ANGUS
Health & Social Care
Partnership

Equality Outcomes
2025-2029











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Introduction

The Equality Act 2010 sets out the public sector general equality duty that requires public bodies to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the **protected characteristics** of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and marriage and civil partnership.

Equality Outcomes are results which we aim to achieve in order to further one or more of the needs in the General Equality Duty, that is to: eliminate discrimination, advance equality of opportunity and/or foster good relations. By focusing on outcomes rather than objectives or outputs, we aim to bring practical improvements in the lives of those experiencing unlawful discrimination and disadvantage.

These outcomes aim to reduce disadvantage and foster inclusion across all aspects of health and social care, particularly for individuals and communities with one or more protected characteristics.

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

AHSCP is responsible for setting and delivering on our Equality Outcomes. These outcomes are aligned to our strategic plan, with specific equalities perspectives, and identify to which National Outcomes they relate. The outcomes were shaped not only by policy frameworks but by lived experience, captured through public engagement and local feedback. These outcomes are not meant to encompass all of the work AHSCP does to reduce inequality within Angus, instead, they reflect what are considered to be the priorities.

Developing the Outcomes

Ensuring that Equality Outcomes are evidence-based and developed through meaningful consultation with stakeholders and those with lived experience is a priority. A key objective of this process was to incorporate evidence and feedback from diverse sources to inform the new Equality Outcomes.

We began by reviewing our current Equality Outcomes for 2022–2025, seeking to assess their relevance with both the public and our staff. We also examined local and national Equality Outcomes, including those from our partner organisations NHS Tayside and Angus Council, to align our approach.

Between June and July 2025, we conducted a period of public engagement to gather feedback on the continued relevance of our 2022–2025 Equality Outcomes

and to invite input on key issues related to each protected characteristic. This feedback was integral in shaping the new outcomes.

The survey was hosted on the Angus Council Engage platform, with an Easy Read version available to ensure accessibility. Additionally, an in-person event was held on 1 July 2025, featuring a British Sign Language interpreter. The survey and engagement activities were promoted widely via the AHSCP website, social media channels, third sector organisations, community groups, and among AHSCP staff.

Engagement - What You Said

The survey received 42 responses. Of those responders, there were:

- 67% staff
- 17% members of the public
- 7% carers
- 4% described themselves as other

Engagement Results – Current Outcomes

We asked whether each of our four current Equality Outcomes remained relevant for Angus Health and Social Care Partnership (AHSCP) to focus on during 2025–2029.

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.

- 86% of respondents agreed this outcome remains relevant
- 14% disagreed

Respondents who disagreed were invited to provide further comments. Key themes from their feedback included:

- Suggestions for clearer, more precise wording of the outcome
- Frustration with current service experiences and concerns about insufficient funding
- Requests for clearer explanations on how this outcome will be put into practice

Representative comments

"I am not sure what is meant by making services accessible and allowing independence. I think it is the wording."

Outcome 2

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.

- 86% of respondents agreed this outcome remains relevant
- 14% disagreed

Key themes from comments by those who disagreed included:

- Suggestions to broaden the focus from "people with protected characteristics" to include all individuals
- Requests for clearer evidence on how this outcome will be implemented
- A strong desire for fairness and support for everyone

Representative comments

"Should it not state 'All' as that implies that those without a protected characteristic are not equal."

"Little active evidence of this."

Outcome 3

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

- 95% of respondents agreed this outcome remains relevant
- 5% disagreed

Feedback from those who disagreed highlighted:

- Concerns that changes to services could impact this outcome
- Calls for fairness and support for everyone, regardless of protected characteristics

Representative comment

"Everyone should be treated the same, protected characteristics or not."

Outcome 4

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

- 83% of respondents agreed this outcome remains relevant
- 17% disagreed

Themes from those who disagreed included:

- Strong demand for coordinated accessible services across Angus
- Suggestions to focus on all individuals, not just those with protected characteristics
- Frustration over limited staffing and funding in certain services
- Suggestions to reconsider the phrase "equality groups" as the outcome focuses on individual autonomy

Representative comment:

"Everyone needs to make informed choices, this is not just for people with protected characteristics."

Engagement Results – Areas for improvement

The survey also invited suggestions for improvement areas related to the nine protected characteristics. These responses have been used to shape the Equality Outcomes for 2025–2029.

Age

- Mixed views on age-related services, with some respondents suggesting the removal or review of age barriers to ensure relevant inclusion/exclusion criteria.
- Calls for ongoing consideration of age relevance within health and social care services.

Disability

- Strong emphasis on meeting the needs of people with disabilities and preventing discrimination.
- Recognition of the importance of supporting staff with disabilities.
- Noted overlap between disability and age-related barriers affecting service users.
- Suggestions for enhanced staff training, greater community awareness, and improved building accessibility.

Gender Reassignment

- Feedback focused on ensuring respect and support for people undergoing gender transition.

Marriage and Civil Partnership

- Calls to avoid discrimination based on marital status.
- Support for staff with young families was highlighted.

Pregnancy and Maternity

- Importance of support for those who are pregnant or on maternity leave.

Race

- Clear access to services for Gypsy and Traveller communities was specifically mentioned.

Religion and Belief

- No specific themes were highlighted in the feedback.

Sex

- No specific themes were highlighted in the feedback.

Sexual Orientation

- Some respondents noted that sexual orientation is a personal and private matter.

Lastly, we asked for any other feedback, comments or ideas in relation to AHSCP Equality Outcomes 2025-2029. Key themes which were highlighted within the free text answers for this question included:

- A desire for evidence that shows progress against actions that AHSCP is making towards Equality Outcomes.
- Calls to emphasize inclusive and safe support throughout services.
- Mixed views on the focus of protected characteristics within the outcomes—some respondents felt excluded or confused, while others considered the current outcomes too broad.
- Suggestions that outcomes should be more realistic and achievable.
- Need to improve data collection related to protected characteristics.

Representative comments

"It is excellent to have these targets, it's dangerous to give false hope. I hope you succeed."

"Would gently suggest that the current equality outcomes are a little too broadly framed."

"Be good to see more evidence of the difference AHSCP are making regarding the equality agenda."

AHSCP Equality Outcomes 2025-2029

The development of Angus Health and Social Care Partnership's new Equality Outcomes for 2025–2029 has been shaped by feedback from the public, staff, and other key stakeholders. Respondents highlighted the need for clear, realistic, and actionable commitments that address accessibility, inclusion, fairness, and meaningful involvement across all protected characteristics. They also emphasised the importance of transparent progress reporting and improved data collection to better understand and meet the needs of community in Angus.

In response, the new outcomes focus on making services accessible and responsive, fostering an inclusive culture, empowering people and communities to participate in shaping services, and strengthening the use of equalities data to drive equitable decisions. These align closely with AHSCP's Strategic Priorities and the Strategic Enablers:

Priority 1: Prevention and Proactive Care
Priority 2: Care Closer to Home
Priority 3: Mental Health, Learning Disability and Substance Use Recovery

Enabler 1: Workforce
Enabler 2: Financial Planning
Enabler 3: Collaborative Commissioning
Enabler 4: Communication and Engagement
Enabler 5: Infrastructure, Data and Technology

Equality Outcomes 2025-2029

Outcome 1 – Angus Health and Social Care Partnership will continue to work towards all services being accessible, inclusive and responsive to meet the needs of people with a protected characteristic(s).

Strategic Priority/Enabler

Priority 1: Prevention and Proactive Care
Priority 2: Care Closer to Home
Priority 3: Mental Health, Learning Disability and Substance Use Recovery

Enabler 1: Workforce
Enabler 3: Collaborative Commissioning
Enabler 4: Communication and Engagement

What we will do:

- Regularly review access pathways and accessibility of services.
- Provide enhanced staff training on inclusion and accessibility, including inclusive communication.
- Continue to engage with communities to identify and address service gaps.

- Increase awareness of the BSL Video Relay Interpreting app through a promotional campaign within the local BSL community.
- Explore further use of technology enabled care to support older people and individuals with a disability.

Outcome 2 - Angus Health and Social Care Partnership will continue to promote an equality driven and inclusive culture within the organisation and actively challenge any forms of discrimination.

Strategic Priority/Enabler

Priority 3: Mental Health, Learning Disability and Substance Use Recovery

Enabler 1: Workforce
Enabler 4: Communication and Engagement

What we will do

- Support the development and delivery of the NHS Tayside Anti-Racism Plan.
- Promotion of bullying and harassment procedures and supports.
- Deliver more equality and human rights training to staff and IJB members.
- Celebrate diversity and promote inclusive values throughout the organisation.

Outcome 3 – Angus Health and Social Care Partnership will actively involve people, communities, and staff—including those with lived experience—in shaping services to reflect the diverse needs of the Angus population, while empowering individuals to make informed choices and to maintain control over their own lives.

Strategic Priority/Enabler

Priority 1: Prevention and Proactive Care
Priority 2: Care Closer to Home
Priority 3: Mental Health, Learning Disability and Substance Use Recovery

Enabler 1: Workforce
Enabler 3: Collaborative Commissioning
Enabler 4: Communication and Engagement

What we will do

- Establish an engagement forum with diverse community representation – AHSCP Voice network.
- Facilitate engagement that is accessible and inclusive of those with protected characteristics.
- Ensure pathways for translation and interpretation support are clear.
- Continue to promote independent advocacy services.

- Continue to work with Healthcare Improvement Scotland to ensure engagement adheres to Planning with People standards.
- Train staff in effective, inclusive community engagement methods.
- Regularly evaluate the impact of community engagement on service design.

Outcome 4 – Angus Health and Social Care Partnership will proactively enhance our collection, analysis, and application of equalities data in order to inform equitable decision-making and reduce health inequalities.

Strategic Priority/Enabler

Priority 1: Prevention and Proactive Care
Priority 2: Care Closer to Home
Priority 3: Mental Health, Learning Disability and Substance Use Recovery

Enabler 5: Infrastructure, Data and Technology

What we will do

- Standardise and improve equality data collection across all services, ensuring it is voluntary, confidential, and communicated clearly to service users.
- Use data insights to identify priority areas for targeted interventions and resource allocation.
- Develop comprehensive equality data dashboards to enhance transparency and support informed decision-making.
- Work with partners in Angus Council, NHS Tayside and Public Health Scotland to improve equalities related data recording and analysis in Angus.

These outcomes and actions aim to address the concerns and aspirations expressed during the engagement process, ensuring Angus Health and Social Care Partnership delivers equitable, inclusive, and responsive services for all.

While the protected characteristics are not explicitly mentioned in the outcome titles, they remain fundamental to how we deliver and monitor our work. We will uphold our obligations under the Equality Act 2010 by integrating equality principles throughout our services and evaluating their effects through Equality Impact Assessments (EQIAs), Child Rights and Wellbeing Impact Assessments (CRWIAs), and inclusive engagement practices.

Next Steps

Moving forward, AHSCP will develop a detailed action plan to support the delivery of the new Equality Outcomes. This plan will set clear objectives, timelines, and responsibilities to ensure progress is measurable and accountable. The action plan will be closely aligned with our existing Strategic Delivery Plan, enabling us to integrate equality-focused activities with ongoing and future initiatives across the Partnership.

Regular monitoring and reporting will ensure transparency and allow us to respond to emerging needs and feedback. Additionally, we will continue to engage with communities, staff, and stakeholders to foster collaboration and ensure that our equality work remains relevant, effective, and embedded within all aspects of service planning and delivery.