

7 IMPLEMENTATION OF THE PUBLIC SECTOR EQUALITY DUTY – UPDATE (DIJB1-2023)

In October 2022, the Integration Joint Board (IJB) received a report summarising the outcome of audit activity undertaken by the Equality and Human Rights Commission with regard to compliance with the Public Sector Equality (PSED) and subsequent planned improvement activity (Article XVI of the minute of the meeting of the Dundee Integration Joint Board held on 27th October, 2022 refers). At that time the Chief Officer was instructed to provide a further update on the progress of improvement actions no later than 28th February 2023. Subsequent to the report submitted in October the Equality and Human Rights Commission has notified IJB Chief Officers that the deadline for achieving full compliance with PSED requirements has been extended to 31st March, 2023.

Since October officers within the Health and Social Care Partnership have been working closely with Dundee City Council Committee Services and with colleagues within Dundee City Council Corporate Services with a remit for equalities matters. Collaboratively officers have been able to plan and progress the following key areas of improvement:

- Further updates to the Partnership's 'Equality Information' pages within the corporate website have been made. This includes completed Integrated Impact Assessments now being uploaded to this page following IJB meetings to make them more easily accessible to members of the public. This is in addition to advance publication of IJB agendas which include the report and the Integrated Impact Assessment where this is required.
- Changes have been made to the Partnership's internal business process to ensure that the requirement for the completion of an Integrated Impact Assessment (either screening tool or full assessment) to accompany reports to the IJB is flagged to report authors at an early stage and that reports cannot progress where this has not been provided.
- The Integrated Impact Assessment tool utilised by the Partnership has been updated to reflect information and guidance provided by the Equality and Human Rights Commission and to support authors to produce a high-quality impact assessment. Advice on this has been provided by Dundee City Council, Legal Services.
- A workshop has been arranged for report writers on 23rd February, 2023 to support them to better understanding the requirement to complete an Integrated Impact Assessment, the process for doing so and the expected content. This will also include supporting report writers to consider how they best record their consideration of equality matters throughout policy and strategy development processes so that relevant information is available for the completion of impact assessments.
- A briefing is being planned for IJB members on 1st March, 2023 that will seek to support enhanced understanding of the Public Sector Equality Duty requirements as they relate to the IJB, provide an overview of the Integrated Impact Assessment process and support members to understand their role in ensuring this is implemented effectively. This will include support to the Chair and Vice-Chair regarding the specific contribution they can make to the impact assessment process at the pre-agenda stage of the business process.

In addition, work is also continuing to draft the IJB's equality mainstreaming update report and replacement equality outcomes, which must be approved and published by the end of April 2023.

It is anticipated that these improvements will ensure full compliance with the PSED by Dundee IJB by the deadline date of 31st March, 2023.

The IJB is asked to note the position.