

The Public Sector Equality Duty

6. The Public Sector Equality Duty, laid out in the Equality Act 2010, requires public bodies (including Integration Joint Boards) in the exercise of their function to have due regard to the need to:
 - i. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
 - ii. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not, and
 - iii. Foster good relations between people who share a protected characteristic and those who do not.

In addition, the Equality Act 2010 (specific Duties) (Scotland) Regulations 2012, requires IJBs to:

- report and publish progress on mainstreaming equality
 - publish equality outcomes and report progress
 - assess and review policies and practices in relation to the equality duties listed above (impact assessments) and make publicly available
7. In April 2018, the Fairer Scotland Duty, under Part 1 of the Equality Act 2010, came into force across Scotland. The new duty places a legal responsibility on public bodies to pay due regard to how they can reduce inequalities of outcomes caused by socio-economic disadvantage when making strategic decisions. Public bodies are required to publish a written assessment showing how they have fulfilled this duty.
 8. The Integrated Impact Assessment (IIA) process, already adopted by the Health and Social Care Partnership, is a mechanism which helps ensure that the duty to assess and review policies and practices is met and includes the need to consider the impact of any new proposals on those who are socio-economically disadvantaged alongside those with protected characteristics.
 9. The table below sets out the Specific Duties of the Act and relevant timescales in relation to the EIJB.

Duty	Equality Act reference	Summary of requirements	Frequency	Last published
Equality Outcomes	Section 4(1)&(2) The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012	Publish a set of Equality Outcomes having involved protected characteristic groups/ individuals and used available evidence	At least every 4 years	EIJB's first set of Equality Outcomes were published in April 2016. The new Equality Outcomes are noted in para 10 of this report
Report on mainstreaming the equality duty	Section 3 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012	Publish a report on the progress made to make the general equality duty integral to the exercise of functions	At least every 2 years	First reported April 2016. Latest report 2 March 2018. Equality Duty and Equality Outcomes Progress Report . Next report due March 2020
Progress against Equality Outcomes	Section 4(4)&(5) The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012	Publish a report on the progress made to achieve the Equality Outcomes	At least every 2 years	Latest report 2 March 2018. Equality Duty and Equality Outcomes Progress Report . Next report due March 2020
Equality Impact Assessments	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Section 5 The Equality Act Part 1, Section 1 Public sector duty regarding socio-economic inequalities	Conduct IIAs for new/revised policies and publish these When making decisions of a strategic nature, have due regard to reduce the inequalities of outcome which result from socio-economic disadvantage	Ongoing	Ongoing, published on Transform website
Gather and use employee information	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Section 6	Not required as the IJB does not have employees	N/A	N/A
Gender pay gap information	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Section 7	No publication is necessary, the IJB did not have 150 or more employees at any point	N/A	N/A
Statement on equal pay policy and occupational segregation	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Section 8	No publication is necessary, the IJB did not have 150 or more employees at any point	N/A	N/A

Main report

10. The EIJB's first Equality Outcomes and Mainstreaming Report was published in April 2016 and its first Progress Report was published on 2 March 2018. At this time, the EIJB recommended that the next set of Equality Outcomes should be developed as part of the process of developing the Strategic Plan for 2019-2022
11. The Equality Act states that, in preparing its equality outcomes, a listed authority must take reasonable steps to involve people with protected characteristics and consider relevant evidence.
12. The development of the Strategic Plan and Equality Outcomes utilised extensive public engagement. Early work was carried out through reference groups which considered older people, mental health, learning disabilities, physical disabilities and primary care. Each reference group included people with protected characteristics and service users. Also included in the groups were EIJB board members, officers, carers and service providers.
13. A survey, which included questions in relation to the Equality Outcomes, was circulated widely and made available on-line through the Consultation Hub. Structured consultation, including Equality Outcomes discussion, also took place through an extensive series of engagement events (27 events to which 444 people attended) with:
 - staff groups
 - third sector organisations
 - groups of people with different particular needs
 - the general population of Edinburgh.
14. Existing knowledge and data was also used including the findings of the [Joint Strategic Needs Assessments](#) including the "Needs Profile of the LGBT Community" and the "Health and Care of People from Minority Ethnic Communities April 2018" .
15. These discussions, feedback and knowledge were used to help develop the following Equality Outcomes:
 - **Outcome 1:** People know what support and services are available and know how to access them

- **Outcome 2:** People are treated with respect and provided with the best advice and support
 - **Outcome 3:** Individuals are supported to lead an independent life
 - **Outcome 4:** Services are available fairly across the city
 - **Outcome 5:** Health Inequalities are reduced.
16. The Equality Outcomes, together with the proposed actions to achieve these Outcomes, are included in the Equality Outcomes and Mainstreaming Report attached as Appendix 1.
 17. During consultation, it was frequently highlighted that strategies, communications and plans which have the general public as an audience, should be written in plain English and not “Council speak” which can be jargon based and difficult to understand. The Equality Outcomes and Mainstreaming Report has endeavoured to do this.
 18. The report contains some basic information about equality duties under the Act and introduces the new Equality Outcomes and key actions which will help achieve the outcomes. Some feedback from the consultation highlighted that the existing Equality Outcomes were comprehensive and new ones were not required, however it was felt that the wide-ranging feedback should be recognised. As such the new outcomes are broad and encompass aspects of the previous outcomes. The issues which were important to people have been considered and used to develop the Equality Outcomes for 2019-23. Specific Actions which will help achieve these outcomes are also identified.
 19. The actions identified are not the only activities which will be progressed by the EIJB which will help increase equality but are those that will help address the equality issues raised. A full list of proposed actions to be implemented through the EIJB are available in [EIJB’s Strategic Plan 2019-2022](#).
 20. Following approval of the Equality Outcomes and Mainstreaming Report, it is intended that the document will be published on-line on the EIJB’s “Transform” web-site.
 21. The EIJB is a formal member of the Edinburgh Partnership Board and plans to work with partners to agree future shared Equality Outcomes. It is recognised that by working together towards shared outcomes, more can be achieved.

Key risks

22. If the report is not agreed and published there is a risk of failure to meet statutory duties under the Equality Act 2010, including statutory reporting requirements.

Financial implications

23. The implementation of the actions contained within the Equality Duty and Equality Outcomes Report will be met from the existing EIJB's delegated budgets.

Implications for Directions

24. There are no formal directions associated with this report.

Equalities implications

25. The attached report outlines how the EIJB contributes to the delivery of the Public Sector Equality duties and complies with the requirements of the Equality Act 2010.

Sustainability implications

26. Social sustainability is an essential element of a sustainable city. The attached report outlines how the EIJB contributes to a sustainable Edinburgh by impacting positively on the personal wellbeing of residents, promoting community capacity and inclusion within communities, helping create equal opportunities and helping meet the diverse needs of communities.

Involving people

27. There has been considerable involvement of people in the preparation of the document and this is outlined in paragraphs 11, 12 & 13 above and detailed in the attached report.
28. The report was considered and approved at the Strategic Planning Group on 22 November 2019.

Impact on plans of other parties

29. The actions listed in Appendix 1 align closely with those contained within the Strategic Plan.

Background reading/references

[EIJB's Strategic Plan 2019-2022.](#)

[Edinburgh Integration Joint Board Equality and Mainstreaming report](#)

[Mainstreaming the Equality Duty and Equality Outcomes Progress Report](#)

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Appendices

Appendix 1

Equality Outcomes and Mainstreaming Report

Edinburgh Integration Joint Board

Equality Outcomes and Mainstreaming Report 2019 - 23



Working together for a caring,
healthier, safer Edinburgh



Introduction

The Edinburgh Integration Joint Board (EIJB) is responsible for the planning and oversight of health and social care services across Edinburgh. The Equality Act 2010 says that the EIJB must write a report which explains what it will do as part of its day to day working to make sure people are treated fairly and that it must publish equality outcomes.

The Equality Act and Fairer Scotland Duty

[The Equality Act 2010](#) is a law which aims to make sure all people are treated fairly. It says that authorities, including the EIJB, must help eliminate unlawful discrimination. This means that it must take actions to prevent people with protected characteristics from being treated unfairly. There are nine protected characteristics:

- age
- disability
- sex
- gender reassignment
- pregnancy and maternity
- sexual orientation
- marriage and civil partnership
- religion
- belief or lack of religion/belief
- race.

The Act recognises that we must advance equality of opportunity. This means that some people with protected characteristics may require extra support to access a service and to achieve the same outcomes as others would do. We should provide this extra support where reasonable.

The EIJB should also foster good relations between people from different protected characteristic groups. This will help us all understand the needs of different people and increase compassion.

The Fairer Scotland Duty, which is part of the Equality Act, also says that people who are affected by poverty and poor social circumstances should be given the same considerations when making strategic decisions as those people who have protected characteristics. Often, they too are more

likely to suffer from poor health and well-being than those who are better off.

Background

People with protected characteristics and people affected by poverty and poor social circumstances are likely to find it more difficult to access health and social care services and get the help they need. Often, they have poorer health and do not live as long as others. In general, those with protected characteristics and those in poverty will need more support to access the same level of care and support than those without. People who have more than one protected characteristic may find it extra hard to get the support they need. For example, there can be a lack of understanding and acceptance of same-sex relationships and transgender identities of people with learning disabilities. They are often not encouraged to get the support and recognitions they want or need.

Mainstreaming Equality

Mainstreaming equality means considering equality in the day-to-day working of the EIJB and this is promoted through staff training, impact assessments and the decision making process, as described below.

Staff training, awareness and understanding

The EIJB will work with staff to raise awareness of all aspects of equality and diversity. The EIJB will help ensure that staff are aware of physical, cultural and communication barriers which may prevent people from accessing services and will work to ensure that staff have the knowledge and skills to be able to provide the additional support needed.

Integrated Impact Assessments

An Integrated Impact Assessment (IIA) is a process which helps staff consider the effect which a change to an existing service or a new proposal might have on different groups of people with different protected characteristics. If any possible negative effects are identified during the IIA process, then staff will consider what steps can be taken to try and reduce these negative effects. An IIA will be carried out on new proposals and proposed service changes before any decisions to bring about the changes are made.

Board Structure and staff

The Scottish Government outlines who the members of the Edinburgh Integration Joint Board should be. Membership of the EIJB includes residents with experience of using health and care services alongside local councillors, NHS Board members, staff from the Health and Social Care Partnership and a representative from voluntary organisations. The members of the EIJB are listed in Appendix 1.

The board meets regularly. It alternates between formal meetings where decisions are made (those are web-cast and open to everyone) and informal development sessions where the board have more in-depth

discussions on specific issues and topics. Deputations can be made to the formal meetings by an office bearer or spokesperson of any organisation or group. All EIJB papers are on the [Council web-site](#). The EIJB has 4 sub-groups and these are given in Appendix 2.

The EIJB does not directly employ staff. Staff are employed by either City of Edinburgh Council or NHS Lothian. The EIJB will continue to work alongside its partners to ensure a diverse workforce which reflects the residents of Edinburgh and promotes fairness. As the EIJB does not employ staff, it is not required to produce or publish staff equality information.

Our Values

The wellbeing of people living in the city of Edinburgh is at the heart of what The EIJB does. The EIJB will continue to be inclusive, transparent and compassionate. The EIJB will place an emphasis on:

- quality
- dignity and respect
- putting people first through empowerment
- honesty and transparency
- working together.

Partnership Working

Edinburgh is a diverse city with many different communities and individuals that have varying levels and types of needs. In many cases, reducing inequality can be better achieved through the provision of a range of services and agencies. The Edinburgh Partnership (EP), the community planning partnership for Edinburgh, brings together partners such as the NHS, the City of Edinburgh Council, Fire and Rescue Service and the Police. The EP's vision is:

'Edinburgh is a thriving, connected, inspired and fair city, where all forms of poverty and inequality are reduced.'

The EIJB is a formal member of the Edinburgh Partnership Board and plans to work with its partners to agree future equality outcomes. The current Equality Outcomes for City of Edinburgh Council and NHS Lothian are listed in Appendix 3.

Equality Outcomes

Every 4 years, the EIJB must publish a set of Equality Outcomes and a Mainstreaming Report. This paper sets these out for 2019-23. The first Mainstreaming report and EIJB Outcomes were developed in 2016 and can

be found here [Edinburgh Integration Joint Board Equality and Mainstreaming report](#)

More about what it has already done to improve equality, can be found here [Mainstreaming the Equality Duty and Equality Outcomes Progress Report](#).

How the Equality Outcomes were developed

The Equality Outcomes have been developed alongside the development of the [EIJB's Strategic Plan 2019-2022](#). This involved extensive public involvement over a significant period of time. Early work was carried out through reference groups which considered:

- older people
- mental health
- learning disabilities
- physical disabilities
- primary care.

Each reference group included people with protected characteristics and service users. Also included in the groups were EIJB board members, officers, carers, service users and service providers. The discussions and developments from these were used to help develop the Equality Outcomes as well as the Strategic Plan.

A draft of the Strategic Plan was then circulated to seek comments over a three month consultation period. Consultation included a series of engagement events (27 events to which around 444 people attended) with:

- staff groups
- voluntary organisations
- groups of people with different particular needs
- the general population of Edinburgh.

An online survey through the Consultation Hub, which included specific questions relating to equality, together with an easy read version the plan was also promoted. This received 104 returns.

Existing knowledge and data was also used including the findings of the [Joint Strategic Needs Assessments](#) including the 'Needs Profile of the LGBT Community and the Health and Care of People from Minority Ethnic Communities April 2018'.

What You Said

Throughout the consultation many people told us that the existing outcomes were comprehensive and we did not need new ones. We did however want to recognise and reflect the wide-ranging feedback which we received and a representation of this is included in the table below. The new outcomes are broad and encompass aspects of the previous Outcomes. We have considered the issues which were important to people and used this to develop our Equality Outcomes for 2019-23 and identified specific actions which will help achieve these Outcomes.

These actions are not the only things which the EIJB will do to improve the lives for people with protected characteristics or affected by poverty but will help address the issues raised. A full list of proposed actions is available at <https://democracy.edinburgh.gov.uk/documents/s4851/Combined%20Strategic%20Plan.pdf>

EIJB Equality Outcomes 2019-22

Equality Outcome 1: People know what support and services are available and know how to access them

Equality Outcome 2: People are treated with respect and provided with the best advice and support

Equality Outcome 3: People are supported to lead an independent life

Equality Outcome 4: Services are available fairly across the city

Equality Outcome 5: Health Inequalities are reduced

What you said	What we will do	Equality Outcome
<p>Plain English should be used and not “Council speak” which is often not easy to understand.</p> <p>We do not all absorb information in the same way. One size does not fit all.</p> <p>Not everyone has access to on-line engagement and communications and it should not be relied on.</p> <p>We should be able to access groups and advocacy to help us find out information.</p> <p>Consider ensuring that all digital information (i.e. on-line) is accessible to all.</p> <p>Ethnic minority services are very difficult to source. We don’t have specific ethnic services anymore. Huge area of un-met need.</p> <p>Self-directed support can work well however it is complex and difficult to</p>	<p>The annual EIJB communications and engagement action plan will use a wide range of channels to reach multiple audiences.</p> <p>We will work with our partners in the community to make people with protected characteristics more aware of what is available to them locally and how to access services.</p> <p>Inclusive communication will be used throughout the development of the Edinburgh Offer. Materials will be tailored to engage with specific audiences including those with specific communication needs.</p> <p>The Community Investment strategy will recognise the need for additional ethnic minority services, in particular translation services.</p> <p>The new directory/self-help site, will be developed with individuals to make any technology as accessible as possible for citizens.</p> <p>When new policies or service changes are introduced, care will be taken to ensure that changes are communicated to those that may be affected, in a manner which</p>	<p>People know what support and services are available and know how to access them.</p> <hr/> <p>Duty</p> <p>Advance equality of opportunity among those who share a protected characteristic and those who do not.</p>

<p>navigate. More accessible information should be available about how the system works.</p> <p>Why can't you keep it simple, we do not want to keep filling in lots of forms.</p>	<p>they can understand.</p> <p>Implementation of the health and social care, mental health and wellbeing actions of the British Sign Language Plan will continue.</p> <p>People will have access to good quality independent advocacy, if they feel it is required.</p> <p>We will build the capacity for more peer led self-help groups.</p> <p>We will prepare and make available, easily understood, good quality information and advice regarding Self Directed Support.</p> <p>We will redesign the "front door access" to improve accessibility to services and reduce the need for multiple assessments and form filling.</p> <p>We will work to ensure unpaid carers are made aware of the support that is available through active promotion of the service.</p>	
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What you said	What we will do	Equality Outcome
<p>A workforce which reflects the diversity of the people it serves is likely to improve institutional awareness of</p>	<p>Staff training and awareness raising of all aspects of equality and rights including intersectionality, socio-economic, cultural and physical barriers will be further</p>	<p>People are treated with respect and provided with the best advice and support.</p>

<p>barriers, lead to improvement in services for people with diverse characteristics and instil confidence in users with diverse characteristics.</p> <p>A firmer focus on people with multiple intersecting characteristics is needed.</p> <p>Providers of older people's services, need to make specific efforts to ensure that older LGBTQI people are recognised.</p> <p>I feel pressure is placed on patients in hospital and their representatives to make choices about their long-term future within unacceptable timescales.</p> <p>It is important to make sure that we are safe in the community and that if we come out of hospital we will not face discrimination.</p> <p>We should educate people to raise awareness and acceptance</p> <p>Improved training in equality issues to raise cultural awareness and sensitivity</p>	<p>prioritised.</p> <p>We will carry out staff training across the public, third and independent sectors aimed at equipping staff with the skills to work and communicate more effectively with people with sensory impairment.</p> <p>Specialist training will be encouraged, for example in Stroke Education.</p> <p>An increased number of training courses and suicide prevention initiatives targeting specific high-risk groups, will be provided</p> <p>Collaboration with University of Edinburgh to develop care home training and research centre of excellence.</p> <p>The Workforce Strategy will consider how best it can achieve a workforce which reflects the diversity of the population of Edinburgh.</p> <p>Develop and train staff in the 3 Conversation approach which will focus on what matters to the individual. It recognises the value of a person-centred way of working and recognises that everyone is different and requires different types and levels of support.</p>	<p>Duty</p> <p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.</p> <p>Foster good relations between people who share a relevant protected characteristic and those who do not.</p>
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<p>should be compulsory for front line staff</p> <p>It is important that all people are treated with respect and given the same opportunities as everyone else</p> <p>Everyone is different and this needs to take into account people’s individual need when setting up their support.</p>	<p>Support further development of the Dementia Friendly Edinburgh programme.</p> <p>Revise the Edinburgh Autism Plan.</p> <p>We will develop and implement a model to ensure that people return “home first” from hospital, wherever possible, before decisions on longer term care and support are made.</p> <p>We will evaluate Good Conversation Training and take forward lessons learnt.</p>	
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What you said	What we will do	Equality Outcome
<p>It should be easier to access Personal Assistants and supporters, who are essential to independence and quality of life, including support to communicate if required, while out and about.</p> <p>Disabled people should be supported to be part of life in Edinburgh, not just disability things.</p> <p>We would like equality of access to services via different channels to support those who can self-help and drive their own care and wellbeing</p>	<p>We will roll out the plan for Self Directed Support including trialling and feedback mechanism.</p> <p>We will redesign our approach to providing support for individuals with learning disabilities. This will include the redesign of policies, staffing models and support service models.</p> <p>We will develop and roll out an overarching Technology Enable Care strategy and plan to maximise the benefits and usage of technology to support individuals and their families.</p> <p>We will develop ‘new types’ of befriending</p>	<p>Individuals are supported to lead an independent life.*</p> <hr/> <p>Duty</p> <p>Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.</p>

<p>either individually or by support from friends and family and third sector.</p> <p>Changing Places toilets should become mainstream. The lack of accessible toilets with a hoist etc is limiting our access to the community.</p> <p>We need more accessible, affordable houses for young disabled people.</p> <p>The Council should fund job opportunities and support for people with learning disabilities to get jobs.</p>	<p>leading to provision of city-wide service to work with befriending organisations to coordinate activity in service delivery.</p> <p>We will work with public and community services to use tools e.g. Lifecurve that identify those who would most benefit from a self-enablement approach.</p> <p>We will support developments for timely dementia diagnosis and quality post-diagnostic support for people who have a dementia diagnosis, and those who give support.</p> <p>We will continue to work with 21st Century homes to provide accessible properties that can meet people’s support needs and maximise the use of assistive technology to enhance people’s independence.</p> <p>We will provide training and employment opportunities for young people who have disabilities through the Project SEARCH programme.</p> <p>We will work with partners to make changing place toilets more available.</p>	
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What you said	What we will do	Equality Outcome
End of Life Care service	We will work with providers in Edinburgh to	There is equity of

<p>needs to be available across the city.</p> <p>Why do some areas of Edinburgh have care package requirements met much quicker than others? Weeks compared to months.</p> <p>There appears to be a discrepancy between budgets for support for different client groups.</p> <p>There should be no post code lottery across the city.</p>	<p>provide hospice care to those nearing the end of their lives and to provide community based palliative care support across the city.</p> <p>We will develop the model of one hub across four localities with clear and consistent priorities.</p> <p>Reviews will be carried out on various services which will include ensuring that services are delivered fairly across the city. Reviews include: capacity and function of internal care at home service; care at home contract; alternative delivery models and capacity review of local authority and private care homes; review of assisted travel.</p> <p>Map availability and pathways to community based respite places and aim to simplify, improve and make more equitable.</p>	<p>services both geographically across the city and between client groups.</p> <p>Duty</p> <p>Advance equality of opportunity between those who share a relevant protected characteristic and those who do not.</p>
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What you said	What will we do	Equality Outcomes
<p>How can we close/narrow the inequality gap?</p> <p>Need to appreciate social factors – poverty as a barrier to taking</p>	<p>Increase opportunities for vulnerable people, of supporting, sustaining and achieving paid employment, volunteering and education.</p> <p>Inclusive Edinburgh homeless service will provide an integrated response to homeless</p>	<p>Health inequalities are reduced.</p> <p>Duty</p> <p>Advance equality of opportunity between people who share a</p>

<p>responsibility for own health. I think wealthier people with more resources are much more likely to be able to manage their own health.</p> <p>How are you how going to influence housing/place and employability?</p> <p>Target resources at communities and citizens who are already adversely impacted by inequality in their day to day lives; people in poverty, single parents, minority ethnic communities, communities with high crime rates, levels of drugs and alcohol deaths etc.</p>	<p>people with complex needs including a housing first option and open its new Centre in 2020.</p> <p>Continue with and review independent advocacy support for mitigating against Universal Credit.</p> <p>Improve the pathway for students with caring responsibilities, across colleges and universities to access care and support statutory services.</p> <p>Review health screening programmes that people have access to but are not engaging with.</p> <p>The link worker network, which supports GPs in areas of economic deprivation, will be augmented with a strengthened welfare rights capacity through third sector partners.</p> <p>Edinburgh Access GP Practice will work with housing colleagues to support and promote the Housing First model.</p> <p>The Inclusion Health group will seek to improve care and support for the most vulnerable population groups in the city.</p> <p>Through the Future focussed housing Project, continue joint work to identify need</p>	<p>relevant protective characteristic and those who do not.</p> <p>Reduce inequalities of outcome caused by socio-economic disadvantage.</p>
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	<p>for and ensure provision of affordable, warm, adaptable, accessible and connected homes to meet needs within the city (short, medium and long term). Investment in existing homes to improve health through improving housing quality. Implementation and mainstreaming of Housing First approach.</p>	
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*Independent living means all people having the same freedom, choice, dignity and control as other citizens at home, at work, and in the community. It does not mean living by yourself, or fending for yourself. It means having rights to practical assistance and support to participate in society and live an ordinary life. This is the definition of independent living adopted in the strategic approach to independent living, by the Scottish Government, COSLA, the NHS and the Disabled People’s Independent Living Movement. Without care and support and the opportunity to direct their support, many people would not be able to participate in society and live an ordinary life.

Appendix 1

Membership of EIJB

Voting Members

Angus McCann (Chair), NHS Lothian board member of the EIJB

Councillor Ricky Henderson (Vice-Chair), Council elected member

Councillor Robert Aldridge, Council elected member

Michael Ash, NHS Lothian board member of the EIJB

Councillor Phil Doggart, Council elected member

Councillor George Gordon, Council elected member

Martin Hill, NHS Lothian board member of the EIJB

Councillor Melanie Main, Council elected member

Peter Murray NHS Lothian board member of the EIJB

Richard Williams. NHS Lothian board member of the EIJB

Non-Voting Members

Colin Beck

Carl Bickler

Andrew Coull

Lynne Douglas

Christine Farquhar

Helen FitzGerald

Kirsten Hey

Jackie Irvine

Jacqui Macrae

Ian McKay

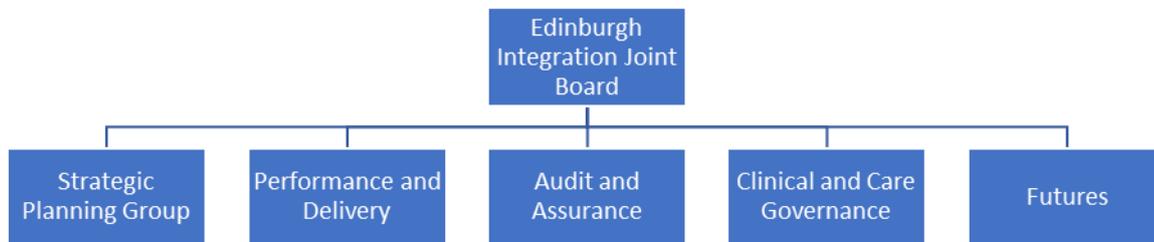
Moira Pringle

Judith Proctor

Ella Simpson.

Appendix 2

Edinburgh Integration Joint Board Governance Structure



Appendix 3

Equality Outcomes: NHS Lothian

- Better Access
- More Compassion
- More Participation
- Justice

Equality Outcomes: The City of Edinburgh Council

Outcome 1 – Improved accessibility of council services, housing and buildings

Outcome 2 – Improved community safety, justice and cohesion services

Outcome 3 – Improved education and employability services

Outcome 5 – Improved social security and household income maximisation services