

Shetland Integration Joint Board Equality Outcomes and Mainstreaming Report 2025 – 2029



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Introduction



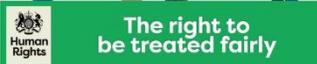
Shetland Health and Care Partnership (HSCP) provide community health and care services in Shetland.



The HSCP want to make sure everyone gets the help they need, no matter who they are.



The HSCP want to make sure that no one is treated unfairly.



What we mean by equality



Equality means treating people fairly and giving people the same choices and chances.



An equality outcome is what we want to happen to make sure people are treated fairly



The HSCP need to have Equality Outcomes by Law.

Equality Impact Assessments (EIA)



We use an Equality Impact Assessment (EIA) to help us to check to see if something new might accidentally treat anyone unfairly.



An EIA makes us think what helpful or unhelpful things may happen.

We think about how it would affect groups of people.



In an EIA we must look at 9 Protected Characteristics. These are different ways people can be grouped:

Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

How we came up with our outcomes



We looked at information such as the Scotland's Census and reports.



We asked people in Shetland what equality means to them.

We also asked what was needed in Shetland to improve equality.

We did this by having focus groups. This is where we met groups of people.



We used the information to help us make our Equality Outcomes.

Outcome 1



Decision-makers and staff will have access to good quality evidence (data and lived experience) to inform service improvement.

This means our staff who make important choices will:



- listen to people and look at the numbers to help them make good choices
- use facts and people's life stories to make our services better
- learn from people and data to improve things



We will do this by:

- Making information that is easy to understand for everyone
- Sharing what we have learned from talking to groups of people to help our teams and services

Outcome 2



We will use Equality Impact Assessments (EIA) as a meaningful tool to reduce discrimination and disadvantage.

This means we will:



- use EIA's to make sure we're not being unfair to anyone
- look at different groups of people to make sure everyone is treated fairly
- change things to make it fairer, if we something could be unfair



We will do this by:

- making sure people can find our EIA forms
- having meetings to show our team leaders how to use the EIA forms
- helping our teams to use the EIA forms whenever they need to

Outcome 3



Adults with disabilities have access to health and care services which cater to their individual needs, preferences and decisions.



This means we will:

- help Adults with a disability in a way that suits them
- listen to people and their choices

We will do this by:

- having yearly Health Check-ups for Adults with Learning Disabilities
- having a Health Check App for Adults with Learning Disabilities
- listening to what the person wants and making sure it's in their care plan
- our teams working together to give good support and services



Outcome 4



People will have access to inclusive and accessible communication.

This means we will:



Accessible

- make sure people can get and understand the information they need
- make sure information is easy to read, hear, or see for everyone

We will do this by:

- making our computer systems and forms easier to use
- having our important information available in various ways, like in big print and sign language
- helping our staff find ways to help everyone to communicate better



What happens next



Every four years, we will make a an Equalities Outcomes and Progress report.



This report will look at our Outcomes and say what we are doing to make sure everyone is treated fairly.



Every two years, we will check how we are doing.



We will show this progress in a report called Equality Outcomes and Mainstreaming Progress Report.

Contact details

If you want to learn more or to speak with us



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Alternative formats

If you require any of this content in an alternative accessible format



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