

# Report

Report to:	<b>Equal Opportunities Forum</b>
Date of Meeting:	<b>18 March 2020</b>
Report by:	<b>Director, Health and Social Care</b>

Subject:	<b>Annual Report on Mainstreaming Equalities and Diversity – Social Work Resources 2019</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Equal Opportunities Forum of the strategic and operational work being undertaken by Social Work Resources to meet the commitments in the Council's Equal Opportunities Policy and related statutory duties

## 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 who 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 following general duties 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

This has been published in the Mainstreaming Equalities Report 2013 to 2017, and updated with a progress report and outcomes report 2017 to 2021. [Mainstreaming Equalities progress report 2013-2017 and Outcomes report 2017-2021](#)

3.5. This Annual Report on Mainstreaming Equalities and Diversity 2018/2019 report 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.

3.6. This report has been aligned to the Mainstreaming Equality Outcomes for 2017 to 2021 which has been revised to reflect the refreshed Council Plan. There are a total of nine Equality Outcomes. This report relates to the outcomes appropriate to social work of: (1) Outcome 1 - Improve services for older people, (2) Outcome 2 - Protect vulnerable children, young people and adults, (3) Outcome 5 - Tackle disadvantage and deprivation and support aspiration, (4) Outcome 8 – Encourage participation in physical and cultural activities and (5) Outcome 9 - Provide 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 to 2022.

3.7. 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 (SWR) Governance Group, to ensure equality issues are tabled and discussed when appropriate. PCIGs and the SWR Governance Group have a role in overseeing the implementation of the Council's statutory duties within the Resource.

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

- 3.9. 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, MAPPA (Multi-Agency Public Protection Arrangements), Getting it Right For Every Child, Carers Strategy, Lanarkshire Advocacy Plan, Gender Based Violence Strategy, Child Protection Committee, Adult Support and Protection Committee and the 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 2018/2019 the Resource carried out Equality Impact Assessments, which included three related to the Council's proposed efficiencies and three assessments in relation to policies and plans:-
- ◆ Financial Savings 2019/2020: In House Care and Support Services
  - ◆ Financial Savings 2019/2020: Meals on Wheels Provision – Production of Meals
  - ◆ Financial Savings 2019/2020: Redesign of Day Opportunities and Older People Weekend Services
  - ◆ Re-designation of Lockhart Hospital
  - ◆ Kinship Care Policy and Procedure
  - ◆ SLHSCP Strategic Commissioning Plan 2019 to 2022
- 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 employee resources and that of our partner agencies.

#### **6. Financial Implications**

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

#### **7. Climate Change, Sustainability and Environmental Implications**

- 7.1. There are no new climate change, sustainability and environmental implications associated with this report.

#### **8. Other Implications**

- 8.1. There are no additional risk implications associated with this report.
- 8.2. There are no sustainable development issues associated with this report.
- 8.3. There are no other issues associated with this report.

#### **9. Equality Impact Assessment and Consultation Arrangements**

- 9.1. 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.

- 9.2 As part of the development of care facilities for the future, a range of consultation and engagement activities have been undertaken within local communities.

**Val de Souza**  
**Director, Health and Social Care**

4 February 2020

**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, 12 December 2018

**List of Background Papers**

- ◆ Mainstreaming Equalities (Progress report 2013-2017) (Outcomes report 2017-2021)

**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

<b>Social Work Resources Mainstreaming Equality 2018-2019</b>		
<b>1</b>	<b>Outcome 1 – Improve services for Older People</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
<sup>1</sup>	Provided home care support to 2,087 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.
<sup>2</sup>	Provided 1,316 day care places across 13 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.
<sup>3</sup>	Provided 252 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.
<sup>4</sup>	Undertook 1,151 Inquiries for the 65+ age group in Adult Support and Protection resulting in 167 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.
<sup>5</sup>	Continue to provide assistance along with partners to a range of lunch clubs South Lanarkshire wide.	Older people are supported to run these clubs themselves, maintaining their independence, and social contacts.
<sup>6</sup>	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.
<b>2</b>	<b>Outcome 2 – Protect vulnerable children, young people, and adults</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
<sup>1</sup>	We undertook 814 enquiries for adults under 65 which lead to 41 Adult Support and Protection investigations.	Vulnerable adults are protected from harm.
<sup>2</sup>	Continue to support 998 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.
<sup>3</sup>	Continue to review models of day care support to adults and older people.	Adults and Older People access more flexible services that reflect their choices around engaging in their community in a meaningful and enjoyable way.
<sup>4</sup>	We undertook 781 Child Protection Investigations.	Children and young people are protected from harm.

5	We placed 152 children on the Child Protection Register	Children and young people are protected from harm.
6	We undertook 561 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 214 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 549 children:- 49% were looked after at home. 39% were looked after by foster/carers/prospective adopters. 12% 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  Self-directed Support comprises of four funding options. 1) Direct Payment 2) Individual Service Fund 3) Council arranged services 4) Mixture of funding options  Option 3 remains the preferred option for service- users in South Lanarkshire and reflects the national position.
10	We have provided 13,369 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
<b>5</b>	<b>Outcome 5 – Tackle disadvantage and deprivation and support aspiration</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
1	Money Matters Advice Service has helped residents of South Lanarkshire to claim over £23.6 million in benefits and over £4.4 million in backdated payments.	Continue to support individuals understand and maximise their DWP (Department of Work and Pensions) benefit entitlement.
2	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	Supports and Services to unpaid carers continue to develop and evolve with our third sector organisations. Unpaid Carers will be better supported on a more consistent basis so that they can continue to care if they so

	Carers (Scotland) Act 2016.	wish, in good health and have a life alongside caring.
3	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.
4	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.
5	Continue to Implement the Advocacy Plan in relation to the Mental Health Care and Treatment Act (2003) and deliver a refreshed Advocacy Plan for 2020-2023.	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. Service users are given a voice.
6	Worked with 5,407 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.
7	We have supported 580 people complete a Community Payback order including the opportunity for personal development and learning opportunities. Community projects are improved by those undertaking CPO's	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.
8	We have prepared 1,528 reports for the Courts.	Reports assist courts in determining the most appropriate disposal to impose on the offender.
9	We have supported 650 individuals improve their substance misuse behaviours with the support of specialist services.	We support, sign post and direct service users with substance misuse problems to our alcohol and drug partnership working arrangements.
<b>8</b>	<b>Outcome 8 – Encourage participation in physical and cultural activities</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
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	Facilitate a tender for Carers Support and Services to streamline support for adult carers and young carers.	From April 2020, all Carers will no longer be confused as to who to approach for the information and advice, engagement and participation, direct supports and services such as short breaks.

4	The South Lanarkshire Local Autism Action Plan 2018-2023 has now been developed. The plan was launched at the Positive About Autism event in August 2018 which brought together stakeholders from throughout the Autism community.	The Autism Resources Co-ordination Hub (ARCH) is based within the Hamilton Locality. The South Lanarkshire Local Autism Plan identifies 15 key priorities for action and will provide the focus for improvement over the next 5 years. Work groups including service users and carers have already begun to take these actions forward.
5	See Hear Strategy and Action Plan is now well embedded. All information has been made more accessible.	Service users with a sensory impairment can benefit from a wider range of supports and services.
<b>9</b>	<b>Outcome 9 – Provide vision and strategic direction</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
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	<p>The Corporate Parenting Group continues to drive forward the Strategy and Action Plan. A new plan for 2019/2021 is currently being developed and being aligned to the Care Leavers Charter.</p> <p>A South Lanarkshire Corporate Parenting Conference took place on the 2 November 2018 with over 200 participants from a range of agencies and including young people.</p>	<p>The core commitments identified within the Corporate Parenting Strategy target our most vulnerable children and young people.</p> <p>Care experience young people will have a voice alongside decision makers as a “Champions” Board is established.</p>
4	A Whole System Approach South Lanarkshire Youth Justice Strategy and Action Plan 2017-2020 has been developed to ensure the needs of young people involved in the Justice system are met.	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
5	A Joint Inspection of Children’s Services commenced in August 2019, the final report will be published in April 2020.	Participation and engagement of staff, parents, carers, children and young people was very positive. All participants in a range of focus groups, surveys, one to one meetings to share their experience of Children’s Services in South Lanarkshire.

*N.B: Social Work Resources relates to 5 of the 9 Equality outcomes themes. Across these 5 Equality Outcomes 35 example areas of practice are recorded.*