



ANGUS
Health & Social Care
Partnership

Equalities Outcomes Progress Report 2024



What progress has been made?

Equality Outcome:

- 1. We will make all services accessible to meet the needs of people with a protected characteristic(s) to allow them to be as independent as possible.**

Actions to be progressed:

- 1.1 We will continue to improve the range of telehealth and telecare services available in Angus.
- 1.2 We will proceed with actions identified through the Physical and Learning Disability Improvement Plans
- 1.3 We will deliver the Angus Care Model
- 1.4 We will progress with the redesign of the Stoke Rehabilitation Pathway to support the development of home/community-based rehabilitation.
- 1.5 We will undertake a mapping exercise to identify marginalised and under-represented groups in Angus.

What progress have we made?

- 1.1 Telehealth and Telecare: AHSCP are currently trialling several devices including the “KOMP No Isolation Video Device” in the community. This device supports virtual visits, encompassing possible medication prompts, virtual visits by family and other stakeholders if required, such as physiotherapy for example. GPS trackers are being utilised and AHSCP have just purchased two new ones that support family to track a person, whilst also informing them of falls. Teams are also encouraging families to look at video doorbells and other stand-alone devices that are managed by families themselves.

AHSCP are exploring further technologies, such as “Andi” by 2iC Care, and Careline who provide “Night Owl” (which can inform if a person falls and can have sensors to support with other areas in the home where a risk is identified, the camera allows for visual contact and will pixilate when no support is required). AHSCP are also looking at “Alexa” as a device for medication prompts. The new digital community alarms also have a medication prompt function.

AHSCP continue to support the uptake of community alarm systems. The following table shows the number of community alarms by year.

Year	2019	2020	2021	2022	2023	2024 (to date)
No. of Community Alarms	3,353	3,526	3,373	3,369	3,422	3,535

- 1.2 The Learning Disability Improvement Plan and Physical Disability Improvement Plan were both refreshed and approved in March 2024. Priorities being progressed include; resources, accommodation, care and support, carers, transitions, Coming Home Agenda and finance. Action updates are regularly reported to the Strategic Delivery Group (SDG).

An action completed from the Physical Disability Action Plan in 2023 was the review of the Physical Disability Rehabilitation Service. A review group was established to develop options and assess how each option compared to the key objectives. The preferred option progressed was that existing staff within the Physical Disability Rehabilitation Service will form a Physical Disabilities Community Opportunities Team. The team now work in the community to support individuals to be outcome focused and work towards short term, specific goals for up to 12 weeks only.

An ongoing action from the Learning Disability Improvement Plan is the piloting of Annual Health Checks for People with Learning Disabilities to be delivered locally in Angus. Health checks have been evidenced to be clinically effective in detecting unmet clinical conditions, and in improving the management of long-term conditions - a preventative pathway towards better health and tackling health inequalities. Progress is being actioned through a Tayside wide working group.

- 1.3 The current Strategic Commissioning Plan (2023-2026) details how we continue to develop the Angus Care Model to shift the balance of care from the traditional setting of hospitals to supporting people to live in a homely setting for as long as possible. The Angus Care Model has people at its heart, ensuring that services are fit for the future. The AHSCP Strategic Delivery Plan contains a number of actions which underpin the delivery of the Strategic Priorities. Progress on these actions is regularly reported on to the IJB and each of the projects within the Strategic Delivery Plan will include an EQIA assessment.
- 1.4 The initial redesign of the Stoke Rehabilitation Pathway to support the development of home/community-based rehabilitation was completed in 2023. The development of the pathway emphasises the support and commitment to delivering effective, high quality, specialist care within the community setting. The pathway links directly to priority areas three and four of the AHSCP Strategic Commissioning Plan 2023-2026 and to multiple priorities within the National Health and Wellbeing Outcomes. This pathway work outlines the planned establishment of a person centred, stroke specific community rehabilitation pathway which aligns to feedback received from patients and their families and the national Progressive Stroke Pathway. Ongoing review of the pathway is continuing through the new Tayside Neuro/Stroke Pathway work.

1.5 AHSCP have made improvements over the last year to the data being collated and monitored. We now have AHSCP workforce data dashboards in place for both Angus Council and NHS Tayside staff which are updated monthly. This includes information on sex, age, recruitment and retention and absence. There are now KPIs in place to monitor our progress with the delivery of the AHSCP Workforce Plan. Work is continuing to progress around the develop of a Tayside wide workforce data system in conjunction with our partners in Dundee HSCP, P&K HSCP and NHS Tayside.

AHSCP continue to support the humanitarian assistance programmes within Angus. AHSCP work alongside the Angus Council Resettlement & ESOL team, working with refugees, displaced families, asylum seekers and all new Scots to support them in their journey towards successful resettlement and integration. AHSCP support this work by providing the Translation and Interpretation service for Angus, supporting with employability and recruitment of refugees and new arrivals and supporting with ESOL including the successful completion of an intensive ESOL/employability assistance project in Brechin for Ukrainian refugees.

On 1st February 2024, the Angus Council Resettlement & ESOL team hosted an event supported by a wide range of partners and employers to provide support, advice and career guidance. AHSCP attended the event to provide information and support for anyone considering a career in health and social care. AHSCP also provided an in-person Ukrainian interpreter for the event. A Dari/Pashto interpreter was also in attendance. The event was a huge success with 70 attendees from across Angus.

Equality Outcome:

2. People with Protected Characteristic(s) and equality groups are able to make informed choices so they can have control over their own life.

Actions to be progressed:

- 2.1 Ensure processes are in place which welcome, encourage and support service users and carers to inform decision-making.
- 2.2 Continue to promote accessible communications by using translation and interpretation services.
- 2.3 Offer additional equalities training to AHSCP staff.

What progress have we made?

- 2.1 AHSCP recognises that it is important that we communicate and engage with all stakeholders, particularly at a time when public services are experiencing unprecedented challenges and resources, both in relation to workforce and

finances, which continue to be under pressure. One of our current strategic priorities is Prevention and Proactive Care. This is focused on activities and interventions, which contribute to improving health and wellbeing by increasing self-reliance, capacity and resilience in patients/service users, the people who support their care and across local communities. With the support from people who live in Angus, we have developed a series of joint commitments which reflect the notion of two parties (AHSCP and the community) contributing to a common goal to make a difference. A key theme of the joint commitments is around continuous engagement. (See image on page 6).

In October 2023, AHSCP published the **Communication and Engagement Strategic Framework 2023-2026**. The framework provides a plan for how we will communicate and engage with all stakeholders to achieve the vision of the of the Strategic Commissioning Plan (SCP). It sets out how we will work with all our stakeholders to:

- Deliver effective communications and engagement to support the delivery of the SCP 2023-2026.
- Help build public confidence in and manage the reputation of AHSCP by developing high quality communication channels.
- Provide meaningful opportunities to engage and influence decision making to improve health and wellbeing outcomes.

The Digital and Marketing Group (DMG) was recently established to provide a governance structure for all online platforms used by AHSCP as well as printed marketing. The group has delegated authority for the AHSCP website, AHSCP staff intranet, social media, printed marketing and any communication release requests.

In order to support staff to engage effectively, a Communication and Engagement Guidance document is currently being developed which will include a key focus of equalities and the importance of engagement when completing a combined impact assessment. The guidance will also focus on accessible engagement.

Members of the community can access information about AHSCP via our website. Improvements were made to the accessibility of the website which allow users to change language, amend text size and amend viewing options for certain file types. Information can be found on the accessibility page of the website. The website is regularly updated to ensure service users, carers and members of the public have access to current information.

AHSCP also promote a welcoming community and aim to reach a wider audience via our social media accounts; Facebook, X and Instagram. Regular posts and news sharing items are promoted via our social media accounts.

AHSCP launched a podcast 'Getting to Know Angus Health and Social Care Partnership' in 2023. 11 episodes have been released so far, with an average of



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250-300 listeners per episode. Topics of the podcasts include; 'Prevention and Proactive Care', 'Getting to know Jill, Chief Officer', 'Carers Podcast' and 'Wellbeing Podcast'. New episodes are scheduled in 2024. The podcast is an alternative platform for the public to learn more about the Partnership in a relaxed manner and works towards our commitment to be transparent and informative.

As part of our improvement work to develop a comprehensive Combined Impact Assessment, we created a large section in the assessment around supporting good quality public engagement to inform each policy, practice and project assessed. The purpose of the engagement section is to encourage staff to conduct meaningful and purposeful engagement as part of the policy/practice/project planning and to strongly consider the impact on those with protected characteristics. Publishing the Impact Assessments on the AHSCP website allows service users, carers and the public to read about the considerations for all strategic policies, practices and projects.

In May 2024, our new AHSCP Corporate Branding and House Style Guidance was approved and published. This guidance sets out the rules for ensuring all our publications and documents are clearly identifiable as coming from Angus Health and Social Care Partnership (AHSCP). The aim of this guidance is to ensure the AHSCP presents a consistent and identifiable brand image to the public and to build a sense of corporate identity within the organisation. This guidance applies to all AHSCP publications including internal forms and documents, external publications, joint publications with partners and service providers, websites, social media, and event branding. A key part of the guidance is to ensure that publications are accessible. To promote accessibility a decision was made to change the AHSCP corporate font from Century Gothic to Arial in line with guidance from the RNIB. This change will be reflected in future AHSCP publications and letters. Staff are also encouraged to change their default email font to Arial.

Care Opinion is the UK's leading independent, non-profit, public feedback website which enables people to share their stories of health and social care and suggest how their experiences could have been better. Care Opinion allows AHSCP to see the 'whole picture' in peoples' journeys and experiences of care and enables us to respond to all feedback, learning from public experience and making changes where appropriate to improve the patient experience.

AHSCP initiated a test of Care Opinion in April 2021. The feedback during the test period proved helpful and mostly positive, and in January 2023 AHSCP took the decision to fully subscribe to Care Opinion. All of our services are now signed up to encourage patients to engage with Care Opinion and are all able to respond to Care Opinion stories. To date we have received 356 stories. In 75% of the stories the service user or patient have written about their experiences themselves with the other 25% being written for them by carers, guardians,

family or friends. In 89% of these stories the feedback has been wholly positive. Of the 11% that have a criticality score, this criticality is often not wholly attributable to AHSCP services but part of a wider experience involving many services and departments. Where any criticality belongs to AHSCP, the service involved will work with the service user to resolve issues and make changes.

2.2 Angus Health and Social Care Partnership resource currently organise a large majority of translation and interpretation (T&I) bookings for AHSCP and Angus Council services. This T&I service ensures there is always accessible communication available to facilitate service users, their families and carers, staff and the public discussion between AHSCP and Angus Council services. Bookings are usually to support meetings between service users and staff, for education requirements or to have documents translated. The table below illustrates the booking data. In 2022 and 2023 there were over 60 bookings in each year. In 2023 there was an increase in video call interpreter bookings compared to in person bookings in 2022. The most common languages required in Angus are Dari, Pashto, Ukrainian, Russian, Bulgarian and Turkish.

	Total No. of Bookings	Type of Bookings				Languages
		In person	Video Call	Document Translation	Telephone Call	
2022	67	21	26	14	6	Dari, Pashto, Ukrainian, Russian, Bulgarian, Turkish, Arabic
2023	63	3	44	15	1	Dari, Pashto, Ukrainian, Russian, Bulgarian, Turkish, Polish, BSL
2024 (Jan-June)	25	0	22	3	0	Dari, Pashto, Ukrainian, Russian, Bulgarian, Romanian, Turkish, Kurdish Sorani, Brazilian Portuguese

In January 2024, North East Sensory Services were successful in the tendering process for the Sensory Services contract in Angus. The service aims to enable people with a sensory impairment to live as independently as possible through the provision of specialist assessment, rehabilitation, advice and guidance, communication (such as British Sign Language (BSL)), emotional support and equipment.

Angus Council have recently developed an updated BSL Plan for 2024-2030. AHSCP contributed to the plan and supported the engagement events which informed the plan. The British Sign Language (BSL) Act 2015 requires certain public bodies in Scotland, including local authorities, to publish BSL Plans every

six years, showing how they will promote and facilitate the promotion of BSL in Scotland. Engagement took place with BSL users in collaboration with Dundee City, and Perth & Kinross local authorities, and NHS Tayside: two joint engagement events took place in January and February 2024. AHSCP attended both of the engagement events. The outcomes from these events have been used to develop the **Angus Council BSL Plan 2024 – 2030**.

The plan highlights the progress that has been made by AHSCP over the duration of the previous plan. There have been several health and social care publications and plans been made available in BSL and published via the AHSCP website.

AHSCP have worked with our commissioned sensory services provider North East Sensory Services (NESS) to support BSL users to access the services they need. Awareness training sessions have taken place to improve staff members knowledge around sensory issues.

We have ensured BSL users' views were at the centre of planning and developing care services which affected them, for example AHSCP sought the views of BSL users when developing the Physical Disability Improvement Plan. In addition, in 2023 consultation took place with BSL users to inform the new service specification for sensory provision in Angus.

- We ensure that psychological therapies can be offered on a fair and equal basis to BSL users. The NHS Tayside Translation and Interpretation team ensure that health services are accessible to BSL users across all NHS Tayside services. There has been a number of improvements to the service over the last few years with an increased provision in BSL interpreters available, as well as increased use of technology to support BSL users. This improvement was commented on at the engagement events in 2024 and BSL users particularly welcomed this improvement when accessing GP appointments in Angus.
- AHSCP has worked with our commissioned sensory services provider to ensure various classes and supports are available which allow BSL users to come together which should help to prevent social isolation for BSL users in Angus.
- We ensure that Contact Scotland's details are on our website and on publications and have raised awareness of this means of communication again with staff.

Within the plan AHSCP have committed to continuing to promote the availability of health and social care information available in BSL, offer more BSL training to staff, prioritising those with direct contact with the public and ensure that BSL interpreters are available to support BSL users when accessing health and social care services when required.

NESS have delivered various sensory training courses to staff employed in the Angus Health and Social Care Partnership (AHSCP). In March and April 2024,

they delivered a series of sensory awareness training both online and in person across several locations in Angus, feedback from staff that attended was very positive and they felt that the session was helpful and informative.

2.3 There has been a significant amount of work ongoing to promote equalities training within AHSCP. In 2023, a new Equalities SharePoint site was developed for staff. The site contains training materials and resources as well as links to e-learning for both NHST and AC staff. The site contains PowerPoint training presentations, the Combined Assessment Template and supporting guidance for staff who are completing assessments. An additional subpage has been created in June 2024 to provide staff with resources on Children’s Rights (UN Convention of the Rights of a Child). The SharePoint pages are kept up to date by the AHSCP Equality Champions.

Within NHS Tayside there has been a push to ensure staff are completing the Equality, Diversity and Human Rights LearnPro module. As of Nov 2023, there were 1044 registered users in Angus of which 907 had completed the module which is an 86% completion rate.

Angus Council have several Equalities e-learning modules available for staff to complete. They have provided stats on the annual completion rates for those courses over the last 3 years.

Course	2022	2023	2024 (Jan-June)
EIA/FSD Assessment training	19	17	9
Managing Equality and Diversity	33	19	10
Equality and Diversity Essentials	143	107	52

In 2023, AHSCP gained agreement from Angus Council that their EIA/FSD Assessment e-learning module could be uploaded to Turas to allow AHSCP staff employed by NHS Tayside to access and complete the module to ensure consistent equalities training was being provided to staff. Turas is currently unable to provide information on the number of AHSCP staff employed by NHS Tayside who have completed the module however we can see that 9 Angus Council staff have completed it via Turas, this is reflected in the table above.

Additional in person and online training sessions on equalities and our Combined Impact Assessment have been delivered to over 30 AHSCP staff in 23/24 and there is the open offer to staff for team or individual sessions to be organised as and when required. In June 2024, over 20 staff members attended a Lunch and Learn equalities awareness session.

Regular communications are sent to AHSCP staff via email and SharePoint news regarding developments with equalities and promoting training for staff. Contact details for the AHSCP Equality champions team members are displayed on all Equalities communications to highlight to staff that the Equalities champions are always on hand to support with Equalities.

Equality Outcome:

3. People with Protected Characteristic(s) will be involved in their own care to allow them access to services that meet their physical, cultural, religious and equality needs

Actions to be progressed:

- 3.1 We will continue to provide funding to the third sector to improve the range of activities available for people from protected equality groups in the Angus community.
- 3.2 We will focus on the development of early intervention and prevention services.
- 3.3 We will continue to support community initiatives within Angus Locality Improvement groups.

What progress have we made?

- 3.1 AHSCP continue to fund Voluntary Action Angus (VAA). VAA as the Third Sector Interface (TSI) for Angus has a strategic role in third sector involvement within community planning and health and social care integration and responding to local needs and outcomes. VAA as the TSI for Angus have a role in supporting access to, and applications for, funding for third sector organisations that deliver health and social care benefit, negotiating funding for the sector and creating new funding opportunities. They encourage the third sector to work collaboratively, promoting integrated working, securing and targeting resources to contribute to the delivery of the AHSCP Strategic Plan priorities. They support the AHSCP to deliver on the priorities set out in the Strategic Delivery Plan (Prevention and Proactive Care, Care Closer to Home, Mental Health and Wellbeing and Substance Recovery) by ensuring these priorities remain a focus of the work of the third sector in Angus and placing a priority on early intervention and prevention work.

VAA support a number of key initiatives in Angus including, social prescribing, Breast Buddies, intergeneration befriending, telephone befriending, Kirrie Friday Night project and school pop up events. They also manage the Communities Mental Health and Wellbeing Fund and Children's Mental Health Monies.

The Angus See Hear Group is responsible for giving strategic direction to the development of the AHSCP See Hear Action Plan, as a local response to the Scottish Government Strategic Framework for Sensory Impairment. The group includes members from the third and independent sector as well as representatives from AHSCP, Angus Council and NHS Tayside. The group manage bids for the Angus See Hear Fund. Funding is used to support a range of community groups/projects to better support people living with sensory impairment across Angus. Over the last few years, monies have been used to install for example, specialist equipment to support the hearing impaired; and to provide sensory awareness-raising sessions to groups of staff and volunteers.

In 2023/24, £2,100 was awarded to the Macular Society to sustain and develop three Macular Support Groups in Angus and £3,700 was awarded to Angus Council to increase the number of staff within Angus Council, AHSCP and Angus Alive who can communicate in BSL/be aware of BSL culture.

3.2 Angus Prevention and Proactive Care Programme (APPCP): Prevention and proactive care is about helping people stay healthy, happy and independent for as long as possible. Stopping problems from arising in the first place; focusing on keeping people healthy, not just treating them when they become ill. Begun in December 2022, the 23-month APPCP is a jointly funded initiative by ANGUSalive, Angus Council and Angus Health and Social Care Partnership (AHSCP). Some key Programme achievements to date include:

- Appointment of Prevention and Proactive Care Programme Manager.
- Remobilisation of rehabilitation and self-management classes.
- Commissioning of Thistle Foundation to deliver Good Conversation (commenced 28 August 2023) and Lifestyle Management Training to staff. Service areas to deliver to Lifestyle Management Course to the public (January 2024 until June 2024). Full evaluation will follow (July-October 2024).
- Launch of Nature Prescribing Calendar - September 2023.
- Scaling up physical activity in with the National Physical Activity Pathway (NPAP) and Physical Activity Referral Standards (PARS).
- Recruitment of ANGUSalive Health and Wellbeing Coordinator and Two Health and Wellbeing Advisors.
- Developing and implementing accessible and effective pathways to improve physical and health and wellbeing by the Community Mental Health Team.
- Collaboration with 'Paths for All' health walks co-ordinated by ANGUSalive.
- Getting it Right for Everyone (GIRFE) – Pathfinder for Scottish Government Programme, focusing on falls prevention.
- Working with Voluntary Action Angus (VAA) to improve access to information to enable people to take an active role in improving and managing their own health and wellbeing.

3.3 Each locality in Angus has a Locality Improvement Group (LIG). LIGs are locally accountable forums with powers to influence how services are designed, configured and delivered. Each LIG should have representative membership from the statutory, Third and Independent Sectors and the wider community, including public participation. The LIGs report to the Strategic Planning Group and sit within the structure of Angus Health and Social Care Partnership. The purpose of the LIGs is to provide a strong, effective, integrated partnership forum to improve provision, opportunity and health and wellbeing outcomes for all adults and young people in the locality and support the delivery of the AHSCP Strategic Commissioning Plan (SCP). In 2023/24 each LIG had a budget of £25,000. Each LIG is responsible for

monitoring their respective projects and activities with updates on progress monitored and evaluated. Funding can only be allocated to community organisations or groups and cannot be allocated to private individuals. In 2023/24 there were eight projects funded as summarised below:

Organisation/ Project Name	Description
NW Locality	
Reach Across	Provision of mental health training, qualifications and awareness-raising.
Angus Alive - Kirriemuir Community Sports Hub	Whole family sport and physical activity opportunities to residents of Kirriemuir.
Angus Council - Forfar Speaking Club	Support the establishment of a speaking club in Forfar for refugees and non-English speaking new arrivals.
NE Locality	
Montrose Community Trust - Montrose Memory Lane VR Project	Purchase of VR Headsets for reminiscence experience for Older People with dementia.
ANGUSalive - Ukrainian Speaking Group	Establish a speaking group to support Ukrainian refugees in Montrose with ESOL and employability support.
SW Locality	
Reach Across	Provision of mental health training, qualifications and awareness-raising.
Patient Group Consultations	For Carnoustie and Monifieth – 12-month support package and access to live training events, resources and templates needed to deliver face-to-face or virtual consultations for patients (diabetes/menopause).
SE Locality	
Reach Across	Provision of mental health training, qualifications and awareness-raising.
Skilz Academy	Free mental health training qualifications and awareness raising for 60 adults to enable early intervention through education, easier identification of those in need and building resilience in the community.
Angus Housing Association	The Angus International Community Café is run by volunteers and is a very new group. The aim is to offer informal opportunity to use English in conversation and to learn more about the community in which they live.

There are increasing challenges around LIG membership and low attendance at meetings. Engagement was carried out with existing LIG members to ask them about barriers to attendance and the benefits of the LIGs. The feedback received is currently being used to develop options for the future model of Locality Improvement Groups.

Equality Outcome:

4. Angus Health and Social Care Partnership will promote an equality driven culture within the organisation

Actions to be progressed:

- 4.1 Drive participation with equalities led groups.
- 4.2 Offer additional equalities training to staff and IJB board members.
- 4.3 Actively participate in NHS Tayside and Angus Council equalities and diversity governance and outcome implementation groups and as employers of AHSCP staff.
- 4.4 Develop an AHSCP Equalities Outcomes Monitoring Group with membership to include staff, service user and carers reps.

What progress have we made?

- 4.1 In 2022, the Equality and Human Rights Commission conducted an audit of the application of the Public Sector Equality Duty by IJB's in Scotland, following this audit HSCP equality leads decided to form a new HSCP/IJB IJB Equality Peer Support Network to share best practice, support learning and ensure a consistent approach to the application of all equalities/ human rights related legislation. AHSCP regularly attend these meetings.

AHSCP staff also attend a number of other equalities related groups including:

- See Hear Group
- See Hear Leads Network
- UNCRC Child Friendly Complaints Group – Angus Council
- Angus Local Employability Partnership (LEP) – key focus on equalities.
- Resettlement Co-ordinating Group
- Resettlement Strategic Group

AHSCP staff have also attended one off sessions on:

- Leadership for Gender Equality – session delivered by Close the Gap/Equally Safe at Work
- Supporting His Majesty's Inspectorate of Education (HMIE) to showcase the Brechin ESOL project

- 4.2 In person and online training sessions on equalities and our Combined Impact Assessment have been delivered to over 30 AHSCP staff in 23/24 and there is the open offer to staff for team or individual sessions to be organised as and when required. In June 2024, over 20 staff members attended a Lunch and Learn equalities awareness session.

Regular communications are sent to AHSCP staff via email and SharePoint news regarding developments with equalities and promoting training for staff.

Contact details for the AHSCP Equality Champions team members are displayed on all Equalities communications to highlight to staff that the Equality champions are always on hand to support with Equalities.

Equalities training and awareness sessions for IJB board members are still to be arranged. We are in the process of drafting a comprehensive guidance document to cover the combined Impact Assessment consisting of the EQIA, FSD, CRWIA sections for AHSCP staff and board members.

- 4.3 AHSCP actively participate in both NHS Tayside and Angus Council equalities and diversity governance and outcome implementation groups. The AHSCP Equalities Lead attends the NHS Tayside Equality Outcomes Implementation Group, NHS Tayside Equality and Diversity Governance Group and Angus Council Corporate Equalities Group. The AHSCP Equalities Lead is also a member of the Angus Council Equality Champions Network and is involved in peer review and evaluation of completed EQIA assessments. AHSCP staff regularly attend equalities training arranged by both NHS Tayside and Angus Council, in January 2024 AHSCP attended EIA/FSD/Children's Rights training from Morton Fraser MacRobert's which was organised by Angus Council. The presentation from that training has been shared on the AHSCP Equalities SharePoint site for all staff to access. AHSCP staff have also attended the recent UNCRC Awareness Raising sessions from NHS Education for Scotland. We have encouraged all AHSCP staff to sign up for these sessions. AHSCP have also worked with Angus Council colleagues to develop a survey for staff on the new UNCRC legislation to ensure that staff understand the new requirements and to identify any training needs. This survey is due to be shared with staff in July/August 2024 and will be open to AHSCP staff also.

A member of the NHS Tayside Corporate Equalities team now has a direct link to Angus Health and Social Care Partnership as part of their portfolio which has allowed us to build stronger working relationships. AHSCP have recently shared information with NHS Tayside on ways to improve their current EQIA template following the training and support that we received from the Equality and Human Rights Commission to improve our Combined Assessment Template.

- 4.4 During 2023, AHSCP appointed passionate and willing staff members to become Equality Champions. The Equality Champions play a central role in disseminating good practice and encouraging the promotion of equalities within AHSCP. They provide support and guidance to AHSCP staff completing the combined impact assessments and help to raise knowledge and understanding on Equality legislation and duties. The Equality champions meet fortnightly to plan staff training and communications and to monitor equality outcomes. The progress of the Equality outcomes is recorded and monitored on an action log by the champions.

Currently, the Equality champions only include AHSCP staff; however, there are plans to try and expand the team in the future to include other key stakeholder groups. We hope to recruit service user and carer representation to join the team and further grow the dedicated Equality Champions network.

