

Fife Health & Social Care Partnership



Supporting the people of Fife together



Mainstreaming the Equality Duty and Equality Outcomes Progress Report

January 2025

Mainstreaming the Equality Duty and Equality Outcomes Report

Contents

Introduction	4
Legislative Context.....	4
Equality Act 2010.....	4
Fairer Scotland Duty	5
Mainstreaming Equality	5
Fife Integration Joint Board	7
Strategic Plan 2023 to 2026	7
Locality Planning	9
Participation and Engagement	9
Carers	10
Equality Impact Assessments (EQIA).....	11
Equality Outcomes 2023 to 2026	12
Progress towards achieving our Equality Outcomes	13
Equality Outcome 1	13
Fife Alcohol and Drug Partnership – reduce harm and improve lives.....	13
Reimagining the Third Sector.....	14
Occupational Therapy collaboration with Scottish Autism.....	15
Performance Framework.....	16
Hospital Discharges	17
Locality Planning	18
Equality Outcome 2	19
Peace of Mind	19
Easy Read – Making Information Accessible	20
Scottish Community Orientated Medicine Programme.....	21
Refreshing the Carers Strategy – additional support for unpaid carers.....	22
Equality Outcome 3	23
Supporting safer eating and drinking for adults with learning disabilities	23
Fife Macmillan Improving the Cancer Journey (ICJ)	23
Interface Care in the Community.....	24
Special Schools.....	24

Veterans First Point (V1P)	25
Armed Forces Community	26
Red Cross Service – Home to Assess	27
Equality Outcome 4	28
iMatter	28
Coach Approach	29
Student Support and Placement Feedback.....	29
Health Promotion Service – Good Conversations Training – Workforce Development.....	30
Integrated Leadership Team	30
Mentally Healthy Workplace Training.....	31
Integrated Leadership Team Development.....	31
Equality, Diversity and Inclusion Steering Group (EDISG).....	31
Partnership Wellbeing Oversight Group.....	32
Equality Outcome 5	33
Home First	33
As Required Medication – Person Centred Reporting.....	33
Playlist for Life.....	34
Speech and Language Therapy – Adult and ALD Teams.....	34
Equalities Training.....	35
Conclusion	35
Additional Information.....	36



Supporting the people of Fife together



Introduction

This report sets out the approach of Fife Integration Joint Board (IJB) in making the public sector equality duty integral to its functions. This includes the IJB's progress towards mainstreaming equality and an update on the IJB's Equality Outcomes for 2023 to 2026.

Legislative Context

Equality Act 2010

The Equality Act 2010 includes a public sector equality duty (Section 149) which requires public bodies, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
- advance equality of opportunity between persons who share a protected characteristic and persons who do not.
- foster good relations between persons who share a protected characteristic and those who do not.

Some public authorities, including Fife Integration Joint Board, are also required to publish reports on the progress they have made integrating the general equality duty into the exercise of their functions, to better perform that duty. These progress reports are usually published every two years.

The public sector equality duty covers these protected characteristics:

- Age
- Disability
- Sex
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation
- Marriage and Civil Partnership

Fairer Scotland Duty

The Fairer Scotland Duty (the Duty) came into force in 2018 and places a legal responsibility on named public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

The Duty defines "socio-economic disadvantage" as living on low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest, leading to further negative outcomes such as social exclusion. Examples of socio-economic disadvantage include low wealth, material deprivation, and area deprivation (experienced by communities of place and communities of interest).

The Fairer Scotland Duty is intended to reduce the inequalities of outcome caused by socio-economic disadvantage. Inequalities of outcome is defined as any measurable differences between those who have experienced socio-economic disadvantage and the rest of the population, for example in relation to health and life expectancy or educational attainment. Socio-economically disadvantaged households have a greater risk of experiencing negative outcomes.

The coronavirus pandemic and the cost-of-living crisis continue to have a significant impact on people already experiencing disadvantage including minority ethnic communities, disabled people, older and younger people, and women.

NHS Fife, Fife Council and Fife Integration Joint Board have all amended their Equality Impact Assessment Templates to reflect the Fairer Scotland Duty, and equality impact assessments are undertaken and published in line with the Duty.

Mainstreaming Equality

Mainstreaming equality means integrating equality into the day-to-day activities of an organisation and ensuring compliance with the requirements of equality legislation.

This approach has several benefits for organisations including:

- equality becomes part of the structures, behaviours and culture of the organisation.
- the organisation knows and can demonstrate how, in carrying out its functions, it is promoting equality.
- mainstreaming equality contributes to continuous improvement and better performance.

The Mainstreaming the Equality Duty Report 2023 summarised the actions that had been taken towards integrating the general equality duty into the day-to-day working of Fife Integration Joint Board and provided an update on progress towards achieving the equality outcomes established for 2019 to 2023.

Every three years a Fife Strategic Assessment is produced to support the ongoing development of the Plan for Fife 2017 to 2027. The 2024 Assessment is an evidence-based snapshot of the current circumstances across Fife, in the context of many contributing factors. It is intended to provide insight and constructive challenge to encourage us to think about problems and opportunities in new ways. Fife continues to face key challenges including:

- ongoing impact of the cost-of-living crisis, for example employment opportunities, energy costs, and weekly family budgets.
- increased demand for public services when funding is reducing
- poverty
- inequality
- national housing emergency
- healthy life expectancy across Fife is decreasing, particularly for women
- digital exclusion
- Population growth has stalled, the population is ageing
- Older people likely to live longer in poorer health and risk exclusion
- Mental wellbeing is declining

Fife IJB set equality outcomes for 2023 – 2026 and these outcomes have been reviewed against the key messages contained in the 2024 Assessment. This Mainstreaming the Equality Duty and Equality Outcomes Progress Report – January 2025 provides updates on progress made towards these outcomes.

Fife Integration Joint Board

Fife Integration Joint Board (IJB) was established on 1st April 2016 and is responsible for the planning and delivery of integration arrangements and delegated functions in Fife. The IJB issues formal Directions to the partners, Fife Council and NHS Fife, setting out the services to be delivered by these partner bodies. The partners then provide assurance to the IJB that the services have been delivered. The IJB retains responsibility for strategic planning, operational oversight, and performance management of these health and social care services:

- all adult and older people Social Work Services.
- community health services, for example district nursing, physiotherapy, and mental health services.
- children's community health services, such as health visiting.
- housing services which provide support services to vulnerable adults, and disability adaptations.
- the planning of some services provided in hospital, for example medical care of the elderly.

The IJB includes representatives from Fife Council and NHS Fife, it also has several professional advisors and other specialists. The IJB is commonly referred to as Fife Health and Social Care Partnership. This is the public facing aspect of the Integration Joint Board and is essentially the employees from both organisations working in partnership, along with colleagues in the independent and third sectors, to deliver health and social care services.

The IJB meets its equality duties both through its own actions and those of the wider Partnership.

Strategic Plan 2023 to 2026

Every Integration Joint Board in Scotland must have a Strategic Plan that sets out the vision and future direction of their health and social care services. This includes how the nine National Health and Wellbeing Outcomes for Health and Social Care will be delivered locally, along with the six Public Health Priorities for Scotland. Strategic Plans are reviewed regularly to make sure that they are still relevant to the needs of the area and the people who live there.

Fife's Strategic Plan incorporates the aims outlined in the Plan for Fife 2017 to 2027 which includes actions to reduce levels of preventable ill health, and premature mortality across all communities, particularly around obesity, alcohol and smoking.

The Strategic Plan 2023 to 2026 sets out the Partnership's agreed vision, mission, values, and strategic priorities over this timescale.

Vision

To enable the people of Fife to live independent and healthier lives.

Mission

We will deliver this by working with individuals and communities, using our collective resource effectively. We will transform how we provide services to ensure these are safe, timely, effective, high quality and based on achieving personal outcomes.

Values

Person-focused • Integrity • Caring • Respectful
Empowering • Inclusive • Kindness

Strategic Priorities



Further information about the Strategic Plan 2023 to 2026 is available on our website: www.fifehealthandsocialcare.org/publications.

Locality Planning

An important part of Fife health and social care integration was the creation of localities, bringing decision making about health and social care local priorities closer to communities. The Public Bodies (Joint Working) (Scotland) Act 2014 puts in place the legislative framework to integrate health and social care services in Scotland. Section 29(3)(a) of the Act requires each Integration Authority to establish at least two localities within its area.

Localities provide one route, under integration, for communities and professionals (including GPs, acute clinicians, social workers, nurses, Allied Health Professionals, pharmacists, and others) to take an active role in, and provide leadership for, local planning of health and social care service provision. Promoting equality and improving the health and wellbeing outcomes for the people in Fife is at the heart of locality planning.

Participation and Engagement

Participation is central to the work of the Health and Social Care Partnership with the people of Fife. We are committed to listening to people and taking views into account to achieve the best possible outcomes for everyone.

The Participation and Engagement Strategy 2022 to 2025 sets out the principles, and approaches for participation work across all adult health and social care services in Fife. This Strategy will help us not just to listen, but also to act on the thoughts and feelings of the public on health and social care services, and to use feedback as part of ongoing quality and service improvement. The Participation Team provide an important service in helping Teams and Services across the Health and Social Care Partnership to develop their participation practice.

Fife HSCP is committed to the elimination of discrimination and promotion of equality and human rights. This will be embedded into public engagement and participation activities fulfilling the public sector duty under the Equalities Act 2010 by the following: -

- Engagement activities will be planned to remove barriers by being flexible, accessible, and inclusive.
- Working collaboratively with stakeholders.
- Adhering to reflective practice to continually seek improvement in public participation including learning from the experience of others.
- Ensuring engagement is appropriate, proportionate, and effective to the participation and engagement activity.
- Employing a variety of innovative methods along with tried and tested methods to ensure maximum participation.

- Working in collaboration with stakeholders to ensure the appropriate people, communities and organisations are involved.

Carers

Changes to the way that services are delivered can impact on individuals, and the people who care for them. For example, reductions in service provision for an individual can have a negative impact on the carers' health and wellbeing, financial situation, work role, family relationships or other commitments.

Under the Equality Act 2010, carers are considered as 'associated' with someone who is protected by the law because of their age or disability. This means that carers have the right to be treated fairly, and are protected from being discriminated against, harassed, or treated differently because of their responsibilities as a carer.

All carers are included in the Partnership's Carers Strategy 2023 to 2026 and the supporting delivery plan, guidance, and procedures. This approach ensures that recognition of carers human rights, priorities and requirements, and potential impacts on their health and wellbeing, as well as their capacity to undertake their caring role, are considered in all planning and decision-making.

Communication

The IJB's Communication Strategy outlines key communication aims that enable us integrate equality and diversity including:

- keeping people, communities and organisations up to date and supported to participate in the planning and delivery of our services - particularly to share their views and ideas. This can include stakeholders who are directly or indirectly affected, may have an interest or concern or may be impacted in the future.
- ensuring people know how to access services (both provided and purchased/contracted) including those who are harder to reach, so they can make better informed choices and decisions about how they can be supported to meet their health and social care needs or that of others.
- keeping our staff and partners updated, promoting integrated working and providing mechanisms to share feedback and learnings.
- promoting our shared culture and 'Team Fife' approach – on integration, our shared identity, values and behaviours.

Equality Impact Assessments (EQIA)

An equality impact assessment is an evidence-based approach that assesses the potential impact on equality of a new strategy, policy, or decision. It provides a positive opportunity to:

- Take effective action on equality.
- Develop better policies and practices, based on evidence.
- Be more transparent and accountable.

Fife Integration Joint Board uses EQIAs in governance processes and reporting templates. This helps us to understand the potential impacts of our decisions, whether our services are meeting everyone's needs, and where any changes may be required. Fife Council and NHS Fife also use EQIA's, further information is available here:

- www.fife.gov.uk/kb/docs/articles/council-and-democracy/equality,-diversity-and-human-rights/equality-impact-assessments
- www.nhsfife.org/about-us/equality-and-human-rights/equality-impact-assessment-egia

During 2023, Fife IJB updated and improved their processes to ensure compliance with the Equality Act 2010 following an audit from the EHRC. An EQIA Template was developed along with guidance and good practice examples. The EHRC produced Good Practice Examples for their 8 Step Checklist and Fife IJB processes were highlighted for two of these: - 'Collect equality evidence' and 'Document decisions and how due regard formed part of that decision'.

The EQIA Template now also includes areas to support individuals with care experiences (particularly children), carers and the Armed Forces Community. A children's rights and wellbeing impact assessment has also been incorporated into the Template.

Equality Outcomes 2023 to 2026

Fife Integration Joint Board is committed to promoting dignity, equality and independence for the people of Fife. Our Strategic Plan and collection of supporting strategies will ensure that we continue to work effectively with partners, local communities, individuals, their families and carers, to challenge sources of inequality such as discrimination, harassment and victimisation, and to promote equality of opportunity for all.



These are our equality outcomes for 2023 to 2026.

1. Improved collection and use of equality data, including protected characteristics, to support service planning and delivery, and promote mainstreaming of equality rights.
2. Individuals with lived experience of inequality and exclusion will have more opportunities to get involved and share their views, concerns, and suggestions for improvement across the Partnership.
3. Increased collaboration with communities and partners that have experience and expertise working with groups that have a protected characteristic, leading to improved health outcomes for individuals, their families and carers.
4. Greater diversity and an inclusive workforce culture, with employees from all backgrounds and cultures reporting that they feel increasingly valued.
5. Improved understanding and better relations between individuals and groups who share a protected characteristic, and those who do not.

All the activities supporting the Strategic Plan are reviewed annually and aligned to the relevant equality outcomes.

Progress towards achieving our Equality Outcomes

Each year an Annual Performance Report is produced outlining the work carried out to support the outcomes of the Strategic Plan. These are available on our website here: www.fifehealthandsocialcare.org/about-us/publications. The tables below provide an update on progress made towards achieving the equality outcomes. These are some examples; this is not a complete list of all activities.

Equality Outcome 1

Improved collection and use of equality data, including protected characteristics, to support service planning and delivery, and promote mainstreaming of equality rights.

Fife Alcohol and Drug Partnership – reduce harm and improve lives

Fife ADP have commissioned and worked with partners in schools to review substance use education provided to children and young people; commissioned youth friendly services to outreach to young people offering support for those affected by substance use; and provided support to children and families affected by substance use.

To reduce the risk an overdose awareness a take home naloxone training programme has been extended to communities and one stops have been created in some localities.

The ADP has been focused on embedding and evidencing Medication Assisted Treatment (MAT) Standards into the system of care, creating pathways to treatment and support and improving access to residential rehabilitation. Services have been extended to engage with people when they are in Accident and Emergency Departments (A&E), hospital wards, custody suites and prisons. A MAT standards performance framework has been built that measures real impact and improvements in the lives of people in Fife.

More has been Invested in our recovery community service ensuring that people affected by alcohol and drugs have access to activities with others, preventing isolation and promoting wellbeing. Started work on integrating care and support with mental health services, primary care, and housing to ensure people's care is coordinated and serves all of their needs. Created a dedicated independent advocacy service which supports people's rights and helps their voices to be heard.

Fife ADP have commissioned whole family support for families with young children in partnership with our treatment services. Invested in the development of family inclusive practise training. Invested in a family support and carers' service specifically for adult family members or those viewed as family.

Reimagining the Third Sector

The reimagining project was launched in October 2021 and represented a clear commitment from the Partnership to strengthening their approach to commissioning and monitoring third sector services. The project sought to work with third sector partners to identify key changes which would strengthen collaboration and a culture of learning, reflection, and support, ultimately improving health and wellbeing outcomes for the people of Fife.

Grant funded services are vital to the achievement of the Strategic Plan, enabling people to live independent and healthier lives. To ensure that resources are used effectively, it is imperative that money is spent where it is needed most, in line with the strategic priorities and identified local needs.

The Reimagining Third Sector Commissioning Project was prompted due to a growing recognition within the Partnership of the need to review the approach to grant funding. Because of this, partnerships are strengthened with the third sector and create conditions which supports them to thrive, collaborate and respond flexibly to enable people to achieve the best outcomes. There is improved information available to strategic and locality planning groups, on the range, quality and impact of services provided by the third sector. A range of people are routinely involved in codesign and monitoring of services including people with lived experience, unpaid carers, communities, providers, and professionals.

To date we have actively been engaging with 72 organisations who deliver over 124 different services to support people in Fife.

Progress and Activities

Key achievements to date include:

- Developing and mapping the range of services provided by our third sector through grant funding, and an understanding of how they operated throughout the pandemic.
- Gaining insights and identifying where meaningful changes can happen through a range of consultation methods.
- Changes to the Service Level Agreement template ensuring a clear focus on delivering outcomes, driving up quality, and enabling key service activities to be clearly recorded.
- Development of a dashboard to enhance information about grant funded providers.
- Linking investment to activities and outcomes to enable collaborative conversations about how these outcomes can best be met with the resources we have.

This is a good example of a workstream that has now transitioned into business as usual activities in several areas.

Occupational Therapy collaboration with Scottish Autism

This project involved locating a Specialist Occupational Therapist (OT) within a third sector organisation providing services to neurodivergent adults in Fife.

There is evidence that OTs can significantly improve outcomes for individuals when they can provide early intervention. Locating this service within accessible community settings was an invaluable way of ensuring easy access for neurodivergent adults.

AT-Autism conducted an external evaluation of the project and an evaluation report by OT which evaluated the project from an NHS Fife perspective were published in 2023.

The main findings from AT-Autism were that the project had shown significant impact and showed strong evidence of effectiveness in meeting its stated aims to: reduce stress for individuals, improve their wellbeing and quality of life, and reduced demand on NHS Fife.

Some examples of the work completed within the project included:

- Launching new groups for autistic adults within community spaces (e.g. YMCA Cupar and the Lochgelly Centre). These groups were different from other supports offered by healthcare staff in NHS Fife as the pilot was to coproduce sessions with the autistic individuals themselves.
- Supporting individuals to apply for benefits (Adult Disability Payment) and concession bus passes by providing a letter of recommendation, following the OT assessment.
- Referring individuals for specialist support by other third sector and/or NHS services.
- Liaising with key people and services who were most proximal to the individual, and aiming to achieve the best outcomes for each person receiving support (e.g. management within workplaces, care agencies and support staff, parents/carers, other family)

Performance Framework

The Fife HSCP identified the need to include equalities within the performance framework as part of developing a robust system of performance reporting and improvement. Initial effort has focussed on developing management information from the new LiquidLogic system which will in due course encompass most social care information. Business information is being delivered through a range of dashboards for operational management. This information is now being consolidated into a platform alongside information from NHS systems to create a single point for all key indicators. As part of this a review of key performance indicators has been undertaken. The approach will allow standard reporting with automated analysis and the first of this reporting will be mainstreamed for the Integrated Joint Board and committees from April 2025. The next stage will integrate this information with demographic and other information to better understand people, places and service delivery. This will be used for equalities approaches, delivering better services to all parts of the community and monitoring impact.

While still under development the approach is already delivering a large number of dashboards and access to key data. This included identifying vulnerable people we deliver services to during a crisis in early 2024 when a gas supply was compromised.

Hospital Discharges

The Hospital Discharge Team have encountered many changes over the last few years benefitting the wider Health and Social Care Partnership and our acute colleagues in NHS Fife. The Team receives upwards of 50 referrals per week from within the hospital sites across Fife. In 2022, the time between 'point of referral' to 'point of discharge' was averaging four days; in 2023 this was halved to an average of two days with many individuals being discharged on the same day. This improvement has been aided by several things:

- the introduction of Predicted Date of Discharge (PDD's) across all sites,
- the Assessment Practitioners are now based within the hospital sites.

PDD's are set as close to the person's hospital admission as possible. This ensures that all health and social care teams are working towards a predicted date when the person will be fit for discharge home. This enables better planning and allocation of resources and is also useful for family members and carers. The Assessment Practitioners located within the hospital sites across Fife has meant closer working relationships, being able to support assessments at an earlier stage, along with ensuring the right care and support is in place to meet the PDD.

Locality Planning

The Public Bodies (Joint Working) (Scotland) Act 2014 (the Act) puts in place the legislative framework to integrate health and social care services in Scotland. Section 29(3)(a) of the Act requires integration authorities to work within localities and in Fife we have established seven locality groups which are aligned to the Fife Council local area committees. The purpose of locality planning is for relevant service providers across different sectors, at all levels (clinical and non-clinical) to come together with people and communities who use services to improve health and wellbeing outcomes.

Key developments in 2023 – 2024

- Locality Planning Groups (multi agency) met every quarter to take forward the Locality Delivery Plans for 2023 - 2024.
- The Community Chest Fund (supporting unpaid carers) was launched in June 2023 and supported over 50 applications, allocating over £350k.
- Levenmouth Locality Planning Group secured £91k funding from Levenmouth Area Committee to test a mental health triage car.
- Cowdenbeath and Kirkcaldy Locality Planning Groups identified that supporting people affected by drug/alcohol harm and death would be a priority. Subsequently the multi-agency working groups collaborated with lived experience group to establish KY2 and KY5 one stop shops.
- A test of change is underway in the Levenmouth locality which aims to reduce the number of preventable hospital admissions and identify themes of frequent attenders at the emergency department.
- The Locality Annual Report was presented to Fife Integration Joint Board in February 2024. The recommendation to move to a two-year planning cycle was approved.

During the 2023 the Locality Wider Stakeholder Events took a different approach to the previous year. Lightning talks were presented to provide an overview of locality work achieved in the area and to showcase work underway in other localities. A short life working group was established to create case studies and data statements to encourage discussions between stakeholders. Core group members were asked to invite operational members from their team to attend to ensure we had the “local knowledge” in the room. At each event, attendees were asked to discuss and analyse case studies to identify potential themes for 2024. Positive feedback was received from our Wider Stakeholder events in 2023, people said:

‘The events were engaging’ ‘We were able to contribute on the day’

Equality Outcome 2

Individuals with lived experience of inequality and exclusion will have more opportunities to get involved and share their views, concerns, and suggestions for improvement across the Partnership.

Peace of Mind

Peace of Mind are a Social Enterprise Company, grant funded by Fife Health and Social Care Partnership, to establish new, self-sustaining friendship groups across Fife for adults with disabilities. Initially, the groups were for people who had left Fife Community Support Service, to ensure that longstanding friendships were maintained. Membership has now opened up and is available for any adult who may benefit from being a member.

Peace of Mind groups now operate in Cupar, Crossgates, Dunfermline, Glenrothes and Kirkcaldy, supporting approximately 50 adults. Members of the groups have taken part in a range of leisure activities including swimming, bowling, cinema, carpet bowling, gym sessions and crazy golf which have helped them to bond as groups and to get to know the Peace of Mind staff. The group from Glenrothes have also travelled to Edinburgh by train to visit a museum, which was enjoyed by all who attended.

One lady was supported to volunteer in a café in her local community and has developed the confidence to do this without support. It is hoped that many more such opportunities will develop as Peace of Mind become more established in Fife.

The groups have developed a closed Facebook page which provides a safe, private, online space where group members and carers can share their ideas, news, and interest in forthcoming events.

Peace of Mind, in conjunction with Fife HSCP, organised their first Celebration Event - to which all the groups were invited. The day started with a bowling competition then following a bite to eat, had a disco and karaoke at the CISWO (Coal Industry Social Welfare Organisation) in Glenrothes. At the event, people were asked what they liked about Peace of Mind - this is some of the answers given:

"trying different things"

"I enjoyed going to The Fringe festival ... but it was too hot."

"Having a laugh"

"Things we do with the group".

Easy Read – Making Information Accessible

The Partnership's Easy Read - Making Information Accessible Training was refreshed and relaunched in January 2023.

The training now consists of a video that can be watched at a time convenient to the learner, rather than travel to and attend a full day face-to-face training session. The video provides helpful information on how to make information accessible enabling service users to make informed choices and feel included in their care. There are also links to resources and the opportunity to contact Speech and Language Therapy to gain access to Photosymbols (a photo library for easy read resources featuring actors with learning disabilities). In addition, staff can access a drop-in session with Speech and Language Therapy staff where they can discuss any issues or concerns, they have regarding their own easy read attempts.

The training is available for all health and social care staff, including independent and third sector colleagues and has been promoted through our existing networks.

In a collaborative project with Fife Council, employees from HSCP are involved in testing which began in July 2024 on Simply Readable, a tool that can produce easy read translations. Simply Readable also has the functionality to produce language translations. The translations can be produced quickly and at a minimal cost. Other tools are also available and are also being tested/considered.

Benefits to individuals are speed, consistency, and increased access to information, for example the SCOTCom Survey which was translated into multiple languages using the new tool so that a wider range of people could participate. The languages requested and translated included: Arabic, Chinese, Dari, Filipino Pashto, Polish and Ukrainian.

Scottish Community Orientated Medicine Programme

During 2024 NHS Fife and the University of St Andrews announced the development of a new medical degree programme which would allow students to complete their clinical training and primary medical qualification here in Fife. This followed the Scottish Parliament removing a historic prohibition that had prevented the University of St Andrews from awarding its own medical qualifications.

The new Scottish Community Orientated Medicine Programme, or ScotCOM as it is better known, is intended to provide a unique approach to medical education and prepare doctors-in-training for the challenges associated with providing modern healthcare.

The five-year programme will see medical students train to provide specialist care in a range of settings, with a focus on community-based clinical teaching to help provide students with a comprehensive understanding of primary care services, whilst ensuring exposure and understanding of hospital-based care.

Ahead of the start of the ScotCOM course in 2025, people across Fife were asked to help shape the new course. An online survey was developed to capture the priorities of local people when they receive care and treatment, and the attributes they value most in the medical staff they see.

Refreshing the Carers Strategy – additional support for unpaid carers

In 2023 Fife HSCP published an updated Carers Strategy for Fife. This built on the firm foundations that have been established over the past five years and sought to create even greater opportunities to support unpaid carers when and where they need it.

Achievements to date include: -

- A team of ten specialists has been created within the partnership who work together to identify and support carers in their own localities.
- Invested in support to unpaid carers who have an Adult Carer Support Plan to access breaks from their caring role.
- A Carers Community Fund was established to support locally based initiatives right across Fife. This innovative fund supported 56 projects based on carers own preferences. Examples included walking, reading and arts groups for carers, local carers cafes and open events, garden projects in schools and charities, cooking skills clubs, LGBT+ support groups, men's carers support groups, kindred carers Christmas parties and short breaks opportunities through new Hutting projects.
- A specific unpaid carers Self-Directed Support Service administered and supported by two dedicated specialist staff with the ambition to provide carers in the greatest need, who meet the eligibility criteria, with options on how best to meet their individual needs for support.
- Invested to create additional opportunities for unpaid carers to access income maximisation support, advice and advocacy in the Wells, through a partnership with our third sector specialist.
- Created a new support opportunity for carers of people at risk of losing capacity by helping them to secure a Power of Attorney, including funding their legal and administration fees.
- Through a range of partners in the voluntary and third sector, supported carers who are in financial crisis with modest grants to help them recover from the significant challenges they face at this time of increased cost of living.

In 2024 the Participation and Engagement Team, in collaboration with Fife Carers Centre, has established a Carers Forum to ensure carers' voices are central to planning and decision-making processes that impact them. Additionally, in partnership with Fife Voluntary Action, the P&E Team led the development and implementation of a Fife Carer Providers Forum, which is now facilitated by Fife Voluntary Action. This forum acts as a link between the Carers Providers Forum and the Carers Forum, enabling commissioned carers' providers to engage directly with carers and ensure that services align with their needs and priorities.

Equality Outcome 3

Increased collaboration with communities and partners that have experience and expertise working with groups that have a protected characteristic, leading to improved health outcomes for individuals, their families and carers.

Supporting safer eating and drinking for adults with learning disabilities

Speech and Language Therapy have been working collaboratively with Partnership colleagues from Dietetics and Social Care Services to create a robust training package for staff providing direct care in services for adults with a learning disability to promote safe eating and drinking. As part of a tiered model of training, they have started to roll out face to face training sessions across Fife supporting staff to understand where risks to safety can exist and how to manage these. In addition to promoting good practice around mealtime support which is important for the safety, dignity, and independence of adults with learning disabilities, this project has allowed relationships between health and social care services, which had been negatively impacted by COVID-19, to be strengthened.

The planned training programme will continue into 2024, and the team are now looking at ways to further support services where staff have completed the training to ensure that appropriate support is available both within services through supervision and from NHS colleagues when appropriate.

Fife Macmillan Improving the Cancer Journey (ICJ)

ICJ provides a one stop shop for all people affected by cancer support needs. Cancer doesn't just affect your physical wellbeing; it can impact on every aspect of your life and the lives of those around you. Knowing where to turn for support isn't always easy. Fife Health and Social Care Partnership and Macmillan Cancer Support work in partnership to provide this service to people affected by cancer throughout Fife.

Key developments in 2023 – 2024

- ICJ Link Workers are currently supporting the Wells.
- During COVID-19 only telephone and Near Me appointments were offered to individuals. However, ICJ have now returned to offering face-to-face visits in the people's homes and this has been very well received.
- ICJ are now carrying out an EQ5D questionnaire with clients – this tool is extremely useful as it opens up a conversation about what the person is 'able to do'.

Interface Care in the Community

Fife Community Respiratory Team is a small team of respiratory nurse prescribers who offer a Fife wide Interface Service for patients diagnosed with complex respiratory conditions who have frequent respiratory exacerbations and hospital admissions. The Service works with patients to help them improve their health-related quality of life and enable patients and their support network to manage their condition in the later stages of the disease, until end of life. The Service works in partnership with patients to develop individualised anticipatory care plan (ACPs) using a person centred, holistic case-management approach.

The Team is currently working closely with the Acute Respiratory Nurse Team, Managed Clinical Network (MCN) and Scottish Ambulance Service (SAS) with test of change projects to reduce 20% of respiratory hospital admissions and facilitate a 20% increase of respiratory discharges from hospital into the community. The early data is very promising and suggests a significant reduction in hospital admissions in patients under the care of the community Respiratory Nurse service in comparison to the previous six months. Similarly, the data shows a significant reduction in duration of the bed days of the hospital admission. The SAS pilot has recently been expanded from one post code to include Fife wide referrals originating from the SAS dispatcher to Fife Community Respiratory Team.

Special Schools

The Pupil Support Nurse (PSN) Team have continued to support colleagues in Education and Children's Services to meet the health needs of pupils attending Special Schools. The Team has been collaborating with the multidisciplinary team around each child, working to achieve the best outcomes for the individual young person and their families. And supporting health clinics in schools, providing assessment information for other health professionals to use in their care of the young person.

Additional activities include starting a PSN lead Sleep Clinic in Special Schools in response to an identified need in this cohort. Staff completed the Sleep Scotland Training to be able to facilitate this clinic.

The PSN Team support Special Schools pupils to be able to access and cooperate with health interventions, utilising therapeutic play, social stories and building trusting relationships with the pupils in the school. An illustration of how effective this work is our success in supporting national immunisation programmes, in particular coronavirus immunisations.

Desensitisation work has been hampered significantly during the last couple of years due to the PSNs limiting face to face contact due to the pandemic. Restriction in schools were not withdrawn until August 2022. This was detrimental to the PSN Teams relationship with young people and their families. It is a credit to the hard work and dedication of the team that they can foster professional and therapeutic relationships quickly and are turning this around.

Veterans First Point (V1P)

Veterans First Point Fife (V1P) is a veteran's mental health and wellbeing service based at the Rosewell Centre in Lochgelly. The V1P Service offers practical and emotional support for veterans (provided by veteran peer support workers) alongside psychological therapy (provided by clinical psychologists, a clinical associate and an assistant psychologist) for veterans who need this.

The Service went through a relatively settled period during 2022/2023, with the now established staff team being able to respond well to the steady rate of referrals. The Psychological Therapies Team was extended in 2022 to include a clinical associate in applied psychology and an assistant psychologist. This complement of therapeutic staff has allowed us to offer a more responsive therapeutic service.

The Veterans Drop In, hosted by our peer support worker, has continued to run fortnightly at the Lochore Meadows Visitors Centre and is always well attended and based on feedback, well valued by veterans. A recent pilot of a dedicated female veterans drop in was also successful and this space will continue to be provided.

The Service has formed a partnership with the Workers Educational Association (WEA) to provide online art and creative writing workshops for veterans and were pleased to have been able to offer the Rosewell Centre as a base for The Well.

The last year has seen many veteran service users experiencing financial hardship and V1P peer support workers have worked hard to signpost veterans to sources of financial advice and support to relieve some of these pressures. The regular V1P newsletter and the V1P monthly bulletin have also been a useful way of signposting veterans to practical support and advice.

The Armed Forces Covenant Duty is a new legal obligation which came into force in November 2022. The Duty places legal requirements on some organisations, including Fife Council, Fife Health and Social Care Partnership, and NHS Fife, to have due regard to the principles of the Armed Forces Covenant and the supporting statutory guidance, when planning, funding, and delivering specific functions in healthcare, education and housing. V1P Fife has been proactive in sharing information about the Act and joining with stakeholders across the partnership to consider the scope of this Duty.

Armed Forces Community

In February 2023 a multi-agency Working Group was established to support compliance with the Armed Forces Covenant Duty and to raise awareness of the support available for the Armed Forces Community across Fife. The Working Group includes colleagues from Fife Health and Social Care Partnership, Fife Council, NHS Fife, Veterans 1st Point, Leuchars Station HQ, the Defence Medical Welfare Service, Scotland Citizens Advice and Rights Fife (CARF) and the Fife Council Armed Forces and Veterans Community Champion. Over the last two years the Group have worked together on several activities:

- Established a veterans lived experience group for the Fife Armed Forces Community.
- Developed guidance materials for employees on the legal requirements of the Armed Forces Covenant Duty.
- Updated templates and processes to include specific references to the Armed Forces Community. This includes Equality Impact Assessment (EQIA) templates, and an Equality Monitoring Form used in surveys and consultations.
- Developed an area for the Armed Forces Community on the Partnership's website.
- Added information on Fife services and support to the Forces Connect App (the App provides details of local and national organisations that offer immediate help and support across a wide range of services for members of the Armed Forces Community).

Work is underway to develop e-learning modules for employees in Fife Council, NHS Fife, and the third and independent sectors. The aim of the training is to raise employee awareness of the Armed Forces Covenant, the legal requirements and responsibilities of Fife partner agencies, and the support that is currently available for members of the Armed Forces Community. Raising awareness of the challenges and hardships experienced by veterans and other members of the Armed Forces Community will enable employees to provide the right support at the right time, and will contribute to improved outcomes for individuals, their carers and their families.

Further information is available here: www.fifehealthandsocialcare.org/your-community/armed-forces-community/

Red Cross Service – Home to Assess

The Red Cross Service (Home to Assess) – Test of Change will run for a six-month trial. It will be available to patients being discharged from either Victoria Hospital in Kirkcaldy or Queen Margaret Hospital in Dunfermline who are:

- Medically fit for discharge.
- Medically optimized and requires a period of assessment (24-hour wrap around support).
- Usually resident in the Dunfermline/West Fife area.
- Have capacity, or appropriate Power of Attorney (POA) is in place.
- Do not have an existing care package that meets their current needs.
- And/or require additional time to consider their longer-term options.

Following the person's discharge from hospital, the Red Cross Service will provide wrap-around care for individuals in their own homes for up to three weeks. If required, this can include 24-hour support model that should re-enable people up to a level that requires 4 times per day support from a care provider.

The optimum approach is for individuals to return to their own homes as quickly as possible, however, some people may need extra support or time to do this. The Red Cross Service provides a 'Home to Assess' pathway that will enable more people to return home or to a homely setting as soon as all medical interventions have been concluded.

Assessments take place in the person's home, engaging the person and their family as required, allowing for a more person-centred approach and holistic assessment in a homely environment in comparison to a hospital ward. The service and support provided is customised to meet specific needs. This approach enables people to return home sooner and can provide additional time for decisions about their longer-term care needs. This can have a positive impact on their recovery, as well as their longer-term health and well-being.

The enhanced support provided by the service ensures that additional care burdens are not placed on family members or carers who may themselves have a disability or an age-related health condition.

Equality Outcome 4

Greater diversity and an inclusive workforce culture, with employees from all backgrounds and cultures reporting that they feel increasingly valued.

iMatter

Our iMatter responses in 2023 were a record high for Health and Social Care Partnership

- Employee Response Rate increased from 63% in 2022 to 73% this year.
- Action Plan completion increased from 53% in 2022 to 87% this year.
- Overall Employee Experience score rose from 6.9 to 7.1.

This is a result of working collaboratively with colleagues in NHS to develop new resources, including a manager pack to support good iMatter practice and promote a proactive approach to iMatter across services. HSCP were also out and about, connecting with the workforce in a range of areas to hear their voices.

- Online support drop-in sessions for managers ahead of iMatter going live.
- Ensuring team information was correct and updated.
- Regular email reminders to managers.
- iMatter roadshows and presentations at team meetings to reach staff and support managers.
- Information leaflets for staff who aren't regularly online, explaining iMatter and why it counts.
- Action planning online sessions for managers after surveys were completed.
- Communication from the HSCP director in briefings, by email and using video messages.
- The eLearning for HSCP managers and for the first time this was added to the Fife Council system, Oracle, to make this more accessible to all managers.

HSCP are building on the learning from 2023 to maintain this success in 2024 so that staff across the Partnership continue to feel heard and valued for the amazing work they do every day.

Coach Approach

Continue to promote the 'Coach Approach' as an excellent method for managers to support their staff, by encouraging active listening and an open, enabling style of communication to empower the workforce in their practice. Coach Approach training has been running successfully for two years now and is open to all managers across the whole Partnership.

In 2023 - 2024 five two-day courses were run, bringing the total number of health and social care staff to have attended the training to 152. In a recent evaluation, 98% of those who have been on the course have said they are using their learning in practice and 96% either have, or plan to, recommend this course to colleagues. The feedback after has highlighted one of the key aims of the course: that managers do not have to have all the answers, but need to be ready to help people find their own solutions to work challenges:

'It is a refreshing method to use, to finally realise that as a manager/team leader, the onus does not always have to be on me, it is about letting people think for themselves and come up with ideas and solution'.

Student Support and Placement Feedback

Across the partnership we work together to identify available learning opportunities for students, how best to provide support to students and support colleagues to create a positive learning environment for the students. This has resulted in excellent feedback from students and a group of students who are keen to return to our area upon qualifying.

Throughout the past year in Ward 7 Queen Margaret Hospital, Dunfermline it has been noted that there is an ongoing increase in positive student feedback both directly to the staff and on the electronic feedback system Quimple. Student nurses seem from the outset very keen and excited to come work in Inpatient Stroke Rehabilitation and highlight their positive experiences and well-rounded education at all years of training.

Health Promotion Service – Good Conversations Training – Workforce Development

For a number of years, the Personal Outcomes Programme has been working with staff across health and social care and the voluntary sector. It has helped to create a shift in encounters between staff and the people they work with from; “What’s wrong with you?” to “What matters to you?” and supports people to access both internal and external resources to make the best of their life circumstances. ‘Good Conversations’ training is underpinned by the Solution Focused approach and introduces staff to the key values, tools and skills involved. The work is having positive outcomes for staff as well as the people they work with. Staff report being re-energised and motivated and that working in this way helps with morale. The approach is being used between staff for peer support, supervision, management and HR conversations and team development. It is particularly useful in difficult situations and has been used to de-escalate potential complaints.

Training is available both online and face to face to Partnership staff, which offers increased flexibility and enables more people to attend these valuable sessions.

To encourage the spread and embedding of the approach in practice there are also peer support and refreshers sessions being held regularly with groups such as Local Area Coordinators and Link Workers, volunteer and befrienders and Specialist Cancer Care Nurses. There are also champions meetings where people who use the approach get together to share good practice.

Integrated Leadership Team

In June 2024, the 3rd Integrated Leadership Team (ILT) event was held. The dynamic and highly engaging virtual event brought together over 120 leaders from across the HSCP for an afternoon focused on innovation and transformation. The event was hosted online and was designed to allow maximum participation from leaders across different employers, fostering collaboration and knowledge-sharing.

A special highlight was the presentation by the **ILT Leadership Programme participants** from the 2023-24 cohort, who shared their learning journeys and reflections on leadership in the context of health and social care and transformation.

The event provided a unique platform for leaders to connect, gain fresh insights, and be part of meaningful conversations that are shaping the future of HSCP organisations.

There is also a group on the Knowledge Hub for managers to keep connected.

Mentally Healthy Workplace Training

A training initiative was delivered to over 150 Managers and Supervisors from across the Partnership on the Mentally Healthy Workplace Training for Managers and Supervisors course designed to raise awareness about mental health in the workplace. This valuable training, developed by the NHS in collaboration with Healthy Working Lives, aims to equip managers and supervisors with the knowledge and skills needed to create supportive, mentally healthy work environments.

Integrated Leadership Team Development

The first Integrated Leadership Team Development Programme was delivered and attended by 15 partnership leaders. The programme included 3 individual coaching sessions and mentor support from our ELT Systems Leadership course. The use of Insights Discovery Profiles, which were embedded throughout the course, was rated by all participants as 'vital, brought leadership to life'.

Equality, Diversity and Inclusion Steering Group (EDISG)

The Equality, Diversity, and Inclusion Steering Group (EDISG), with representation from across the whole Partnership, including Trade Unions and Staff side colleagues, created an excellent 3 Year EDI Action Plan 2024-27 in collaboration with Fife Centre for Equalities, which was endorsed by the IJB in September 2024

This was created through a programme of engagement sessions attended by 470 staff from the whole partnership workforce and included upskilling 30 staff as facilitators to lead inclusive discussions across various workforce tiers.

The group further committed to the Equality Pathfinders Recognition Scheme, achieving Bronze Level recognition through the Equality Pathfinders scheme. In 2025 they strive to achieve Silver Level.

Partnership Wellbeing Oversight Group

The Partnership Wellbeing Oversight Group is now established and unites leaders from various portfolios within the Health and Social Care Partnership, alongside partners from NHS Fife, Fife Council and the Third and Independent Sectors, to work together to support employee wellbeing through projects and activities.

The group aims to advance work around improving employee wellbeing/preventing poor wellbeing at work across the partnership. In line with the spirit of integration, this group fosters a strong collaboration and a Team Fife culture. It aims to ensure that those working in health and social care services feel engaged and supported to continuously improve the information, support, care and treatment they provide.

The group launched the 2024-25 Workforce Wellbeing Action Plan with a strong focus on reflecting the ambition in the Employee Wellbeing Strategy for Scotland 2024, "Improving Wellbeing and Working Cultures".

The plan sets out the ambition to enhance working cultures across our health, social care and social work workforce through programmes of work that focus on the pillars of Wellbeing, Leadership and Equality.

The 5 wellbeing objectives are: -

- To support employer partners to maximise the wellbeing of the whole partnership workforce
- To support managers to meet the wellbeing needs of the workforce
- To promote learning from our workforce about what matters to them
- To work with partners to implement the recommendations from the University of Hull, Centre for Human Faculties deep dive work
- To develop effective communication and organisational developmental approaches that connect our workforce to well-being initiatives and innovation

Equality Outcome 5

Improved understanding and better relations between individuals and groups who share a protected characteristic, and those who do not.

Home First

In Fife to ensure services are discharging without delay (using Planned Discharge Date model) and providing a hospital to home transition with reablement focus and following the discharge to assess model, the Care at Home Service has placed assessment practitioners directly into the acute setting of Victoria Hospital, Kirkcaldy. They carry out initial reviews and monitor progress of those admitted into the acute hospital and follow their pathway through from the Accident & Emergency Department to ward stabilisation to discharge home.

This progression with the patient will ensure that PDD's are being met for those whose pathway is to return to their own home setting. Providing initial data information to the Care at Home's Reablement Team who upon discharge at PDD will fully assess the patient within their own homely environment and not within an acute setting. The specialised assessor will ensure accurate reflection of someone's critical care needs for home without the requirement for multiple assessors entering the acute setting daily to assess for care packages once the patient has become fit for discharge.

As Required Medication – Person Centred Reporting

The Older Adult Mental Health Inpatient Service aimed to improve pro re nata (PRN) or "As required" psychotropic medication recording and review processes to support focus on non-pharmacological activity as a first line response to the treatment of stress and distress behaviours.

The Service also aimed to provide accurate, timely and patient specific data relating to each administration; contributing to a reduction in PRN usage, improved patient centred care planning and increased non pharmacological treatments.

They implemented a Red, Amber, Green sticker process for PRN administration.

**Red indicated
Intramuscular (IM)
medication**

**Amber was used
for oral
medication**

**Green was applied to non-
pharmacological
interventions**

Due to this improvement, the Older Adult Service has experienced a 35% reduction in Oral/IM PRN administration since embarking on this process. Access to patient specific data reports has also led to improved person-centred care planning as well as an improvement in timely patient specific medication reviews. Multi-disciplinary communication has also improved, with data reports providing the necessary information to inform improved patient prescribing. Senior nurses have highlighted that the data reports have been beneficial as they reinforced often instinctive feelings about patient's behaviour patterns.

Playlist for Life

Playlist for Life is a national music and dementia charity which promotes the use of personalised playlists. These are tunes that are meaningful to an individual, and gathered together, help to create 'the soundtrack to their life'.

The Older Adult Community Mental Health Team (OACMHT) in West Fife utilised this approach to set up a project aimed at reducing pharmacological intervention and promoting the use of non-pharmacological approaches as a first line response to treatment of symptoms of stress and distress. It involved stimulating positive memories and increased communication between patients and their relatives/carers and the staff looking after them.

Speech and Language Therapy – Adult and ALD Teams

Fife Health and Social Care Partnership's Adult Acquired and Adults with a Learning Disability (ALD) Speech and Language Therapy Teams launched on Instagram and Facebook in October 2023. They have created posts and stories with targeted information about all things relating to speech and language therapy, including dysphagia (swallowing difficulty), voice, speech, and communication, signposting to useful information, feedback about the service, and more. Using these platforms has been a great way to:

- highlight how they can support people with communication and/or eating, drinking and swallowing difficulties,
- provide information to support people with effective self-management,
- improve awareness of speech and language therapy as a profession and Fife as a great place to work.

Their followers include RCSLT (Royal College of Speech and Language Therapists), RCSLT Voicebox, and RCSLT Scotland Office who help to share messages more widely.

Equalities Training

In both partner organisations equality and diversity training is mandatory for all staff, being repeatable every three years. Fife Council staff also complete How We Work Matters training every three years which has a focus on leadership and behaviours. Fife Council Managers also need to complete Corporate Mentally Health Workplaces for Managers/Supervisors and Handling Stress at Work: A Guide for Managers every three years. For recruiting managers there is training available: - Ensuring Equality when Advertising a Job, Ensuring Equality in Applications and Interviews and Ensuring Equality when Preparing for Recruitment. On Oracle, Fife Council's learning platform other training related to Equalities is available, here are some examples:

- Fife Violence Against Women Partnership – Equally Safe in Practice Together for Gender Equality
- Equal Partners in Care: Supporting Unpaid Carers
- Equal Partners in Care: Including Unpaid Carers
- Equal Partners in Care: Identifying Unpaid Carers 1A
- Equal Partners in Care: Identifying Unpaid Carers 1B
- Remaining Professional at Work for Care at Home
- An Introduction to Harassment, Victimisation and Bullying
- Disability Discrimination

Turas the NHS learning platform also contains many resources related to equalities and here are some examples:

- Equality and Human Rights Commission FAQ
- Equality Act Guidance
- What is race discrimination?
- Equality and Diversity
- Race Equality
- Manager's role in equality and diversity
- What is religion or belief discrimination
- What is gender reassignment discrimination
- Equality and human rights putting people at the centre
- LGBT Equality
- Taking Stock: race equality in Scotland
- How should I think about different groups of people?

Conclusion

The examples included in this report evidence some of the improvements and changes the Integration Joint Board has progressed over the last few years to support equality and diversity across Fife. Despite these achievements there is still more work to do, we are committed to tackling sources of inequality such as discrimination, harassment and victimisation, and to promoting equality of opportunity for all.

Additional Information

Further information about our equality outcomes, and our commitment to integrate equality into the day-to-day working of the IJB and the Fife Health and Social Care Partnership is available on our website:

www.fifehealthandsocialcare.org/about-us/equalities