

Shetland Integration Joint Board (IJB)

Equality Outcomes and Mainstreaming Progress Report 2021/25

March 2025



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1. Purpose of this Report

This Report provides an update of the progress made by Shetland Integration Joint Board towards achieving the outcomes set in the [Equality Outcomes and Mainstreaming Report 2021-2025](#). This Report covers the last two years of activity from April 2023, with earlier progress reported in the first Progress Report published by the Shetland Partnership in April 2023.

The Equality Outcomes and Mainstreaming Report was published by the Shetland Partnership in 2021, and set out objectives to advance equality and tackle inequalities for the period of 2021-2025. The Equality Outcomes and Mainstreaming Report 2025-29 is now specific to Shetland IJB, with a separate report produced by the Council for its Council and Education Authority responsibilities.

This Progress Report provides an opportunity to review activity, in the light of the evidence gathered for the upcoming Equalities Outcomes and Mainstreaming Report for the 2025-2029 period.

2. Legal Context

The Public Sector Equality Duty, referred to as the 'General Equality Duty,' is set out in the Equality Act 2010. Under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, public authorities are also covered by Specific Duties, which are designed to help listed authorities meet the General Equality Duty. Shetland IJB is covered by both the General and Specific equality duties.

2.1 The General Equality Duty

The General Equality Duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- 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.

The Public Sector Equality Duty (PSED) covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The PSED also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.¹

2.2 The Specific Duties

As well as the general duty, the Public Sector Equality Duty (PSED) regulations set out additional specific duties that apply to Scottish public authorities listed in the Schedule to The Equality Act (Specific Duties) (Scotland) Regulations 2012, as amended, these include:

- report on mainstreaming the equality duty
- publish equality outcomes and report progress
- assess and review the equality impact of policies and practices
- gather, use and publish employee information
- use information on the characteristics of members or board members gathered by the Scottish Ministers
- publish gender pay gap information
- publish equal pay statements
- consider award criteria and conditions in relation to public procurement
- publish in a manner that is accessible.²

As Shetland IJB do not directly employ staff it is not required to produce or publish staff equality information. Shetland HSCP are employed by NHS Shetland or Shetland Islands Council (SIC) and both organisations produce reports on staff equality.

¹ <https://www.equalityhumanrights.com/sites/default/files/essential-guide-public-sector-equality-duty-scotland.pdf>

² [Public Sector Equality Duty: specific duties in Scotland | EHRC](#)

The IJB will work with NHS Shetland and SIC to ensure that equality and diversity is considered appropriately to ensure fairness, dignity and respect within the HSCP workforce. The IJB will work with its partners to ensure staff working within the HSCP are provided with a continuously improving and safe working environment.

The Council publish their Equal Pay Statement every four years, with the Equal Pay Statement covering the period 2025-2029 available on the [Council website](#). The Equal Pay Statement for 2025-29 includes information on the Protected Characteristics looked at for occupational segregation; sex, disability and ethnicity.

Council Employer Accreditations;

- Carer Positive – acknowledges Shetland Islands Council as a positive employer for those with caring responsibilities.
- Disability Confident – acknowledges Shetland Islands Council as a positive employer for disabled people.
- Equally Safe at Work – acknowledges Shetland Islands Council as a safe and supportive workplace for women.

3. Equality Outcomes: Progress

An equality outcome is an impact that aims to address and improve one or more of the needs specified in the General Duty: eliminate discrimination, advance equality of opportunity, and foster good relations.

The table below provides an update on the progress the IJB have made towards the outcomes set in the 2021 – 2025 Report.

Outcome	Progress Made
<p>People will be accessing employment in all sectors in innovative ways designed to minimise the barriers to involvement for all.</p>	<p>Council and health and social care staff have participated in trauma-informed lens training, enhancing their ability to engage effectively with service users. This training helps reduce barriers and stigma, promotes shared decision-making, and improves interpersonal communication. It will continue to be expanded and promoted across the workforce.</p>
<p>People will be able to access the information they need, when they need it, in a wide range of different ways.</p>	<p>Shetland’s British Sign Language Plan 2024-2030 was published in March 2024 and sets out actions Shetland Islands Council and NHS Shetland will take over the period 2024-2030.</p> <p>The IJB has reviewed and refined communication practices, ensuring information is delivered in Plain English with reduced jargon. Additional efforts are underway to improve BSL and Easy Read accessibility,</p>

	<p>ensuring a wider range of people can engage with information more effectively.</p> <p>The IJB has enhanced its website accessibility, ensuring documents and images are designed with screen readers and other accessibility tools in mind. This has improved the availability of clear, accessible information for all users.</p>
<p>Outcomes will be improved by developing better methods to assess the impact of what we do</p>	<p>The IJB has increased its use of focus groups and customer group discussions to gather insights from people with lived experience. This approach has been used in Self-Directed Support (SDS) reviews, concern meetings, equality work, and Strategic Plan development, ensuring that services are shaped around real user experiences and needs.</p> <p>Interact and MS Teams have been effectively utilised to streamline internal communications, improving information sharing among staff and ensuring greater alignment in service delivery throughout the Council and IJB.</p>
<p>The number of children, young people and adults affected by gender-based violence, particularly domestic abuse and sexual violence will be reduced, and the consequences will be minimised</p>	<p>By embedding trauma-informed practices, Council and IJB staff are now better equipped to support individuals affected by gender-based violence. This training has helped reduce stigma, improve communication, and create a more supportive environment for those seeking help.</p>