Appendix Two

Equality Outcome	Protected Characteristics	Actions	Lead	Progress Update May 23
Inequalities in North Lanarkshire have been further exacerbated by the Covid-19 pandemic. Through targeted interventions, people with a protected characteristic(s) will be supported to maximise their health and wellbeing through the pandemic recovery.	1,2,3,4,5,6,7,8,9	Creation of Long Covid AHP Team to provide proactive supports to those with lasting effects from Covid.

Development of anti-viral pathway to support those most at risk of complications from Covid. | Head of Health Medical Director Head of Health Improvement | NHS Lanarkshire is following evidence as adopted by Scottish Intercollegiate Guidelines Network and National Institute for Clinical Excellence. The Long Covid rehabilitation pathway is based on those guidelines with the support of a holistic multi professional team, that meets every 3 months. Learning from this pathway will inform how we develop our rehabilitation support for people with long term conditions. Long Covid rehabilitation pathway is led by South HSCP and has been in place since May 22.

The anti-viral pathway has been in place since Dec 21 and sits operationally in the Flow Navigation Centre. Treatment is accessed through a single point. |

		Targeted role out of Covid-19 vaccination programme, including proactive use of home visits and clinics supporting identified groups.		Complete
		Use of Keep Well to provide practical supports to key communities such as Gypsy Travellers and Homeless.		7 Priority groups supported through an outreach service. 72% of clinics held out with Health premises. Learn pro module developed to raise better awareness of Gypsy Traveller Communities.
		Utilise Covid Community Champions group to proactively engage with seldom heard groups		Proactively engaging with underrepresented groups forms part of our revised engagement.

Through development of our first responses, we will make services and supports more accessible to meet the needs of people with a protected characteristic(s) to maximise independence and connectedness.	1,2,3,4,5,6,7,8,9	Development of Home Assessment Teams in each Locality to provide rapid response at home for those that require it and faster discharge from hospital. Development of CAPA model to support faster and effective access to mental health and wellbeing supports for children and young people. Development of Mental Health in Primary Care teams to create rapid access to appropriate level mental health and wellbeing supports for adults. Creation of Community Connectors in the third sector, providing proactive support to access a wide range of community-based supports, including mental health and wellbeing, for all ages in North Lanarkshire	Head of Health Head of Adult SW Head of Planning	HAT teams established in 2 of the 6 localities, with plans to expand across NL. Support delivered to over 700 people. We started using the CAPA model in April 23 and aim to have this fully embedded in CAMHS by Autumn 23. 10 Community Connector posts have been agreed and are progressing to recruitment.

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The HSCPs Engagement and Participation Strategy will ensure that we are able to actively engage with a much wider range of individuals in North Lanarkshire, including those from seldom heard groups, supporting people with a protected characteristic(s) to be engaged in the design and delivery of services	1,2,3,4,5,6,7,8,9	Develop Locality Profiles to fully understand the needs of each Locality area. Create a diverse range of engagement and participation opportunities to suit different needs. Provide support to enable stakeholder representatives to participate meaningfully. Development of Locality Planning Group structures to support proactive engagement at a local level. Expansion of the IJBs Strategic Planning Group to widen patient, service user and carer representation	Head of Planning Manager Adults – Planning OD Manager	Locality profiles have been updated. Plans to strengthen engagement and participation activity are underway and it is anticipated revised arrangements will be in place from Oct 23. Revised arrangements will facilitate a range of support to enable meaningful participation. Locality Planning Groups have been refreshed, with updated Terms of Reference. Group has been expanded to ensure wider representation. Planned mix of meeting in person and online to enable active participation.

Through proactive engagement and Market Facilitation, the HSCP will support the Independent Sector to flourish, creating varied and person-centred supports for individuals including those with disabilities, long term conditions, or who are frail; supporting individuals to have greater choice and control over their care; and creating sustained employment opportunities within the North Lanarkshire area	1,2,3,4,5,6,7,8,9	Development of the partnership's Market Facilitation Plan to reflect pandemic recovery. Creative use of independent sector sustainability payments to support local providers. Development of regular provider support calls for Care at Home and Care Homes, creating the opportunity for ongoing dialogue, peer support and collaboration Continued development of Self-Directed Support to ensure people, including those with physical or learning disabilities, long term conditions, mental health problems and frailty can exercise choice and control over their care.	Head of Planning Head of Adult SW Manager Adults – QA Manager Adults – younger adults	Engagement has been maintained across the sector to ensure capacity. Link with Scottish Care are established, and a recent recruitment event received positive feedback. Sustainaiblity payments to support local provider have been utilised to create capacity and support recruitment and retention. Regular provider support calls continued throughout Covid. These have progressed to quarterly in person sessions. Transformational programme in progress that considers a whole system approach.

| Through the development of Technology Enable Care, individuals including children and young people, those with disabilities, long term conditions, or who are frail | 1,2,3,4,5,6,7,8,9 | Sustained roll out and use of Near Me across community health and social care services to provide alternative means of engagement.

Development of the TEC Flat in Allershaw Tower to support staff and service users/carers to see TEC in action and enable innovative solutions to retain independent living. | Head of Health
Head of Adult SW
Head of Planning | Remains an innovative project showcasing a mixture of NLC provided equipment and mainstream technology. Utilised regularly to educate staff across the partnership on the benefits of technology. Open invitation to provide solutions that can promote safety, enhance wellbeing and support choice and independence. Focus on finding technology-based solutions to enable people to remain independent and safe in their day to day lives.

Launched Making Life Easier blog and quarterly newsletter to increase engagement.

Disability Information Officer post now filled and launched Making Life Easier clinics operating within each locality area |

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will have alternative methods to engage with services and more innovative solutions to remain living independently, connected in their own community.		Continued expansion of the Making Life Easier website to support self-management, assessment and access to simple equipment.		Planning for a dedicated Assistive Technology area and self-assessment on Making Life Easier. link established to technology flat video demonstrating TEC to public. Developed communication plan that includes training and promotion of Making Life Easier at local events, libraries, community centres.
		Roll out of a wide range of online Mental Health resources		A wide range of online Mental Health resources have been rolled out, with plans to create a dedicated area for Mental Health on Making Life Easier. Phone Assessment training has been delivered to Access Social Work staff to reduce service user waiting lists. Making Life Easier content reviewed to ensure relevance and local focus of information. Plan in place to review existing assessments with the aim to streamline.

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership

5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation