



Aberdeen City
Health & Social Care
Partnership

A caring partnership

Equalities Outcomes and Mainstreaming Framework 2026 - 2030

Aberdeen City Health and Social Care Partnership

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Statutory Duty, Reporting and Governance

Mainstreaming the equality duty has several benefits including: equality becomes part of the structures, behaviours and culture of an authority, an authority knows and can demonstrate how, in carrying out its functions, it is promoting equality mainstreaming equality contributes to continuous improvement and better performance.

Source: Equality and Human Rights Commission

The successful implementation of Aberdeen City Health and Social Care Partnership's (ACHSCP's) Equality Outcome and Mainstreaming Framework (EOMF) will be supported by a network of DiversCity Officers, who in addition to their day to day tasks, will have a lead role in supporting their colleagues evidence compliance with equality and human rights legislation, integrated impact assessments and other requirements as a way of continually improving the quality of life outcomes for people using health and social care services. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the IJB to review its equalities outcomes every four years, we have ensured that learnings from the previous outcomes will support our refreshed development.

Reporting on progress is required biennially, however - we have moved into best practice to ensure we have an annual report. This supports continuous development and embedding of learning quickly. Our EOMF report goes to our Integration Joint Board with our policy on Assessing Our Impact and Guidance for Community Engagement, Human Rights and Equalities. Oversight of our progress and reports go to our Equalities and Human Rights subgroup of the Strategic Planning Group.

There has been learnings with working alongside ACC Equalities Team and have supported equalities and diversity work across ACHSCP. A good example of this is the [joint British Sign Language Plan 2024 -2030](#).

Our development has been recognised and the Equalities and Human Rights Commission who confirmed our compliance status in relation to the Public Sector Equality Duty.



2021 – 2025 Outcomes and Achievements

People with both mental and physical disabilities have improved experiences of care.

Older people received the right care, in the right place at the right time.

All residents of Aberdeen have equal access to health and care services.

The top preventable risk factors are tackled particularly in areas of deprivation (those experiencing health inequality)

Service design and delivery is informed by the diversity of experience with Aberdeen communities.

- **Major expansion of home adaptations supporting independence** 1,530 home adaptations were completed by ACC, RSLs and private homeowners supported by IJB budget and Private Sector Grant Scheme, across Aberdeen - (222 major, 1,308 minor) - to ensure people's homes meet their needs regardless of tenure. This directly supports independence, reduces inequalities in access to adaptations, and improves outcomes for disabled people.
- **Significant growth in inclusive wellbeing programmes through Stay Well Stay Connected** The SWSC programme saw a 169% increase in engagement (from 660 to 1,777 people), expanding activities such as Soup & Sannies, Boogie in the Bar, and targeted interventions in priority neighbourhoods. This reduced social isolation among older people and people with learning disabilities—groups disproportionately affected by health inequalities.
- **Improved vaccination access for all communities, including high-risk and marginalised groups.** 1. Hubs across all localities 2. pop-up clinics in priority neighbourhoods. 3. dedicated clinics for sensory impairment. 4. outreach to homeless communities. 5. support for refugees, asylum seekers and people new to the area through GREC. This ensured equitable access and reduced barriers linked to deprivation, disability, language, and housing insecurity.
- **Strengthening lived-experience involvement through Locality Empowerment Groups.** Locality Empowerment Groups increased attendance, diversified participation, and appointed two service user representatives to the Integration Joint Board.
- **Collaborative commissioning and expanded support for unpaid carers.** Carers services saw a 40% increase in carers registering, supported by 1. the successful delivery of Carers Improvement Projects 2.collaborative commissioning across partners and carers themselves 3.the creation of the Carers Reference Group. This improved equity of support for unpaid carers, a group often facing compounded inequalities.

Partner Organisation Equality Outcomes



[Aberdeen City Council Equalities outcomes and mainstreaming report](#)

2025-2029

Aberdeen City Council as a service provider

- Equality Outcome 1: All people can access information and services, with systemic, social, and physical barriers identified and minimised.
- Equality Outcome 2: All people can participate and help shape decisions that affect them.
- Equality Outcome 3: Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

Aberdeen City Council as an employer

- Equality Outcome 1: Our workforce is as diverse and representative as the city we serve, with a focus on sex, disability, race and sexual orientation.
- Equality Outcome 2: People with protected characters feel their voice and experience is heard, valued and helps shape decisions that affect them.

Aberdeen City Council as an Education Authority

- Equality Outcome 1: Pupils with disabilities experience better access to services that meet their needs through more frequent and systematic involvement in the design of service delivery across the council.
- Equality Outcome 2: Young people and families will have improved access to the resources needed to support their mental health and wellbeing.
- Equality Outcome 3: Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

Aberdeen City Council as a Licensing Board

- Equality Outcome 1: Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.
- Equality Outcome 2: The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

Partner Organisation Equality Outcomes



[nhs-grampian-equality-outcomes-2025-2029.pdf](#)

Equality Outcome 1

NHS Grampian will provide a safe, supportive and inclusive environment for staff to discuss issues relating to a particular protected characteristics. We will particularly focus on disability, sexual orientation and women (sex).

Equality Outcome 2

NHS Grampian will meet the needs of staff with disabilities so they can access and progress in employment.

Equality Outcome 3

NHS Grampian will address and improve the healthcare needs of people undergoing gender reassignment.

Equality Outcome 4

NHS Grampian will improve healthcare access and health outcomes of Gypsy/Travellers in Grampian.

Equality Outcome 5

NHS Grampian will improve the health of women who experience consistently poorer outcomes and focus on the delivery of the Women's Health Plan (WHP) 2021-2024.

Strategic Alignment



Equality Outcomes 2026 - 2030

Outcome 1

Easy Access for All

People in Aberdeen can access health and social care services without physical, digital, social, cultural or financial barriers.

- Our digital transformation will expand our use of technology-enabled care focusing on digital inclusion.
- Make our services and information more accessible for our communities.
- Our integrated impact assessments will inform our decision making.

Outcome 2

Fair and Inclusive Care

People with protected characteristics feel safe, respected and included in the care they receive.

- Young adults transitioning from Children's and Adult services feel supported and included in planning their care.
- Our preventative interventions are targeted at those most affected by health inequalities.
- Services are trauma-informed and trained - reducing barriers for people with protected characteristics.

Outcome 3

Equitable Support for Independent Living

People in Aberdeen with complex or long-term conditions receive person-centred care that helps them stay independent and live at home for as long as possible.

- Our commissioned services are targeted and modernised to support our most vulnerable people.
- GP Vision and Primary Care Improvement Plan support coordinated health and social care delivery and referrals to support independence.
- Our services are well coordinated and planned along with multi-disciplinary teams to deliver positive improvements to those with complex needs or long-term conditions.

Outcome 4

Services are planned in partnership with our Communities.

Service design and decisions are guided by meaningful engagement with diverse communities and those most impacted by inequality.

- We co-produce our strategies and plans with our communities, ensuring engagement and feedback are appropriate and representative.
- Our decisions and priorities are driven by robust impact assessments and engagement.
- We work collaboratively with partners to deliver preventative health initiatives and ensuring services focus on upstream support for those most at risk of health inequalities.

Outcome 1

Easy Access for All

People in Aberdeen can access health and social care services without physical, digital, social, cultural or financial barriers.

Action	Measures	Linked Strategy, Plans, Policy and Guidance
Our digital transformation will expand our use of technology-enabled care focusing on digital inclusion.	Increased uptake of services in areas of deprivation. Increased uptake in digital support and Technology Enabled Care solutions. Reduction in Did Not Attend (DNA) gap between most and least deprived quintiles	ACHSCP Strategic Plan ACHSCP Digital Strategy Carers Strategy
Make our services and information more accessible for our communities.	% services with accessible information packs in BSL, Easy Read, top community languages Promotion of services, information and available resource	Joint BSL Plan See Hear Strategy (NESS)
Our integrated impact assessments will inform our decision making.	Number of IIA completed Number of IIAs reviewed Engagement Events	Assessing our Impact Guidance of Community Engagement, Human Rights and Equalities.

Outcome 2

Fair and Inclusive Care

People with protected characteristics feel safe, respected and included in the care they receive.

Action	Measures	Linked Strategy, Plans, Policy and Guidance
Young adults transitioning from Children's and Adult services feel supported and included in planning their care.	% of young adults supported into Adult Services, from Children Services. Satisfaction/ experiences difference across protected characteristic group	ACHSCP Strategic Plan Local Outcome Improvement Plan Transitions Plan Carers Strategy
Our preventative interventions are targeted at the at those most affected by health inequalities.	SIMD breakdown on prevention measures – Vaccinations, Screening, Health Visiting information. Number of people supported by Stay Well Stay Connected	ACHSCP Strategic Plan Local Outcome Improvement Plan Carers Strategy
Services are trauma-informed and trained to support reducing barriers for people with protected characteristics.	Staff Training (Identified appropriate programmes) Uptake Partnership wide workforce accreditations achieved – e.g. Carers Positive, Disability Confident and Equally Safe etc.	ACHSCP Workforce Plan Local Outcome Improvement Plan Carers Strategy

Outcome 3

Equitable Support for Independent Living

People in Aberdeen with complex or long-term conditions receive person-centred care that helps them stay independent and live at home for as long as possible.

Action	Measures	Linked Strategy, Plans, Policy and Guidance
Our commissioned services are targeted and modernised to support our most vulnerable people.	Reviewed services, and adjusted outcomes for service users. Qualitative feedback and stories Number of Coordinated care packages	ACHSCP Strategic Plan Market Position Statement
GP Vision and Primary Care Improvement Plan support coordinated health and social care delivery and referrals to support independence.	Link Practitioner outcomes Integrated Community and Care measures and breakdown	GP Vision and Primary Care Improvement Plan ACHSCP Strategic Plan
Our services are well coordinated and planned along with multi-disciplinary teams to deliver positive improvements to those with complex needs or long-term conditions.	Number of disabled adaptations in Housing	ACHSCP Strategic Plan AGILE and Stay Well Stay Connected Local Housing Strategy Carers Strategy

Outcome 4

Services are planned in partnership with our Communities.

Service design and decisions are guided by meaningful engagement with diverse communities and those most impacted by inequality.

Action	Measures	Linked Strategy, Plans, Policy and Guidance
We co-produce our strategies and plans with our communities, ensuring engagement and feedback are appropriate and representative.	Engagement reach across protected groups Evidence of co-production in redesign initiatives and projects. Community feedback driving changes	ACHSCP Strategic Plan Carers Strategy
Our decisions and priorities are driven by robust impact assessments and engagement.	Community feedback driving changes Number of IIAs undertaken	Assessing our Impact Guidance for Community Engagement, Human Rights and Equalities.
We work collaboratively with partners to deliver preventative health initiatives and ensuring services focus on upstream support for those most at risk of health inequalities.	Increased uptake in Stay well stay connected initiatives Number of shared services our qualitative	ACHCSP Strategic Plan Local Outcome Improvement Plan AGILE and Stay Well Stay Connected