



Equalities Mainstream Report & Equalities Outcomes 2023-2027 Update Progress Report 2023-2025



1. Contents

1. Introduction	3
2. The Legal Context	4
2.1 The Equality Act	4
2.2 Public Sector Equality Duty (PSED)	4
2.3 Fairer Scotland Duty	5
2.4 Human Rights	6
2.5 United Nations Convention on the Rights of the Child (UNCRC)	6
3. East Dunbartonshire IJB Partner Organisations	8
4. What we know about East Dunbartonshire	9
4.1 Key facts of East Dunbartonshire population	9
4.2 Key facts on East Dunbartonshire HSCP workforce	17
5. Mainstreaming Equality	18
5.1 Integration Joint Board (IJB)	18
5.2 Strategic Planning Oversight Group (SPOG) and Locality Planning Action Group (LPAG)	19
5.3 The Strategic Plan	20
5.4 Public Health Framework	22
5.5 Digital Strategy	23
5.6 Trauma Informed	23
5.7 Commissioning & Procurement	24
5.8 Leadership and Governance	24
5.9 Communication and Engagement	25
5.10 East Dunbartonshire Public, Service User & Carer (PSUC) Group	26
5.11 Equality and Diversity Training	26
5.12 Equality Impact Assessment (EQIA) process	27
6. Progress on our 2023-2027 Equality Outcomes	28

1. Introduction

The East Dunbartonshire Health and Social Care Partnership (HSCP) brings together health, social work and social care services in East Dunbartonshire and was formed in 2015 by NHS Greater Glasgow & Clyde (NHSGGC) and East Dunbartonshire Council (EDC). The HSCP is governed by the Integration Joint Board (IJB). The IJB, NHSGGC and EDC work together to strategically plan for and provide high quality health, social work and social care services that protect children and adults from harm, promote independence and wellbeing and deliver positive outcomes for East Dunbartonshire and Greater Glasgow & Clyde (GGC) area wide residents. East Dunbartonshire HSCP also hosts two NHSGGC services: Specialist Children's Services and the Oral Health Directorate. The IJB is committed to integrating equality into all aspects of its work taking into cognisance legal duties on equalities for public bodies.

The HSCP is dedicated to eliminating discrimination and harassment, advancing equality of opportunity for all and fostering good relations within our local communities and our workforce. The HSCP prioritises mainstreaming equality by ensuring that all HSCP services and functions consider equalities in their decisions and delivery.

The HSCP is also committed to reducing health inequalities within East Dunbartonshire through the HSCP & East Dunbartonshire Community Planning Partnership's "[Renewing Action for a Healthier East Dunbartonshire: A Public Health Framework](#)"



In 2023 East Dunbartonshire HSCP published a report titled "[East Dunbartonshire HSCP Equalities Mainstream Report 2023-2027](#)"

That report set out the four yearly [2023-2027 Equality Outcomes](#) for the HSCP. The Equality Outcomes with progress updates are listed in Section 6.

The progress on Equality Outcomes are reported every four years, with an interim progress update every two years. This report outlines the mainstreaming of the equality duties in the day to day functions of East Dunbartonshire HSCP and provides an update on the progress that has been made on the 2023-2027 Equality Outcomes. This report will also further identify and showcase good practice in the mainstreaming of equalities throughout the HSCP.

2. The Legal Context

2.1 The Equality Act

The Equality Act (2010) brought together over 100 previous equality legislations into one framework that protects individuals from unfair treatment and discrimination and promotes equality across the nine protected characteristics:

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

The Act prohibits:

- Direct Discrimination
- Indirect Discrimination
- Discrimination by perception
- Discrimination by association
- Discrimination arising from a disability
- Harassment
- Victimisation

2.2 Public Sector Equality Duty (PSED)

A key feature of the Equality Act (2010) is the Public Sector Equality Duty (PSED) which requires all public bodies, including IJBs, to consider the needs of protected characteristics when delivering services and through employment practices. The PSED requires public bodies to show due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The PSED must be considered by the IJB in respect of how the work they do impacts on:

- The groups they provide services to
- The people they employ
- The partners they work jointly with
- Those from whom they contact and procure services

To support public bodies in Scotland meet the aims of the PSED, there are also Scottish Specific Duties, which are:

- Set and publish equality outcomes and report on mainstreaming equality every 4 years
- Report on the progress made on equality outcomes and mainstreaming equality every 2 years
- Assess and review policies and practices against impact on protected characteristics, e.g. Equality Impact Assessments (EQIAs)
- Consider award criteria and conditions in relation to public procurement
- Publish equality information in a manner which is accessible
- Gather and use employee information and publish pay gap information
- Publish statements on equal pay

As the IJB does not employ staff directly, employee and gender pay gap information is published by the employing organisations, NHS GGC and EDC, in their respective Equality Mainstreaming Reports

2.3 Fairer Scotland Duty

In 2018 the Fairer Scotland Duty, part 1 of the Equality Act (2010), came into force which requires IJBs to actively consider how they can reduce inequalities of outcomes caused by socioeconomic disadvantage whilst making strategic decisions. Socioeconomic disadvantage includes issues such as low income, living in areas of deprivation, and poorer access to adequate housing, education and health services. These socioeconomic disadvantages can lead to inequalities in life expectancy, health life expectancy and employment.

Through Equality Mainstream Reports IJBs can demonstrate how they consider the impact of socioeconomic disadvantage at a strategic level. This duty has been incorporated within the HSCP through the service review Integrated Impact Assessment (IIA) and EQIA processes.



Oral Health Directorate: Dental Care for vulnerable groups

The Public Dental Service developed a new service with the aim of providing dental care for people whose lives have been impacted by a range of social factors including homelessness, substance use issues and gender-based violence. The clinic is innovative in set up and delivery, working to being trauma informed, and aims to be flexible and accessible. Following successful evaluation, a similar clinic with a Mobile Dental Van is being launched in early 2026.

2.4 Human Rights

The Human Rights Act (1998) is UK legislation that encompasses the rights set out in the European Convention on Human Rights into UK law. It requires all public bodies to act in line with these rights to ensure a person's human rights are safeguarded throughout policy development, service delivery and decision making processes.

The HSCP must ensure that a person's human rights are considered in all aspects of health and social care provision. A commitment to the importance of adopting human rights-based approaches to service delivery is acknowledged in the HSCP's Strategic Plan (2025-30) and the duty has been incorporated within the HSCP through the EQIA process.

**CASE STUDY**

Alcohol & Drug Partnership (ADP)

Over half of the HSCP Alcohol & Drug Recovery Service (ADRS) staff have attended Reach Advocacy workshops on "Medication Assisted Treatment (MAT) and Human Rights" which has helped enable staff to understand and apply Human Rights whilst supporting individuals. An enhanced training on Human Rights is being arranged for staff in 2026.

**CASE STUDY**

Justice Services: One-Stop-Shop

An initiative introduced in 2024-25 was a collaboration with services in East Dunbartonshire to develop a One-Stop-Shop for people in contact with Justice Services to access support services when attending the Justice Office for either unpaid work or supervision. The aim was to bring together recovery, benefits, housing and related supports to reduce barriers to attending appointments at other locations and minimising disengagement from services. Eight support service providers participate in the initiative; EDC Housing and Homelessness Services, Citizens Advice, Men Matters, Glasgow Council on Alcohol, We Are With You, GRACE, The Foundry (SAMH) and Venture Trust. All services attend the Justice Office on a Wednesday morning on a timetabled basis. Each service has a one-hour slot with 4 x 15-minute appointments, which are made by supervising Social Workers on behalf of the person attending. Since the inception of the One-Stop-Shop, 40 people have benefitted from the service.

2.5 United Nations Convention on the Rights of the Child (UNCRC)

The UNCRC (Incorporation) (Scotland) Act 2024 came into effect in Scotland in July 2024 and provides a legal framework to protect and promote the rights of children and young people under the age of 18, such as rights to health, education, play and protection from violence. The rights are underpinned by four general principles:

- Non discrimination
- Best interests of the child
- Right to life, survival and development
- Right to be heard

This duty has been incorporated within the HSCP through the EQIA process.

Public bodies, including IJBs, must also report on their work to implement children's rights every 3 years. The first is due March 2026.

CASE STUDY

Children's Services

The Children and Families Social Work Team held a UNCRC launch party to celebrate children's rights and acknowledge the work being carried out across services in East Dunbartonshire. The UNCRC principles were discussed by practitioners at the event and the importance of not only listening to the child's voice, but acting on what they say was highlighted. A seven minute briefing relating to UNCRC has also been developed.

CASE STUDY

Specialist Children's Services (SCS)

The SCS UNCRC Children and Young People Engagement Group have been driving forward the UNCRC agenda and supporting child complaints by staff training and awareness raising and creating meaningful engagement opportunities with children and young people who access our services.

CASE STUDY

SCS: Speech and Language Therapy Team

The Specialist speech and language therapy team have developed a Talking Mat version of the Child Occupational Self-Assessment tool. The tool is designed to capture the young person's view on their occupational competence and their views on every day. By adapting the assessment to a Talking Mat format, young people in the Ward were better able to engage in assessment and had a better understanding of what was being asked of them. The language load was less, barriers to understanding were reduced leading to higher quality and more accurate information, ultimately leading to a clearer care plan where the young person's voice was at the centre.

3. East Dunbartonshire IJB Partner Organisations

In 2025 NHSGGC Clyde published their four yearly Equality Outcomes: [A Fairer NHSGGC 2025-2029](#) and their most recent mainstream report: A Fairer NHSGGC Monitoring Report 2025-2025. The Equality Outcomes for NHSGGC are:

- The needs of Autistic and Neurodivergent people are better met in Acute Services
- Protected characteristic groups will receive the support they need to access the right care in the right place and avoid unnecessary attendance at emergency departments
- Deliver an Anti-Racism Plan for NHSGGC

Also in late 2025 East Dunbartonshire Council published their four yearly [Equality Outcomes 2025-2029](#):

- All people can access information, services, and participate in decisions that affect them
- Our communities are safe for, and welcoming to, people with protected characteristics
- East Dunbartonshire is a welcoming place for New Scots to come to and settle in
- We will enhance leadership and decision making by strengthening EQIA and making them publicly available
- Staff are trained to engage inclusively with protected groups
- Our workforce reflects the diversity of East Dunbartonshire, with focus on sex, disability and race
- Pupils with disabilities are actively involved in shaping support services
- Young people and families can access the right support for mental wellbeing
- Children and young people understand and promote equality through learning
- People in East Dunbartonshire can take part confidently in Licensing Board decisions

East Dunbartonshire HSCP will support both partner organisations to deliver on their Equality Outcomes and how they mainstream equalities as appropriate and relevant, for example by feeding into both organisations British Sign Language (BSL) plans.

4. What we know about East Dunbartonshire

Demographic information for children and adults in East Dunbartonshire are available in the [Joint Service Needs Assessments](#) which are completed in line with East Dunbartonshire HSCP Strategic Plan development process.

4.1 Key facts of East Dunbartonshire population

East Dunbartonshire has a population of 109,970 (NRS 2024 Mid-year estimates) and covers an area of 77 square miles which includes a mixture of rural and urban areas.

Age

2024 mid-year population estimates found that approximately 25% of the East Dunbartonshire population was aged 65 and over; this is higher than the national average of 21% (NRS Mid-Year Population Estimates).

Between 2022 and 2032 the East Dunbartonshire population is expected to increase by 4.6%. This includes a projected 21% growth in the 65+ age group, within this group, there is a projected rise of 38% in the 85+ population (This is projected to be the 16th fastest in Scotland) (NRS 2022 based Sub National Population Projections).

In East Dunbartonshire the life expectancy at birth was 80 for males and 84 years for females; this is higher than Scottish average of 77 years and 81 years. Although life expectancy remains high in East Dunbartonshire, there has been a slight fall in the life expectancy in both East Dunbartonshire and Scotland over last few years.



Community Rehab Team (CRT)

A key priority for CRT is to prevent falls in people over the age of 65. East Dunbartonshire has a high rate of falls which reflects the demographic having a higher proportion of older adults. Implementation is underway on the HSCP Falls Reduction and Management Strategy 2022-27; 'Staying Safe, Strong and Steady' across HSCP services. Our Falls Lead and Community Follow-Up post holder been responsible for delivering preventative Falls Awareness sessions to over 300 people across a range of established groups. Follow-up referrals are taken from these sessions and can include personal assessment, walking aid interventions, telecare support, and the offer of walking aid clinics within these sessions. Falls Awareness sessions are now delivered to newly qualified Social Workers as part of lunchtime learning sessions and feedback from these has been positive. CRT are also rolling out the Caring About Physical Activity (CAPA) programme to address frailty and falls amongst people who live in local care homes.

Disability

The 2022 Census included a question asking if respondents had a health condition which had or was expected to last more than twelve months, with a list of conditions presented with respondents asked to tick all that apply. This question found that 8.6% of the East Dunbartonshire population said that they had a physical disability, and 3.9% of the population had one or more of learning disability, learning difficulty or developmental disorder. The Census also found that 21% (22,835 people) of the population of East Dunbartonshire said they had a long-term illness, disease or condition.

The most prevalent physical long-term conditions in East Dunbartonshire are cancer, arthritis, coronary heart disease, asthma and atrial fibrillation



Health Improvement Function: Improving the Cancer Journey (ICJ) Service

The East Dunbartonshire ICJ Team was shortlisted as finalists for two prestigious awards in recognition of their outstanding work. The team was named as one of the final five contenders for the Excellence in Innovation category at the Macmillan Excellence Awards, the only Scottish representation to make the final five and a remarkable achievement that highlights the team’s ground-breaking work. The team has pioneered a first-of-its-kind service at HMP Low Moss, where cancer wellbeing practitioners provide vital support to inmates affected by cancer. By introducing holistic needs assessments, the team ensures prisoners receive personalised cancer care plans that address their emotional, practical, and medical needs. The innovation has fostered collaboration between prison healthcare and external services, improving early detection, treatment and survivorship outcomes. With a multidisciplinary approach, the service supports both inmates and their families, breaking down barriers, reducing stigma, and ensuring equitable access to compassionate cancer care. In addition, the team was also shortlisted as finalists for the Top Team award at the Scottish Health Awards.

Scotland’s Census 2022 reported that 280,751 people in Scotland have one or more of learning disability, learning difficulty or developmental disorder, which equates to 5.2% of Scotland’s population. It highlighted that 4,267 people in East Dunbartonshire had at least one of learning difficulty, learning disability or developmental disorder, which equates to 3.9% of the East Dunbartonshire population. Of these, 2,946 were aged 16 or above, which equates to 3.3% of the 16 or above population.



The Local Area Coordination (LAC) Service – Autism/Learning Disability

The team has developed an “Inclusive Service Checklist” which has been circulated across HSCP services, other EDC services and third sector partners to encourage services across East Dunbartonshire to consider how inclusive and accessible their services are for the Neurodivergent community

CASE STUDY**Learning Disability**

The HSCP has developed a new Learning Disability Strategy 2024-29. The development and coproduction of the strategy has involved people with lived experience, relevant stakeholders, partners and the general public. The four stage consultation process generated detailed comments and suggestions which have been incorporated within the new strategy.

CASE STUDY**SCS - the Vision Impairment Service**

The service works in collaboration with relevant third sector organisations and hosts an annual event to share updates in relation to developments in support for people with visual impairment and best practice. For the children and young people this has included guide dogs attending appointments to promote independence, education session to better understand SMART phone technology to support people with visual impairment, and work alongside Sight Scotland promoting parental support groups for parents who have children with visual impairment. The service also informed and raised awareness of the national initiative Blind Companion Pilot Scheme and was shortlisted for the Children's Health Award 2024 in the Improving Life Experiences category.

Gender Reassignment

The 2022 Census included a new question on trans status or history. This found that 177 people aged 16+ in East Dunbartonshire (0.2% of the population) said that they were Trans or had a Trans history which is lower than the Scotland figure of 0.44%. This was a voluntary question and a total of 6,187 people (6.9%) in the East Dunbartonshire population did not provide a response to this question. Therefore, the actual number of people who are Trans or have a Trans history may differ from the figure reported.

CASE STUDY**Young People's Gender Services**

East Dunbartonshire HSCP hosts Specialist Children's Services on behalf of NHSGGC, and as such participate in national planning for young people's gender services. In 2025 this has included the development of a target operating model and service specification for the creation of nationalised services

Marriage and Civil Partnership

In 2024 there were 354 marriages and 7 civil partnerships in East Dunbartonshire.

Pregnancy and maternity

There were 806 babies born in East Dunbartonshire in 2024; the standardised birth rate in East Dunbartonshire is higher than the Scottish rate.



Health Improvement Function: Breastfeeding Friendly Scheme

Health Improvement staff supported a local pharmacy and all East Dunbartonshire libraries to sign up to the Scottish Government Breastfeeding Friendly Scheme; a national award scheme to help businesses and those breastfeeding know their rights and responsibilities.



Children Services: Health Visiting

East Dunbartonshire HSCP was recently awarded Gold revalidation status for the UK Committee for UNICEF Baby Friendly Initiative. The HSCP was highly commended for the quality of the evidence and processes in place to embed and further develop care related to Baby Friendly standards.

Race

The 2022 Census showed 90.3% of East Dunbartonshire’s population was either White Scottish or White British, which is a decrease from the 2011 census. This is higher than the 87.1% of Scottish population. 9.7% of the population were from a minority ethnic group, which is less than 12.9% of people across Scotland. This includes some ethnic groups that were in the White category on the census form, such as Irish, Polish, Gypsy/Traveller, Roma and Showman/Showwoman.

Table 1: East Dunbartonshire Population by Ethnicity

	Number	%
White Scottish or British	98,321	90.3%
White Polish, Irish, Gypsy Traveller or Other White	3,475	3.2%
Indian, Pakistani, Bangladeshi or Other Asian	3,475	3.2%
Chinese	1,240	1.1%
Mixed	1,193	1.1%
African	398	0.4%
Caribbean or Black	77	0.1%
Arab	275	0.3%
Other	480	0.4%

Source: Census 2022



LAC Service - Older People Team: Mere Apna

The Mere Apna group was established in 2024 and the aim the group is to support and encourage older people from the black and ethnic minority community to meet and socialise to break down barriers of loneliness and isolation that people can face. The LAC Older People team supported the Mere Apna founder to secure meeting premises, access funding and establish a constitution. The team continue to offer advice on the running of the group which is successfully running once a week in Milngavie.

Religion or belief

The 2022 Census found that 46.6% of the East Dunbartonshire population said they were Christian, a further 43.3% said that they had no religion, and 6.6% of people did not state their religion. In Scotland 51.1% people reported they had no religion

Sex

Data from NRS 2024 mid year estimates shows there are slightly more females (52%) than males (48%) living in East Dunbartonshire; these figures are very similar to Scotland with 51% females and 49% males

Sexual Orientation

The 2022 Census found that 2.2% (1934 people) of the East Dunbartonshire 16+ population identified as Gay, Lesbian, Bisexual or Other sexual orientation, which is lower than the Scotland figure of 4%. This is highest East Dunbartonshire in the younger age groups where 6.3% of those in the 16-24 age group. It should be noted that 8.9% of the population in East Dunbartonshire did not answer this question, so it is likely that true figures likely differ slightly to what is reported.



SCS – Child and Adolescent Mental Health Services (CAMHS)

CAMHS has been awarded the LGBT Youth Scotland Charter Award for the second time, with the most recent certificate issued in July 2025 and valid through to July 2028. This follows dedicated work across services to demonstrate commitment to LGBT young people, their families, and staff. The Charter process involved staff engagement, training, and service review to ensure that LGBTQ+ young people, their families, and staff are welcomed and affirmed. Through the LGBTQ+ Champions group, SCS actively promotes inclusion and addresses the challenges faced by LGBTQ+ young people, such as bullying and minority stress. The Charter Award sends a clear message that SCS is recognised for championing LGBTQ+ inclusion and contributing to making Scotland the best place for LGBTQ+ young people to flourish and thrive.

Unpaid Carers

The 2022 Census found that 13,897 people in East Dunbartonshire (13.1% of the population aged 3 and over) said that they looked after, or gave any help or support to family members, friends, neighbours or others where this support was required because of long term physical ill-health, mental ill-health, disability or problems related to old age. 2,907 people said that they provided 50 or more hours of support per week, whilst 8,726 said they provided between 1 and 19 hours of support each week. This is higher than the Scottish figure of 11.9% of population aged 3 and over providing unpaid care.

CASE STUDY

Health Improvement Function: Public, Service User & Carers (PSUC) Group

Through the well established PSUC group in East Dunbartonshire there are carer representatives sitting on the IJB and Strategic Planning Operational Group (SPOG) that bring the voices of unpaid carers to help influence the planning of services and decision making. Carers representatives also sit on the local Carers Partnership Group which has developed a Carers Strategy 2023-2026 and Delivery Plan.

CASE STUDY

LAC Service – Older Adults: Adult Carer Support Plan

The team work with unpaid carers to identify their own needs and outcomes. During 2023-24 the team supported 21 unpaid carers through the completion of Adult Carer Support Plans and Reviews of Adult Carer Support Plans.

Unaccompanied Asylum-Seeking Children (UASC)

The National Transfer Scheme (NTS) is a government mandated programme for supporting the arrival of UASC in the UK. As part of this scheme, East Dunbartonshire is mandated to take a percentage of the number of arrivals in the UK. In addition to those young people coming via the NTS, East Dunbartonshire will also receive young people on an unplanned basis, who present as children and are requiring care and accommodation where there is no adult to provide this. In 2024 the HSCP implemented a supported accommodation model to provide whole system 24-hour support to our new Scots who arrived under the national Transfer Scheme and spontaneous arrivals who have been trafficked. In the last few years, the number of UASC in East Dunbartonshire has increased.



SCS - The Health for All (HfA) team

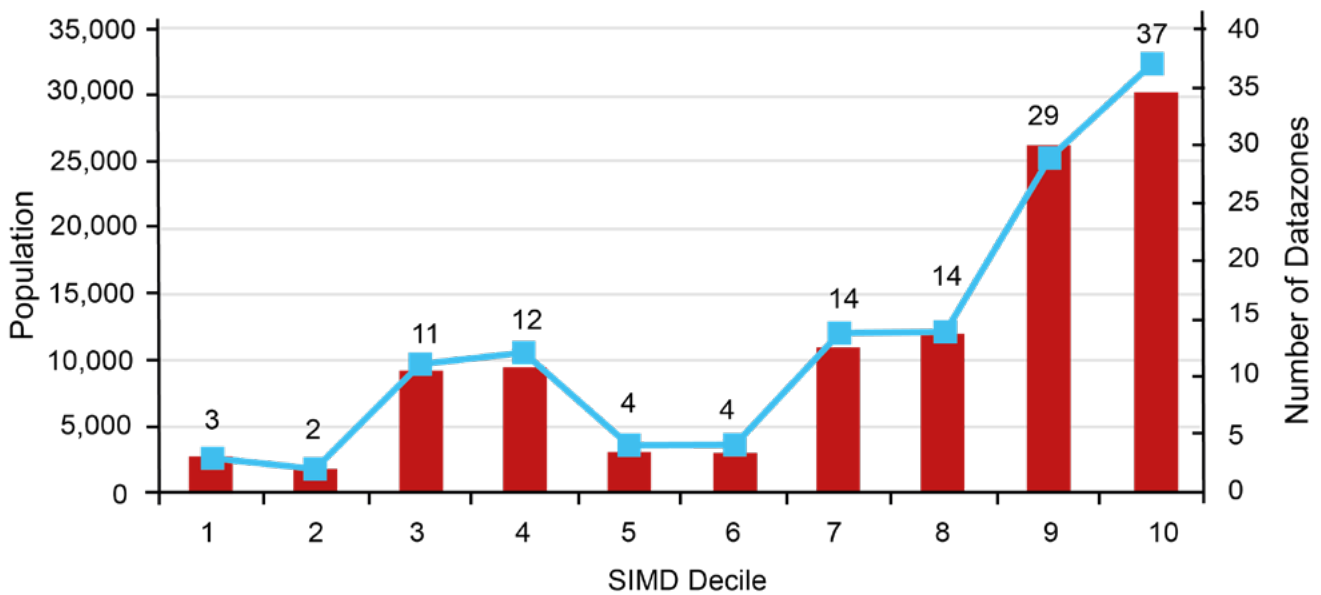
The HfA team has been working hard to close the inequalities faced by UASC. Over the years the team has adopted a trauma-informed approach. The team has also developed the range of services provided, creating a one-stop-shop approach to meet health needs in relation to blood-borne virus screening, and immunisations, including flu vaccinations, to improve uptake and reduce transmissible reportable diseases in this cohort. They also provide enhanced medical screening. The team goes above and beyond accessing interpreters and making young people feel welcome in the department when English is not their first language, using welcome posters and interpreters when required.

Socioeconomic Status

Deprivation

The Scottish Index of Multiple Deprivation (SIMD) ranks data zones from the most deprived to the least deprived. Using deciles, with 1 being the most deprived and 10 being the least deprived, the chart below illustrates the number of people and data zones in each decile in East Dunbartonshire.

Figure 1: East Dunbartonshire population by SIMD decile



Sources: NRS and Scottish Government

Although most of the population lived in the least deprived deciles, there are 3 data zone areas in East Dunbartonshire categorised in the 10% most deprived in Scotland. There are two in the Hillhead area of Kirkintilloch and one in Lennoxton. There are a further 2 data zones in the next deprived 10% (SIMD Decile 2), one located in Hillhead and the other located in Kirkintilloch West.

The 2022/23 East Dunbartonshire Health and Wellbeing Survey found that 8% of people in East Dunbartonshire found it difficult to meet the cost of gas, electricity, other fuel bills 'Often', while another 11% said they struggled to meet the cost 'Occasionally'. It was also found that 20% of people had difficulty meeting the costs of food and/or energy.

The percentage of children (Aged 0-15) in relative low income families has been increased from 8.4% in 2015 to 11.5% in 2023. Relative low income is defined as a family in low income Before Housing Costs in the reference year. A family must have claimed Child Benefit and at least one other household benefit (Universal Credit, tax credits, or Housing Benefit) at any point in the year to be classed as low income in these statistics. The percentage in East Dunbartonshire has been consistently lower than the overall percentage for Scotland despite these increases.



Health Improvement Function: Income Maximisation Service in partnership with Citizens Advice Bureau (CAB)

Over the past six years, the East Dunbartonshire Income Maximisation Service has significantly bolstered the community by securing just under £6 million in income for local residents. The service supports priority groups affected by child poverty: lone-parent families, a household where someone is disabled, families with three or more children, minority ethnic families, families with a child under one year old, families where the mother is under 25 years of age, as well as older adults who have retired from employment. The total financial gain in 2024/2025 was £569,978

4.2 Key facts on East Dunbartonshire HSCP workforce

As East Dunbartonshire HSCP is not an employer, it is not a requirement to produce or publish equality information about its employees. The IJB relies on NHSGGC and EDC information gathering to learn more about the workforce and works together with them on matters of workforce equality.

Information from the East Dunbartonshire Workforce Plan 2025 includes demographic information on staff population. East Dunbartonshire HSCP had 991 staff delivering services as of June 2025. Of the 991 staff, 603 are directly employed by EDC and 388 are employed by NHSGGC. This does not include hosted services.

It highlights that most staff are in the age band of 45-65 years old, with the highest incidence in the 55-59 age group. This contrasts with a relatively low number of staff under the age of 25 years old. An exercise is planned to look at the staff roles and qualifications required to see if this is the main reason for the relatively low number of staff under 25.

The plan also highlights that the workforce is predominantly female, with 86.5% female which is not unexpected within a health, social work and social care workforce, however this is a 2% decrease in the number of male staff employed in the HSCP since March 2021. Therefore work will be undertaken in how to promote health and social care roles to men.

Key to the HSCP Workforce Plan is retaining and developing the current workforce through a focus on their wellbeing, including their physical, mental, financial and pastoral wellbeing. The HSCP will also focus on the diversity of the workforce, looking to ensure that the HSCP is seen as offering employment of choice for all, and that young people are encouraged to see that a career in health and social care is rewarding, ensuring that our workforce is more representative of our community.

NHSGGC Staff within HSCP are encouraged and can join the NHSGGC Equality forums and network including BME Staff Network, Staff Disability Forum, Neurodivergent Subgroup and LGBTQ+ Forum.

5. Mainstreaming Equality

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

It requires equality to be considered in relation to key functions including the development of policies, decision making processes, procurement, workforce development, service delivery and improving outcomes for individuals.

This approach has several benefits for organisations including:

- Equality becomes part of the structures, behaviours and culture of the organisation
- It supports organisations to ensure that services are fit for purpose and meets the needs of the local community
- The organisation knows and can demonstrate how, in carrying out its function, it is promoting equality
- It helps organisations attract and retain a productive workforce
- Mainstreaming equality contributes to continuous improvement through growing knowledge and understanding

By mainstreaming equality, the HSCP will improve the quality of service design and delivery which leads to improved outcomes for patients/service users and staff. Since the previous mainstreaming report which was published in 2023, The HSCP has continued to embed equalities into their functions. This report will provide examples as to how the organisation is continuing to achieve and improve on mainstreaming equality and diversity.

5.1 Integration Joint Board (IJB)

East Dunbartonshire IJB is the decision-making board for all functions delegated by NHSGGC and EDC for health, social care and social work services. The IJB meets at least 5 times per year and the minutes and reports are published online.

Equalities is considered in all decisions made by IJB and is explicitly highlighted in the “Equalities Implications” section in the cover report of all papers presented. Each author must confirm if they have completed an EQIA as part of the paperwork.

The IJB Board membership includes six voting members: three elected members of EDC and three non-executive directors of NHSGGC. The Gender Representation on Public Boards (Scotland) Act 2018 sets a gender representation objective for the non-executive member component of public boards; that 50% of non-executive members are women and the steps taken towards achieving the objective. The intention of the Act is to help address the historic and persistent underrepresentation of women in public life. The East Dunbartonshire IJB can be broken down as follows, and shows that the ‘Gender Representation Objective’ has been met:

Women: 3

Men: 3

The IJB is further supported by an additional 11 non-voting members, representing the:

- EDC
- NHSGGC
- Staff
- Third Sector
- Carer and a Service User representatives, who attend on behalf of the East Dunbartonshire PSUC group



Equality Training for Non Executive IJB representatives

Non executive IJB representatives from across NHSGGC attended Equalities Training from NHSGGC Equalities and Human Rights Team in December 2025 to give them a better understanding of equalities legislation, their duties as an IJB member in relation to upholding the principles of the act and ensure a better understanding of the EQIA process and its associated paperwork.

5.2 Strategic Planning Oversight Group (SPOG) and Locality Planning Action Group (LPAG)

The Strategic Planning Oversight Group (SPOG) leads the development, implementation, and monitoring of the HSCP Strategic Plan. It also assesses the needs of local communities and provides the IJB with information on strategic priorities for East Dunbartonshire.

As part of a refreshed approach to Locality Planning, the HSCP has created an overarching Locality Planning Action Group (LPAG), which reports directly to the SPOG.

The LPAG brings together a broad range of local stakeholders across Health, Social Work, and Social Care. It is responsible for driving forward the priorities set out in the Strategic Plan. The SPOG provides governance and oversight of the LPAG as it progresses these strategic priorities.

The LPAG offers a collaborative forum where partners, services, and communities can work together to influence, plan, and deliver locality level priorities. It ensures that community voices play a central role in shaping services and that all activity aligns with both the HSCP Strategic Plan and the wider Community Planning Partnership priorities.

5.3 The Strategic Plan

The [HSCP Strategic Plan](#) outlines how the HSCP aims to improve the wellbeing of adults and children in East Dunbartonshire through the design and delivery of improved integrated health, social work and social care services. The Strategic Plan sets out the high-level direction of travel for the HSCP and commits to its key priorities. These priorities are owned by everyone within the Partnership with contributions to their achievements being made at individual, team and leadership levels through the organisational alignment of our planning processes.

Within the timeframe of this report there has been two Strategic Plans: 2022-2025 and the recently launched 2025-2030 Plan. For both plans the Equality Act (2010) is a key driver and appropriate impact assessments were carried out for both plans.

Reducing inequalities is central to the objectives of the Strategic Plan with the pursuit of improvement activities that reduce inequality of health and social care outcomes. In addition to this being a dedicated action area in support of the Empowering People priority, this plan has been equality impact assessed in line with the requirements of the Equality Act 2010. The Strategic Plan has also been assessed in support of the Fairer Scotland Duty which requires public bodies to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

The 2025-2030 plan on page is shown below;

Strategic Plan on a Page

 **Vision** › *Caring together to make a positive difference*

 **Values** › *Professionalism › Integrity › Honesty › Respect › Empathy › Compassion*



Strategic objectives and commitments



Empowering people

People are enabled to have power and control over their own lives, ensuring that they can get the support they need that is right for them at that time.



Empowering and connecting communities

Community members will be empowered to support their communities and be involved, and participate in, the ongoing sustainable development of their community. Community members will have access to information, advice and resources to enable them to live independently and without formal intervention.



Prevention and early intervention

Facilitate and enable prevention, and the identification and provision of early support, to improve outcomes for individuals and prevent, stop or slow the progression of need, to safely enable risk and to minimise harm.



Public protection

Prioritising key public protection statutory duties.



Supporting carers and families

Carers and their families will be supported and valued in their caring roles



Improving mental health and recovery

The mental health services people receive will meet national requirements, support local needs and continue to help people with their mental health and recovery.



Strategic enablers and commitments



Collaborative commissioning

Increase the opportunities for collaborative working across our commissioned service providers with the aim of improving services, outcomes for service users, processes and efficiency.



Infrastructure and technology

Maximise the use and development of our infrastructure and technology to help people to self-manage their own health and social wellbeing, as well as supporting our staff in the delivery of services.



Maximising operational integration

Strengthen collaboration, and encourage continuous improvement, amongst staff groups from both partner organisations.



Medium-term financial and strategic planning

Develop and implement a Medium-Term Financial Strategy which ensures financial sustainability for the IJB and the delivery of strategic planning priorities within the financial envelope available, in the context of demand and cost pressures and challenging financial settlements.



Workforce and organisational development

Strengthen our focus on supporting our staff's mental health and wellbeing, the recruitment and retention of staff and ensure that our staff have the necessary skills and training to carry out their job.

5.4 Public Health Framework

The East Dunbartonshire Public Health Framework 2024-27, "[Renewing Action for a Healthier East Dunbartonshire](#)" was published in 2024, setting out how we will work to improve public health within East Dunbartonshire, alongside describing our aspirations for a healthier future. The framework represents the commitment of the HSCP and its partners to prioritise public health by bringing prevention and reducing inequality to the forefront of our collective agenda.

Health inequalities are unfair, avoidable and systematic differences in health outcomes between different groups of people. To reduce health inequalities the HSCP aims to focus on key on the root causes of ill health that can lead to health inequalities, such as poverty and access to public service; as well as aiming to better understand the inequalities in health through the experiences of our local communities.

CASE STUDY

Health Improvement Function and Joint Learning Disability Team (JLDT) partnership

Health Improvement staff partnered with the JLDT to address increasing levels of overweight and obesity among adults with learning disabilities. Following a staff survey to identify training needs, Health Improvement staff delivered two tailored nutrition sessions to build confidence and support conversations about healthy eating. The partnership also worked with local cookery school Ramekin and Rolling Pin to run an 8-week hands-on course for service users and their families/carers to learn practical cooking skills, explore healthier choices, and build social connection. This initiative demonstrates how collaborative, tailored support can reduce health inequalities and improve wellbeing for adults with learning disabilities.

CASE STUDY

Health Improvement Function: Culture of Health project

Health Improvement staff worked in partnership with East Dunbartonshire Leisure and Culture (EDLC) Trust to develop Health Information Hubs in local libraries. This project has ensured that every library in the area now hosts a dedicated hub, offering residents access to trusted health and wellbeing information, resources, and signposting to local services. By embedding these hubs in everyday public spaces the team have made health and wellbeing support more accessible and demonstrated a clear commitment to reducing health inequalities across East Dunbartonshire

5.5 Digital Strategy

The [HSCP Digital Strategy 2025-30](#) builds on the HSCPs progress in relation to digital transformation and sets out the strategic direction, key drivers, local context, and priorities for advancing the digital agenda to better support people in accessing health and social care services, enable a digitally confident workforce, and promote openness, accessibility, and inclusion in service delivery.

Digital inclusion is a core principle of this strategy, and the HSCP will work to remove barriers, support digital skills, and provide alternative access routes so that everyone can benefit from the opportunities digital transformation brings.

In line with the Equality Act (2010) and Fairer Scotland Duty, the HSCP will undertake EQIAs for all major digital initiatives to identify and mitigate potential inequalities.

5.6 Trauma Informed

In line with national vision East Dunbartonshire HSCP aims to create a trauma informed workforce. The HSCP recognises the prevalence of trauma and its long term effects it can have on individuals, families and communities. Preventing and mitigating the impacts of trauma is a national public health priority, and locally the East Dunbartonshire ACEs and Trauma Collaborative (EDATC) are taking forward this priority at a local level. The group has developed [an East Dunbartonshire Informed Practice Outcomes and Improvement Plan](#) and are committed to embedding equalities in to all the approaches and activities. EDATC has several subgroups to drive forward this work across the HSCP.

The Training subgroup co-ordinates a rolling monthly programme of Trauma Informed (Level 1) and Trauma Skilled sessions for HSCP and EDC staff and wider partners; these sessions are promoted via the Public Protection learning and development calendar. Staff are also able to undertake a Trauma Informed e-learning module.

The Environment Subgroup have undertaken engagement with staff and service users through focus groups, 1:1s and a survey on how Kirkintilloch Health & Care Centre could become more trauma informed. Following the engagement the group were able to secure endowment funding to make treatment rooms trauma informed.



HSCP Trauma Informed Co-ordinator & Oral Health Directorate: Trauma Informed Training

The HSCP Trauma Informed Co-ordinator has delivered Trauma Informed (Level 1) sessions across Public Dental Service teams including prison based, paediatric and emergency dental services. These feedback from these sessions has been very positive. Following this the HSCP Trauma Informed Co-ordinator in partnership with Inverclyde Council, has developed a Trauma Informed Practice session to be delivered to the Leadership Team with Public Dental Service to focus on staff wellbeing and supporting difficult conversations.

5.7 Commissioning & Procurement

Commissioning is a delegated function that requires the HSCP and its partners to decide how best to spend and/or allocate its budget to ensure there is sufficient provision to meet assessed needs. The challenge going forward, is how to meet current and future needs whilst budgets reduce year on year. In response, the HSCP plans to deliver the key priorities set out in the Strategic Plan through a programme of action that includes transformation, redesign, improvement, and disinvestment across all services, including commissioned services. All commissioning decisions comply with equalities legislation.

5.8 Leadership and Governance

Mainstreaming equality is an organisational responsibility where leadership for equalities must be demonstrated at all levels and all staff central to its success. The Chief Officer of East Dunbartonshire HSCP is ultimately accountable for ensuring that equality legislation is upheld and that services are designed and delivered in a way that meets the Equality Act (2010). All strategic policy, process or service development and equality related activities within the HSCP will be reported to, assessed, and approved by the Senior Management Team (SMT) and will have an EQIA and/or Integrated Impact Assessment completed and presented to the SMT for consideration.

All services and/or work undertaken under by any governance group has a responsibility to consider equalities.

A HSCP Equalities Working Group is in the process of being set up in 2026 to develop the new Equality Outcomes for 2027 to 2031.

5.9 Communication and Engagement

The [HSCP Communication & Engagement Strategy 2024-2029](#) sets out clear, consistent approaches for engaging patients, service users, carers and stakeholders, and is aligned with Scottish Government and COSLA's Planning with People guidance. Effective communication and engagement are essential to ensure everyone is informed, involved, and able to influence the planning and delivery of local health and social care services.

The HSCP is committed to making all communication and engagement inclusive, fair, and accessible. Guided by the Equality Act (2010) and National Standards for Community Engagement the HSCP adapts activities to reach affected groups and work with partners such as East Dunbartonshire Voluntary Action (EDVA) to reduce barriers. Information can be provided in plain language and alternative formats on request, including translations and easy-read versions. Both parent organisations, EDC and NHSGGC, offer interpreting and accessible communication services for people whose first language is not English and for those who are Deaf, hearing impaired, or Deafblind.

CASE STUDY

LAC Service – Older Adults

In 2024 the LAC team undertook telephone surveys with older adults who had been supported to access local clubs and groups. The purpose of the survey was to ascertain the impact of social support opportunities. By changing methodology from postal surveys to telephone surveys increased the response rate to 45% (an increase of 32% from the previous year).

CASE STUDY

HSCP Website

A new HSCP website (health.eastdunbarton.gov.uk) was launched October 2024 following engagement with public. Work is ongoing to further develop the website to improve online accessibility and signposting to information and services.

CASE STUDY

LAC Service – Autism: Autism Community Group

The LAC team have set up an Autism Community Group which includes autistic adults and individuals with lived experience of autism has grown and flourished this year. The group aims to positively influence decision making bodies, other local agencies and the wider community and they have recently undertaken a survey for the neurodivergent community across East Dunbartonshire to develop lived experience feedback to support these approaches.

CASE STUDY**Children Services: The Children with Disabilities team**

The team are leading the way in relation to highlighting improvements for Child Protection and Disability. They are taking forward multi-agency work, which includes the development of Child Protection Procedures for children with disabilities. There is a plan in place to improve communication with children during the child protection process and to support children using an advocate. For our children who are non-verbal, this will allow them to be heard, rather than information coming only from their carer. This should improve outcomes for each child, having their views at the centre of all plans.

CASE STUDY**Learning Disability Residential Units**

Working groups have been set up with residents, staff and facility staffs to involve residents in decision making and supporting independence. The “Foodies” group discuss and come up with ideas on menus, new meals to trial and residents can “Rate Your Plate”. The “Gardening” group has set up three planters including those at waist height for those in wheelchairs. The vegetables grown in the planters have then been used for meals! Across the Learning Disability Residential units there is ongoing consultation with the residents and their families to ensure continual development.

CASE STUDY**SCS Neurodisability/Neurodevelopmental and care-experienced services**

SCS have adopted changes in language to be sensitive and neuro-affirming to all, to avoid unnecessary stigma and offence. Workplace equality for neurodiverse colleagues is supported through training, leadership development, and inclusive recruitment campaigns.

Neurodisability and the child’s voice have been a focus in SCS newsletter briefings, and the adoption of EMIS read codes help to highlight communication differences and ensure a more targeted approach. We have also delivered a session on various communications styles at SCS Child protection training events and CAMHS academic timetables inclusive of the infants and those with additional support needs to ensure their voices are heard. Additionally, ethnicity data is now captured to inform service planning and reduce inequalities.

Letters and responses can be sent in braille, different languages, and in larger font as required for our service users, and a person-centred approach is adopted.

5.10 East Dunbartonshire Public, Service User & Carer (PSUC) Group

The Public Bodies (Joint Working) (Scotland) Act 2014 requires that service users and carers are represented on the IJB, Strategic Planning Oversight Group and Locality Planning Action Group. This has led to East Dunbartonshire HSCP setting up the PSUC group.

The HSCP works with the PSUC group to provide the people of East Dunbartonshire with a voice in the planning, development and review of health and social care services. The PSUC group receive service updates and presentations from staff and health professionals and actively participate in health and social care reviews, projects and consultations. Each new PSUC member is given a full induction, on-going training and all out-of-pocket expenses are covered.

5.11 Equality and Diversity Training

All employees as part of their induction process and thereafter on an ongoing basis must undertake mandatory training on Equality and Diversity. This is for both NHSGGC and EDC staff including Senior Managers and IJB members. For NHSGGC staff must be able to exhibit through their annual appraisals how they are meeting Equality and Diversity standards as part of the Knowledge & Skills Framework. Other equality learning opportunities that are actively promoted regularly via email and MS Teams Channels and which staff are encouraged to access include:

- NHSGGC EQIA Assessor Training EQIA training is delivered on an annual basis face to face for HSCP staff; this training is also delivered online on a rolling basis across NHSGGC which HSCP can access.
- NHSGGC Equality & Inclusion training for Middle Managers up to Band 6 and Senior Managers (Band 7 and above)
- NHSGGC commissioned Active Bystander Training which provides skills to challenge unacceptable behaviours, including those which may have become normalised over time
- East Dunbartonshire HSCP Neurodivergence training
- Variety of communication and engagement development opportunities by EDC, NHSGGC and Healthcare Improvement Scotland, for example Patient Experience Public Involvement (PEPI) Lunchtime Learn sessions and Health Literacy awareness sessions
- Team specific training LGBT and substance use training for ADRS staff



Equality Training

Training The inclusion officer within Education provided two training opportunities for multi-agency practitioners to learn more about the variety of ways to gather children and young people's views, with specific consideration of those who cannot communicate verbally. This also supports with ways in which we can represent their views.

5.12 Equality Impact Assessment (EQIA) process

EQIAs are a key mechanism for the HSCP ensuring that policies, strategies, new services and service reviews do not disadvantage individuals or groups with protected characteristics. An EQIA involves a systematic analysis of proposed changes to identify any potential adverse impacts to those with protected characteristic groups or other vulnerable groups. If negative impacts are identified, mitigations are put in place to minimise negative effects and maximise opportunities to advance equality. EQIAs apply equally to internal and external policies, strategies, functions and services and help identify who needs to be involved in decision making process and the most effective ways to engage with them.

The HSCP has adopted the NHSGGC EQIA template and works closely with NHSGGC Equalities and Human Rights Team to mainstream assessments and provide ongoing training. A key priority within the HSCP Equality Outcomes 2023-2027 was to build staff capacity through EQIA Assessor training. By the end of 2025, thirty-five staff members across HSCP and hosted services had successfully completed training and are now qualified EQIA assessors. All new policies, service reviews or service redesigns undergo an EQIA, which is quality assured by the NHSGGC Equalities and Human Rights Team and published on the [HSCP website](#) in a timely manner. This structured approach ensures equality considerations are embedded in decision-making and service delivery.

6. Progress on our 2023-2027 Equality Outcomes

This report outlines the progress to date in mainstreaming the outcomes over the last two years. A final report will be published in 2027 outlining all work within the period set out. A refreshed equality outcomes will be developed and published alongside the final progress report

Progress on the current four-year Equality Outcomes as of end of 2025 is:

Key Area	Objective	Update
Empowering People	Telehealth	Telehealth is a key area of the HSCP Digital Strategy. Benchmarking numbers not able to be provided as telehealth is an umbrella terms relating to different services. New Digital Strategy was launched late 2025 with an accompanying EQIA
	Self Directed Support (SDS)	SDS Implementation Plan 2025-2027 developed and implemented with annual reporting.
	Public Health Strategy	East Dunbartonshire: A Public Health Framework 2025-2027 developed and implemented with annual reporting as set out in Annual Delivery Plan. This framework has an accompanying EQIA.
	HSCP website	New HSCP website redesigned and launched in late 2024; ongoing work to improve quality and relevant information to support self-management
	Community & Engagement	HSCP Communication & Engagement Strategy 2024-2029 developed and implemented, with an accompanying EQIA.
	Digital Strategy	Digital Strategy 2023-2025 new Digital Strategy 2025-2030 launched late 2025 with an accompanying EQIA.
	BSL Strategy	NHSGGC and EDC implementing their BSL Strategies and Action Plans and HSCP supporting as required
	Equalities webpage	Webpage now live on new HSCP website and compliant following EHRC monitoring

Key Area	Objective	Update
Empowering Communities	East Dun Asset Map	Currently active and maintained by Ceartas on a temporary basis; long term funding under review
	Wellbeing Workers in GP Practices	The project ceased delivery due to financial constraints in 2024
	Income Maximisation Service	Ongoing service in partnership with HSCP Health Improvement and East Dunbartonshire Citizens Advice Burea (CAB). Annual reports available.
	Compassionate Communities – No-one dies Alone (NODA)	NODA service launched late 2025 and is operating through two third sector organisations and volunteers. The service has an EQIA.
	Local collocated services with integrated multi-disciplinary teams	Bishopbriggs shopfront Community Treatment and Care (CTAC) premises opened in December 2025 with an accompanying EQIA. Milngavie/Bearsden equivalent – currently on hold
	Locality Planning Groups (LPGs)	LPGs have been reviewed and a new model has been developed and is operational – Locality Planning Action Group
	PSUC membership	Recruitment of PSUC members ongoing – three new members have been recruited in 2025
	Older Person’s Strategy	Social Support for Older People in East Dunbartonshire: five year strategic direction 2023-2028 developed and implemented with an accompanying EQIA
	Older persons community capacity and social prescribing	This aim of the Social Support for Older People in East Dunbartonshire: five year strategic direction 2023-2028 will not be delivered due to financial constraints
	Learning disability move to Allander Day Service	Transition completed and different community based support options available

Key Area	Objective	Update
Supporting Families and Carers	Carers Strategy	Carers Strategy 2023-2026 developed and implemented with support from PSUC carer representatives. The strategy has an accompanying EQIA.
	Carers access to Information and advice	Ongoing improvement activity in partnership with Carers Support Organisation
	Carers' Unmet Need	PSUC carer representatives engaged and involved in reporting
Improving Mental Health and Recovery	Mental Health Services communication	Ongoing process of engagement with staff and service users to ensure any resources meet the needs of service users
	Primary Care Mental Health Team – out of working hours clinic	This is currently on hold as full service being reviewed
	Psychological Therapies during Perinatal period	Staff trained and programme is being delivered
	Benchmarking Tool	Not progressed to date
	Young Onset Dementia pilot	NHSGGC ran a pilot which became permanent
	ADP Strategy	ADP Strategy 2023-2026 developed and implemented with an accompanying EQIA
Workforce and Organisational Development	EQIAs	Ongoing process. EQIAs to be undertaken on all policies/strategies, new services or service changes. These are quality assured and published on HSCP website
	EQIA training	One face to face training held annually, and staff have access to ongoing rolling programme ran by NHSGGC
	LGBT+ Charter	Not progressing due to financial constraints but HSCP supports local campaigns



Other formats

This document can be provided in large print, Braille or in audio format and can be translated into other community languages. Please contact the Council on 0300 123 4510

本文件可按要求翻譯成中文，如須此需要，請電 0300 123 4510。

اس دستاویز کا اردو ترجمہ دستیاب کر سکتے ہیں (اردو زبان میں ترجمہ کی درخواست کی جاسکتی ہے۔ براہ مہربانی فون نمبر 0300 123 4510 پر رابطہ کریں۔)

ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਮੰਗ ਕਰਨ ਤੇ ਪੰਜਾਬੀ ਵਿੱਚ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0300 123 4510 ਫੋਨ ਕਰੋ।

Gabhach an sgrìobhainn seo cur gu Gàidhlig ma tha sin a dhìth oirbh. Cuir bh fòn gu 0300 123 4510

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