

Report

Report to: **Equal Opportunities Forum**
Date of Meeting: **12 December 2018**
Report by: **Director, Health and Social Care**

Subject: **Annual Report on Mainstreaming Equalities and Diversity - Social Work Resources 2017/2018**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Forum of the strategic and operational work being undertaken by Social Work Resources to meet the commitments within “South Lanarkshire Working for You” Mainstreaming Equalities report 2017-2021

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the work being undertaken by Social Work Resources in terms of the Council’s Equal Opportunities Policy and related statutory duties be noted.

3. Background

3.1. The statutory framework for Social Work Services is contained in a raft of different pieces of legislation. Principal among these is the Social Work (Scotland) Act 1968 which places a duty on all local authorities to ‘promote social welfare’. Social Workers have a distinctive set of knowledge, skills and values when supporting our most vulnerable people.

3.2. In giving some additional background, many of the services that are delivered to the public are set out in statute and therefore, the majority of direct service delivery has to comply with the respective legislative framework. This legislative framework is both complex and ever changing and requires Social Work Resources to manage and change service delivery in line with new requirements. However, it is this framework that provides the basis of Social Work services, in that the key focus is to promote social welfare and provide effective care to meet the needs of vulnerable people in South Lanarkshire. Therefore, as a targeted service, much of the work centres on the following areas:-

- ◆ Child Protection
- ◆ children with additional support needs
- ◆ looked after children
- ◆ Adult Support and Protection
- ◆ mental health
- ◆ alcohol and substance misuse
- ◆ physical and learning disability

- ◆ frail older people
- ◆ people who become involved in the justice system
- ◆ unpaid carers

3.3. The nature of social work means that much of our core business supports people whom are specifically mentioned under legislation and defined within the Equality Act 2010 as nine named protected characteristics groups. The protected characteristic groups of age, disability and gender are the focus of Social Work activity. The Resource continues to build on previous achievements and remains committed to supporting the Council's Equal Opportunities Policy and related policies, procedures and equality schemes.

3.4. Social Work Resources has worked with other Resources to develop equality outcomes to meet the general duty as set out in the Equality Act 2010:-

- ◆ to eliminate discrimination, harassment and victimisation
- ◆ advance equality of opportunity
- ◆ foster good relations in all the work we do

3.5. This has been published in the Mainstreaming Equalities Report 2013-2017, and updated with a progress report and outcomes report 2017/2021:-

[Mainstreaming Equalities progress report 2013-2017 and Outcomes report 2017-2021](#)

3.6. This Annual Report on Mainstreaming Equalities and Diversity 2017/2018 does not detail all activities carried out by Social Work Resources that relate to the equalities agenda. Rather we have selected some highlights from our core business that illustrates the way in which the equalities agenda is embedded into our work and our approach to continuous improvement.

3.7. This report has been aligned to the mainstreaming equality outcomes. There are a total of nine equality outcomes. This report relates to the outcomes appropriate to Social Work of:-

- ◆ improving services for older people
- ◆ protecting vulnerable children, young people and adults
- ◆ tackling disadvantage and deprivation
- ◆ strengthening partnership working, community leadership and engagement
- ◆ providing vision and strategic direction

A range of activity is listed in Appendix 1. The outcomes above will be aligned to the new outcomes within the Council Plan Connect 2017-2022.

3.8. Within the Resource, the Equalities Officer Group has refocused and now links with the Service Performance and Continuous Improvement Group (PCIGs) and the Social Work Resources Governance Group, to ensure equality issues are tabled and discussed when appropriate. PCIGs and the Social Work Governance Group have a role in overseeing the implementation of the Council's statutory duties within the Resource.

3.9. Social Work Resources participates in the Council's Equality and Diversity Working Group to facilitate full participation in the Council's wider equality initiatives.

- 3.10. Social Work Resources plays a leading role in a number of partnership agendas including Integration of Health and Social Care, Public Protection Arrangements (Child Protection, Adult Support and Protection, Multi-Agency Public Protection Arrangements (MAPPA), Getting it Right For Every Child, Carers Strategy, Lanarkshire Advocacy Plan and Community Justice Partnership. Tackling inequality is a central theme within all these partnership agendas.

4. Equality Impact Assessments

- 4.1. Social Work Resources continues to build upon previous work undertaken in relation to equality and diversity impact assessments resulting in the completion of impact assessments and the identification of new policies, functions and procedures for inclusion in the Relevance Schedule.
- 4.2. Over the course of 2017-2018 the Resource carried out equality impact assessments which included four related to the Council's proposed efficiencies, three assessments in relation to national policy and one in relation to service review as follows:-
- ◆ Efficiency Savings Agenda
 - ◆ Health and Social Care Commissioning Plan
 - ◆ Community Justice Outcome Improvement Plan
 - ◆ See Hear – Sensory Impairment Strategy
 - ◆ supported carers – review of fee structure
- 4.3. The Resource follows corporate guidance for carrying out equality impact assessments. A summary sheet is prepared for each assessment and this allows staff involved in the assessment to note other risks that have been identified as part of the equality impact assessment process. This helps to inform the Resource's approach to risk assessment.

5. Employee Implications

- 5.1. Mainstreaming equalities are met from within existing resources and that of our partner agencies.

6. Financial Implications

- 6.1. There are no additional financial implications associated with this report.

7. Other Implications

- 7.1. The risk to the Council is that if the Resource does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation. The consequence of this could be an unlimited financial penalty
- 7.2. There are no sustainable development issues associated with this report.
- 7.3. There are no other issues associated with this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy, therefore, no impact assessment is required.

- 8.2. There was no requirement to undertake any consultation in terms of the information contained within this report.

Val de Souza
Director, Health and Social Care

15 November 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve later life
- ◆ Protecting vulnerable children, young people and adults
- ◆ Deliver better Health and Social Care outcomes for all
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ Get it right for children and young people

Previous References

- ◆ Equal Opportunities Forum 20 September 2017

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Appendix 1 – Mainstreaming Equality Outcomes

Social Work Resources Mainstreaming Equality 2017/18		
1	Outcome 1 – Improve services for older people	
	What we have done so far	What difference it has made
1	Provided home care support to 1898 older people as part of the Supporting Your Independence approach.	Older people are able to remain in their own homes, and supported to continue to be as independent as part of the Supporting Your Independence approach.
2	Provided 1396 day care places across 14 centres South Lanarkshire wide.	Older people are able to engage in small group settings, participate in a range of stimulating activities, make new friends, and feel less lonely.
3	Provided 213 of our own care home placements and a further 1,569 within the private/voluntary sector care homes.	Older people in need of 24 hour personal care and support are cared for in purpose built homely environments.
4	Undertook 1100 Inquiries for the 65+ age group in Adult Support and Protection resulting in 67 investigations.	Older people are protected from harm defined to include any conduct which harms or exploits an individual including behaviour towards an adult which causes fear, alarm or distress and may include neglect or self neglect, or physical, psychological, sexual, financial or other abuse.
5	Co ordinate support to a range of lunch clubs South Lanarkshire wide.	Older people are supported to run these clubs themselves, maintaining their independence, and social contacts.
6.	Health and Social Care Integration is now established and the Integrated Joint Board (IJB) has representation from carers, service users, and voluntary sector and trade unions. Locality Planning Groups are also in place.	The IJB has developed its commissioning plan ensuring resources are targeted effectively to those most in need. Locality profiles have been developed for each area to ensure resources are targeted effectively.
2	Outcome 2 – Protect vulnerable children, young people, and adults	
	What we have done so far	What difference it has made
1	We undertook 871 enquiries for adults under 65 which lead to 41 Adult Support and Protection investigations.	Vulnerable adults are protected from harm.
2	Continue to support 1051 people with a learning disability to live on their own communities.	Supported living arrangements are available to people with learning disabilities, they continue to participate in their communities.
3	Continue to review our models of day opportunities for adults with a learning disability.	People with learning disabilities access more flexible services that reflect their choices around engaging in their community in a meaningful and enjoyable way.

4	We undertook 712 Child Protection Investigations.	Children and young people are protected from harm.
5	We placed 140 children on the Child Protection Register.	Children and young people are protected from harm.
6	We undertook 529 reports for the children through the Children's Hearing System.	Children and young people's wellbeing is addressed as we work to ensure they are safe, healthy, achieving, nurtured, active, respected, responsible and included.
7	We supported 227 children and young people in full time foster care placements.	Children are cared for in homely environments, and their wellbeing supported by foster parents.
8	The Resource looked after 563 children:- 47.3% were looked after at home 40.3% were looked after by foster/carers/prospective adopters. 12.4% were looked after in a residential/ or specialist residential school accommodation.	Vulnerable children and young people are supported in a range of settings as their needs are addressed.
9	Self Directed Support (SDS) continues to be implemented, allowing service users choice and control over their care and support arrangements.	Service users are exercising choose with SDS options: Direct Payments– 380 Individual Service Fund – 64
10	We have provided 13,768 items of equipment.	Vulnerable adults with physical disabilities are able to remain in their own homes, and supported to continue to be as independent as possible
5	Outcome 5 – Tackle disadvantage and deprivation	
	What we have done so far	What difference it has made
1	Continue to support unpaid carers by providing financial support to Lanarkshire Carers Centre, South Lanarkshire Carers Network and other partner organisations to assist us deliver on the duties of the Carers (Scotland) Act 2016.	Supports and services to unpaid carers continue to develop and evolve with our third sector organisations. Unpaid carers are being made aware of their new rights within the Act and more are being identified.
2	Continue to provide funding to Lanarkshire Links with other partner organisations in support of service users and carers with mental health concerns.	Service users and carers with mental health concerns are supported in locality based mental health issues groups. These groups assist promote mental health, wellbeing and social inclusion within their communities.
3	Continue to implement Dementia Strategy.	Staff can understand and support service users with behaviours associated with dementia. A dementia friendly garden is developing in Calderglen Country Park.
4	Continue to implement the Keys to Life (Learning Disability Strategy)	Services are developing individual action plans to be fully compliant with the Keys to Life.
5	Continue to implement the Mental Health Strategy.	The resource continues to monitor and increase the number of Mental Health Officers in support of this specific protected characteristic.

6	Continue to Implement the Advocacy Plan in relation to the Mental Health Care and Treatment Act (2003).	Under the Act anyone with a mental disorder has the right to access an independent advocate. An independent advocate is able to give support and help to enable a person to express their own views about their care and treatment.
7	Worked with 7052 people with a physical or sensory impairment.	The Resource continues to support individuals with the protected characteristic of disability remain safe in their own home or homely environment.
8	Continue to support individuals understand and maximise their Department of Work and Pensions benefit entitlement.	Money Matters Advice Service has helped residents of South Lanarkshire to claim over £12.5 million in benefits and over £3.8 million in backdated payments.
9	Our criminal justice activity seeks to avoid unnecessary short prison sentences of three months or less and continue to support individuals through community payback orders by way of an alternative to custody.	We have supported 630 people complete a community payback order including the opportunity for personal development and learning opportunities. Community projects are improved by those undertaking CPO's.
10	We have prepared 1653 reports for the Courts.	Reports assist courts in determining the most appropriate disposal to impose on the offender.
11	We support and direct service users with substance misuse problems to our alcohol and drug partnership working arrangements.	We have supported 1134 individuals improve their substance misuse behaviours with the support of specialist services.
8	Outcome 8 - Strengthen partnership working, community leadership and engagement.	
	What we have done so far	What difference it has made
1	We continue in partnership with NHS Lanarkshire to support the development and implementation of integration arrangements for adult Health and Social Care Services.	South Lanarkshire Health and Care Partnership have established integrated Joint Board, Performance and Audit Sub Committee and Locality Planning Groups.
2	Getting it Right for South Lanarkshire Children's Governance Structure has been refreshed to reflect support to our most vulnerable groups of children and young people.	Supports to children and young people are targeted more efficiently with specific focus on children who are looked after at home, and those with mental health issues.
3	Establish a programme Board for the implementation of the Carers (Scotland) Act 2016 with representation from relevant carer organisations.	The programme board is established and leading on some work streams in support of information and advice aspects of the Carers Act.

4	In partnership with People First host an annual learning disability conference in May of each year. The conference includes a drama by service users giving their interpretation of the Keys to Life, and how in reality it impacts on the lives of people with a disability.	The Conference now links to four locality events held across South Lanarkshire to facilitate wider participation and a locality focus. Feedback from participants highlights that this approach has been well received, allowing more people to access the local events. 200 people with a learning disability participated across all four localities.
5	A range of engagement activity has been undertaken to further develop the Autism Strategy for South Lanarkshire.	A base is established in Hamilton Locality where partners work to support parents/carers, and those on the autistic spectrum.
9	Outcome 9 – Provide vision and strategic direction	
	What we have done so far	What difference it has made
1	The last Social Work equality profile validation exercise records: 2.49% staff declaring they have a disability, 83.35% no disability, 13.12% not declared, 1.03% not entered.	The Resource offers employment opportunity and continues to monitor the workforce.
2	The last Social Work equality profile validation exercise records a gender split of 84.81% female and 15.19% male.	The balance of gender profile across Council Resources differs. Social Work Resources and the care services it provides predominately attract a larger number of female staff.
3	The Corporate Parenting Strategy and Action Plan are in place and updated annually.	The core commitments identified within the Corporate Parenting Strategy target our most vulnerable children and young people.
4	A Youth Justice Strategy has been developed to ensure we address the needs of young people involved in the Justice system.	South Lanarkshire has been working in partnership with the Court Service to reduce reoffending and the use of custody for young people aged 16-21 years.

N.B: Social Work Resources relates to 5 of the 9 Equality outcomes themes. Across these 5 Equality Outcomes 36 example areas of practice are recorded.