Angus Health and Social Care Partnership

Equalities mainstreaming report 2025







Easy Read



Easy Read made by Disability Equality Scotland

made with photosymbols®

Introduction



Mainstreaming is making sure that equality and human rights are at the centre of all our work and how we make decisions.



Angus Health and Social Care Partnership delivers services for Angus Council and NHS Tayside.



Angus Integrated Joint Board (IJB) is responsible for:



- care homes beds
- personal care at home support
- supported accommodation
- community meals



- a team that gives short-term and emergency support to people living independently



- day care

The facts, figures and information about people or groups



We must understand information about who lives in Angus to make sure that resources and services:

- are delivered well



- are delivered to the people to the people who need them most



- give people the services they need and think about:
    - **equal opportunities** – treating everyone fairly



    - **health inequalities** - the differences in health between different groups of people



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



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



In 2022 just over 1 hundred thousand people lived in Angus.



1 in 4 of those people live in the countryside.



Some of those people live in countryside areas that are:

- far from busy areas
- difficult to get to



More than 1 in 4 people in Angus are over 65.



Around 2 thousand unpaid carers got support in Angus in 2025.

We work to make sure that our services treat everyone fairly.



We work with voluntary and independent organisations to make sure that everyone gets good care services that are what they need.

Angus Health and Social Care Partnership Equalities publish Equalities progress reports to show how well work is going.



NHS Tayside and Angus Council also publish Equalities progress reports.



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

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



We know this is harder for:

- people living in **poverty** - not having enough money to pay for basic things like food, heating or housing



- people who live in areas that are difficult to get to

Engagement



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



To deliver the best services for Angus we must engage with:

- communities
- people who use services
- carers
- staff
- providers
- voluntary and independent services



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





We make sure that we check the work we are doing to make sure it:

- treats everyone fairly
- is accessible



There has been a lot of engagement work across Angus Health and Social Care Partnership.

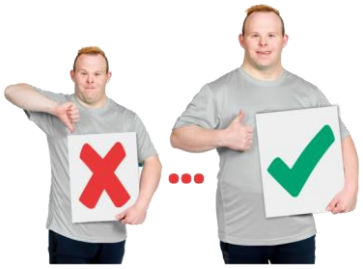






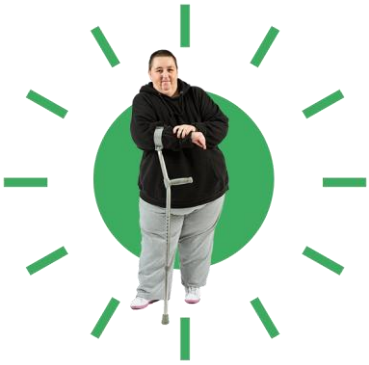
We use different ways to engage with people like:

- online and face to face sessions
- online surveys and discussion
- copies of the survey in accessible formats like large print, Easy-Read, BSL and different languages
- advertising posters
- QR codes
- website and social media adverts



Mainstreaming equality makes sure:

- our work is always getting better



- we can show that equality is at the centre of everything we do



- our work is good value for money

- equality is at the centre of the way we:
  - plan our work
  - make decisions
  - get and check information about the people who live in Angus





An example of this is the **AHSCP Combined Equality Impact Assessment** which includes 3 different types of assessments.



New training on the **AHSCP Combined Equality Impact Assessment** template has been given to staff.

We will make sure that employees do training in equalities awareness.



A Combined Equality Impact Assessment checks that plans and policies affect people fairly.



Equality Impact Assessments are online at: https://www.angushscp.scot/equalities/

Our equality outcomes for 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.

Access to information



The launch of the AHSCP website in 2018 has made it easier for us to share information with the public.



We also:

- send out regular press releases
- have regular staff briefings
- members of the public can watch IJB meetings
- regularly share AHSCP information including on social media





- make sure Angus Health and Social Care Partnership and Angus Council Services have translation and interpretation support



We make sure that all members of the community can get information about the IJB.



For more information contact us:

- by writing to: Angus Health & Social Care Partnership, Angus House, Orchardbank, Forfar, DD8 1AN



- by calling: 01307 492560
- by emailing: Tay.angushscp@nhs.scot

If you or someone who know is a BSL user who would like a copy of this report in a different format contact us:



- using the Contact Scotland BSL Service on https://contactscotland-bsl.org/
- by calling: 0131 510 4555

Easy Read made by Disability Equality Scotland

made with photosymbols®