



Meeting of East Renfrewshire Health and Social Care Partnership	Integration Joint Board	
Held on	26 March 2025	
Agenda Item	10	
Title	Public Sector Equality Duty Update	
Summary		
<p>The purpose of this report is to provide the Integration Joint Board (IJB) with an update on work underway to meet the requirements of the Public Sector Equality Duty (the 'general equality duty').</p>		
Presented by	Steven Reid Policy, Planning and Performance Manager	
Action Required		
<p>The Integration Joint Board is asked to note the work underway to fulfil the requirements of the Public Sector Equality Duty, ahead of presenting our Mainstreaming Equalities Report and new set of Equalities Outcomes to IJB in June 2025.</p>		
Directions	Implications	
<input checked="" type="checkbox"/> No Directions Required <input type="checkbox"/> Directions to East Renfrewshire Council (ERC) <input type="checkbox"/> Directions to NHS Greater Glasgow and Clyde (NHSGGC) <input type="checkbox"/> Directions to both ERC and NHSGGC	<input type="checkbox"/> Finance <input type="checkbox"/> Policy <input type="checkbox"/> Workforce <input checked="" type="checkbox"/> Equalities <input type="checkbox"/> Risk <input checked="" type="checkbox"/> Legal <input type="checkbox"/> Infrastructure <input type="checkbox"/> Fairer Scotland Duty	

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EAST RENFREWSHIRE INTEGRATION JOINT BOARD

26 March 2025

Report by Chief Officer

PUBLIC SECTOR EQUALITY DUTY UPDATE

PURPOSE OF REPORT

1. The purpose of this report is to provide the Integration Joint Board (IJB) with an update on work underway to meet the requirements of the Public Sector Equality Duty (the 'general equality duty').
2. At the next meeting of the IJB in June we will present our Mainstreaming Equalities Report 2025, along with a review of progress against our existing equality outcomes, and the proposed set of revised equality outcomes for 2025 to 2029.

RECOMMENDATION

3. The Integration Joint Board is asked to note the work underway to fulfil the requirements of the Public Sector Equality Duty, ahead of presenting our Mainstreaming Equalities Report and new set of equalities outcomes to IJB in June 2025.

BACKGROUND

4. Under the Equality Act 2010, the HSCP is required to meet the Public Sector Equality Duty (PSED) to:
 - Eliminate unlawful discrimination, harassment and victimisation;
 - 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.
5. The relevant protected characteristic groups identified in the Act are:
 - age
 - disability
 - gender reassignment
 - race
 - religion or belief
 - sex (gender)
 - sexual orientation
 - pregnancy and maternity
 - marriage and civil partnership (in employment only)
6. In line with the PSED, the HSCP is required to fulfil the following four requirements:
 - publication of HSCP equality outcomes (to be produced every four years);
 - reporting of progress against these outcomes (every two years);
 - publication of a mainstreaming equalities report (every two years); and,
 - completion and publication of equality impact assessments.

REPORT

7. The HSCP is required to publish a mainstreaming equalities report describing the progress we have made in integrating the general equality duty into the exercise of its functions, so as to better perform that duty. We are also required to develop and publish equality outcomes at least every four years that will enable us to better perform the PSED. These should:
 - Take reasonable steps to involve people from equality groups;
 - Consider relevant equality evidence.
8. A joint report, *Equality and Human Rights Mainstreaming Report and Interim Review of Outcomes* was approved by the IJB on 29 March 2023. With input from planning leads and other colleagues across service areas we will produce a new mainstreaming report incorporating a progress report on our existing set of equality outcomes. These will be presented to the IJB in June 2025.
9. Our current set of equality outcomes were presented to the IJB on 12 May 2021. They were developed following local partnership working and engagement activity taken forward through the East Renfrewshire Equality Officers Working Group (led by ERC). This included workshops with local representative groups, survey work and an event with elected members.
10. The outcomes are due to be reviewed and published in 2025. We are, again, collaborating with East Renfrewshire Council (ERC) Strategic Services Team who have led engagement work on equalities. The team have carried out: desk-based evidence gathering (focusing on population with protected characteristics and potential needs); engagement events with local groups (older people, youth groups, faith groups etc); and an online survey on equality outcomes.
11. An officer event to support the development of the outcomes took place 12 February 2025. Discussions considered progress against existing outcomes and potential new areas for focus, resulting in an initial draft of proposed outcomes. These included outcomes led entirely by the HSCP and some outcomes recognised as shared priorities for the HSCP and ERC, with an emphasis on collaborative delivery.
12. A joint leadership event was held on 6 March 2025 to consider the proposed equality outcomes and how best to prioritise our activity. The event was attended by elected members, members of the IJB and senior management from the HSCP and ERC. Building on these discussions, and in collaboration with planning leads in relevant service areas, we will refine our set of proposed outcomes, along with supporting activities and performance measures. The outcomes link with our wider strategic planning priorities and will be incorporated into the HSCP Strategic Annual Delivery Plan.
13. We will present these to the IJB for approval in June 2025, along with our review of progress against our existing set of outcomes as part of our wider Mainstreaming Equalities Report.
14. While accountability sits with the Chief Officer, ensuring service planning and delivery is compliant with equality legislation is the collective responsibility to the management team at the HSCP. Our work on equity is core to the purpose of the partnership and will continue to develop in the years ahead.
15. The Equality and Human Rights Commission (EHRC) is responsible for regulating the PSED. During 2022 and 2023, the EHRC undertook work with IJBs across Scotland to

ensure compliance with the Duty. At that time, work was undertaken in East Renfrewshire to ensure compliance, to the satisfaction of the EHRC.

16. The EHRC wrote out to Chief Officers in October 2024 to notify IJBs that they will be repeating their compliance assessment in 2025. The aim is to assure themselves that improvements in practice have been “consolidated and sustained”. The review work will focus on the same four areas of compliance listed above.
17. Since the review by the EHRC, we have tightened up our process for completion, approval and publication of equality impact assessments. All impact assessments are published on a dedicated page on the ERC website. Work is also underway to improve our engagement processes for service change and redesign (incorporating the use of equality impact assessments). This will follow an agreed pathway based on the Planning with People (Health Improvement Scotland) model with a small team supporting services through the process.

CONSULTATION AND PARTNERSHIP WORKING

18. Our equalities outcomes are currently being developed following partnership working as part of the ERC-led East Renfrewshire Equality Officer Working Group. The outcomes will be based on evidence from the following research and engagement work:
 - Desk based research – Review of existing findings including Citizens Panel surveys, NHSGGC Health and Wellbeing survey, Nomis, Stat-Xplore, Census 2022 and others.
 - Community Event - November 28th 2024. Attended by community representatives including members of the Equality Forum.
 - Focus Groups:
 - November 21 2024 - Fairweather Hall group, representing older people and ethnic minority communities;
 - December 3 2024 - the Faith Forum, representing all faith groups;
 - Throughout January 2025 - several youth groups, including Youth Voice, Autism Girls, LGBTQ, and Youth Rights.
 - Equality Outcomes survey - online survey running between November 2024 and January 2025, with paper copies made available. 146 responses received in total.
 - Officer Event held 12 February and Leadership Event held 6 March to support development of draft outcomes.
19. As well as supporting the development of our new set of equality outcomes, service managers, planning leads and third sector partners are being consulted on the development of our mainstreaming equalities report and review of progress against existing outcomes.

IMPLICATIONS OF THE PROPOSALS

Finance

20. There are no financial implications from the paper.

Legal

21. Compliance with the Public Sector Equality Duty (PSED) is a statutory requirement of the Integration Joint Board.

Equalities

22. The paper provides an update on work to ensure compliance with the Public Sector Equality Duty (PSED). As described above, research and engagement activity has been carried out to ensure we have:
- taken account of the particular characteristics and circumstances of different people in East Renfrewshire; and,
 - taken account of the particular needs of people with protected characteristics.
23. There are no implications in relation to risk, policy, workforce or infrastructure.

DIRECTIONS

24. There are no implications directions arising as a result of this report.

CONCLUSION

25. The HSCP is committed to working to reduce inequalities between different groups within our local population and we will continue to place equality and fairness at the heart of our planning process including our Strategic Plan and supporting plans.
26. Despite the significant service pressures that the HSCP is currently facing, we continue to seek improvements in this area and will work to improve skills, knowledge and confidence among managers and staff in relation to equalities and meeting the requirements of the Public Sector Equality Duty.
27. At the next meeting of the IJB in June we will present our Mainstreaming Equalities Report 2025, along with a review of progress against our existing equality outcomes, and the proposed set of revised equality outcomes for 2025 to 2029.

RECOMMENDATION

28. The Integration Joint Board is asked to note the work underway to fulfil the requirements of the Public Sector Equality Duty, ahead of presenting our Mainstreaming Equalities Report and new set of equalities outcomes to IJB in June 2025.

REPORT AUTHOR AND PERSON TO CONTACT

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BACKGROUND PAPERS

Equality and Human Rights Mainstreaming Report and Interim Review of Outcomes, IJB Paper, 29 March 2023
https://www.eastrenfrewshire.gov.uk/media/8930/IJB-Item-11-29-March-2023/pdf/IJB_Item_11_-_29_March_2023.pdf?m=1679055062863