Angus Health and Social Care Partnership

Equality Outcomes







Easy Read



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Introduction



As part of our duties under the Equality Act 2010, Angus Health and Social Care Partnership (AHSCP) has made new **Equality Outcomes** for 2025 to 2029.



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

An **outcome** is the way we want to see something turn out.



We work to make sure that people in **protected characteristic** groups have better health and care outcomes.



You can find out more about **protected characteristics** in this Easy Read document.

Developing the outcomes



We **engaged** with the public and staff to develop the outcomes.

Engagement means communicating with people to find out what they think and what their experiences are.



We also looked at local and national Equality Outcomes, including those from our partner organisations NHS Tayside and Angus Council.

This made sure we are all working in the same way.



Engagement makes sure that:

- we understand what is needed in different areas in Angus
- the people who live in Angus agree with the work we are doing

People we spoke to said we needed:



- to do work that makes sure people with protected characteristics can:
    - live and work in accessible ways
    - are included
    - are treated fairly
    - are meaningfully involved



- to make sure it is clear:
    - what work needs to be done
    - who will do this work
    - when it will be done by



- to have clear ways of telling people if work is going well



- to have better ways of collecting **data** – facts, figures and information



All these things will make sure we better understand and meet the needs of the people in Angus.

Equality Outcomes 2025 to 2029



Outcome 1

Angus HSCP will keep working to make sure all services:

- are **accessible** – easy to find and use



- are **inclusive** - everyone can take part and have the same choices and chances



- give people with protected characteristics what they need



Outcome 2

Angus HSCP will:

- make sure our organisation works in ways that promote equality and inclusion



- challenge any discrimination

Outcome 3



Angus HSCP will:

- involve people, communities, and staff in shaping services to reflect the diverse needs of the Angus population



- support people to:
    - have the information they need to make choices
    - keep control over their own lives

Outcome 4



Angus HSCP will have better ways to collect, check and use equalities data.

This will support us to:



- make decisions that are fair for everyone

- have less **health inequalities**



Health inequalities are the differences in health between different groups of people.

They are caused by things like access to education, work and health services.

What happens next?



AHSCP will make an action plan about the new Equality Outcomes to set:

- clear **objectives** – what we want to achieve



- **timelines** – when work will be done



- **responsibilities** – who will do the work



This will make sure we can check if work is going well.

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