Through mainstreaming equality ELHSCP demonstrate that they are committed to the ethos of the Public Sector Equality Duty (PSED), and in the carrying out of their business and the care of their employees they will:
- 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 relevant protected characteristic and those who do not

How the ELHSCP will mainstream equality

Equality & Diversity Staff Training

- 3.3 Training is an important method of mainstreaming equality and diversity.

At present employees of both NHS Lothian and East Lothian Council are able to take part in their respective organisation's equality and diversity awareness training and impact assessment training programmes.

It is envisaged that employees of the new ELHSCP will have access to both NHS Lothian and East Lothian Council training as appropriate.

This will ensure that ELHSCP is able to meet its general and specific duties under the equality legislation, and benefit from a skilled, motivated and culturally capable workforce that can bring about changes that will improve services and tackle inequalities.

Examples of East Lothian equality and diversity training that will be available to ELHSCP include:

- ‘Equality Guides’ covering a range of topics including equality monitoring, harassment and the Equality Act;
- Bespoke training sessions for departments and services;
- Equality information in the Council’s induction for new employees; and
- A new electronic and face to face training package for the Integrated impact Assessment.

Consultation and Engagement

3.4 NHS Lothian and East Lothian Council all have in place established consultation and engagement practices with the different local equality and diversity communities. It is anticipated that rather than trying to replicate these practices the ELHSCP will liaise with these organisations and use their networks to:

- Consult and engage with when new services are being planned and delivered or service provision changed;
- Obtain feedback on how well the ELHSCP is meeting the need of all of East Lothian’s communities

Integrated Impact Assessment (IIA)

3.5 The aim of impact assessment is to ensure that no policy or function unlawfully discriminates against any of the nine protected characteristic groupings.

Working in partnership NHS Lothian and East and Midlothian Councils have developed a new Integrated Impact Assessment. This IIA looks not only to equality issues but to socio-economic inequality, health inequalities, environmental and sustainability matters thereby giving service providers the bigger picture that allows them to identify priorities now and in the future.

Completed impact assessments are published on the NHS and Council websites and it is considered that ELHSCP will benefit from this process right away.

Participation in Equality Initiatives

- 3.6 East and Midlothian Council are currently developing three equality initiatives. One is regarding mental health issues, one contact with the Lesbian, Gay, Bisexual and Transgender (LGBT) community, and one regarding Transgender issues faced by individuals in the workplace.

ELHSCP has been asked if they would consider being involved in these projects as this would certainly demonstrate their commitment to mainstreaming equality. Agreement to this was obtained at the East Lothian Integration Joint Board meeting in February this year.

Gender Composition of the East Lothian Integration Joint Board

- 3.7 Under the new 2016 Regulations a new requirement exists for listed public bodies to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards.

At present the East Lothian Integration Board consists of five (5) male voting members and two (2) female voting members. No diversity succession plan has as yet been developed but this will be attended to during the period of this report 2016 to 2018.

4.0 ELHSCP Employee Information Analysis including Gender Pay Gap & Equal Pay Statements

- 4.1 Not applicable as the ELHSCP only has one (1) directly employed employee at present.

5.0 Monitoring of ELHSCP Mainstreaming activities

ELHSCP will comply with all current equality and diversity legislation requirement as detailed under section 1 of this report, and have in place effective monitoring arrangements.

6.0 Contact details

- 6.1 ELHSCP would again stress that it is delighted to receive comment on this report and should you wish to comment please do so by post to:

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