

EQUALITY MONITORING FAQ



‘Equality’ and ‘diversity’ means people should all get the right services, whoever they are. It’s not about special treatment; it’s about the right support for everyone, in the right place, at the right time.

Health and social care services should treat you fairly, with respect and deliver services in a way that understands and supports your needs.

The New Integrated Joint Board (IJB) which is made up of partners from community, social work, the NHS and third sector partners are introducing new models of care that aim to enhance the experiences of people receiving care in hospital, at home or in a homely setting.

The strategic plan and local delivery plans outline the new models of care and innovation that will be required for the IJB to meet your needs in the future.

One way of ensuring the IJB are making progress and improving people’s lives is called Equality Monitoring. It helps to identify what is changing in the population, (such as age, gender identity, religion), where in the region more services are needed, what type of services, and how those services are performing.

But this cannot happen without feedback from the people the IJB are trying to help.

The following information is to help people understand why current IJB health and social care services are asking more in depth Equality Monitoring Questions and to inform you what happens to the information.

EQUALITY MONITORING EXPLAINED

All your information is treated confidentially. Your answers help the IJB understand the changes in the population so that services can be better developed for you.

Your information is kept **confidential**. All information undergoes what is called a *disclosure control procedure* so that individuals cannot be identified through any of the information reported on through the results of a survey. All statistics and survey results produced by the IJB are subject to “disclosure control”. Disclosure control ensures that individuals cannot be identified through published results.

Equality Monitoring questions are often as follows...

1. Who are you answering on behalf of?

Why ask?	Understanding if the views you provide are your own, another individual you may care for or part of a group you represent is vital to how we then analyse and implement any changes suggested by the majority of all responses.
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2. Where do you live?

Why ask?

National Records Scotland Records Scotland and all major providers of public data sets have stopped publishing data using postcode areas or postcode sectors, they now publish data using intermediate geographies called “datazones” and “intermediate zones”. For example:

- several postcodes make a datazone;
- several datazones make an intermediate zone;
- several intermediate zones make one of the Health & Social Care Localities;
- and each locality sits inside the Dumfries & Galloway local authority and health board boundary.

Across Dumfries & Galloway there are 193 datazones each with an average population of 780 residents. There are 35 intermediate zones each with an average population of 4,300 residents.

Asking people what their postcode is shows which datazone, intermediate zone or locality they reside in and enables the findings to be compared with publically available survey results. Therefore, although data may appear to be identifiable when it is initially collected, by following Disclosure Control Protocols, the published results are legally bound to respect people’s confidentiality.

Your post code will help to decide how we plan and deliver services to you.

3. What is your age?

Why ask?

Knowing the ages of people can help greatly in planning what services are needed. For example, a rural village with an increase in new families may need a school bus service or crèche facilities a town with a high percentage of elderly citizens should consider how easy it is to get around.

4. Do you have a disability?

Why ask?

Understanding your disability helps services ensure your access to the service is planned in a way that meets your needs and provide the best level of support to you as possible.

5. Do you care for anyone with a disability?

Why ask?

Understanding the disability helps services: ensure your access to the service is planned in a way that meets your needs and; provide the best level of support to you as possible.

6. What is your gender?

Why ask?	<p>Understanding how people describe their gender helps services to offer appropriate and respectful health checks, or to ask relevant questions when considering your support needs. For example: Changes to the gender diversity of the population may require staff training to adapt practice effectively.</p> <p>Someone's gender variance is not harmful to others; instead it can be helpful for society as it can provide greater originality and reveal otherwise unrecognised gender-based discrimination.</p> <p>Some terms which people are not familiar with are:</p> <p>Non-binary: A person who does not relate to being just male or female.</p> <p>Gender Fluid: A person who does not identify themselves as having a fixed gender</p> <p>Gender Neutral: individuals who have a neutral gender identity or expression, or identify with the preference for gender neutral language and pronouns.</p>
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7. Do you now, or have you ever identified as transgender?

Why ask?	<p>Gender transition is when a person is born with a gender that they do not identify with and wish to change through their expression or sometimes surgery. Understanding what gender you identify with and any changes can help services work to good practice guidance so that employers, service providers and transgender people can all feel confident in ensuring that transgender inclusion, equality and rights are upheld at all times.</p> <p>Trans Man - A female-to-male (FTM) transsexual man (trans man) is someone who was labelled female at birth but has a male gender identity, and therefore transitions to live as a man. Transsexual men can be distinguished from other transgender people by the extremely strong need which they have to live completely and permanently as men in contrast to their original birth label of female</p> <p>Trans Female - A male-to-female (MTF) transsexual woman (trans woman) is someone who was labelled male at birth but has a female gender identity, and therefore transitions to live as a woman. Transsexual women can be distinguished from other transgender people by their extremely strong need to live completely and permanently as women in contrast to their original birth label of male.</p>
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8. What is your sexual orientation?

Why ask?	<p>Understanding who you are physically, spiritually or emotionally attracted to can highlight particular needs you may have. It helps services understand the dynamics of your family and life experiences. For example you may need your support worker to be respectful of the values which support your health and well being.</p> <p>Bisexual - romantic attraction, sexual attraction, or sexual behaviour toward both males and females</p> <p>Heterosexual (straight) - romantic attraction, sexual attraction, or sexual behaviour with only the opposite sex to them</p> <p>Gay – Men who have romantic attraction, sexual attraction, or sexual behaviour with only other men</p> <p>Lesbian - Women who have romantic attraction, sexual attraction, or sexual behaviour with only other women</p> <p>Pansexual - not limited in sexual choice with regard to biological sex, gender, or</p>
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gender identity

Asexual - a person who has no sexual feelings, associations or desires.

9. What is your religion or belief?

Why ask? Your religion or beliefs may be an important contribution to your overall health and well being. Knowing your religion or belief can help us make sure our services positively reflect your life choices.

10. What is your ethnic group?

Why ask? Your cultural traditions may guide your routine, diet, rituals or exercise. How you view your ethnicity helps services to be inclusive of your cultural values.

11. What is your marital status?

Why ask? It is important to respect people's different family relationship. Knowing yours will help us make sure we have treating you and your family fairly Civil partnerships have a legal right to be treated the same as married couples on a wide range of health and social care matters.
For example, it is important to avoid assumptions that could cause exclusion or attitudes which may lead to discriminating practice.

12. Are you pregnant?

Why ask? You will require a range of specialist services if you are pregnant, or have had a baby or are trying for a baby. Therefore sharing this information can help deliver services of this kind in your area.

13. Have you given birth in the last year?

Why ask? You are entitled to a range of support that might not be automatically provided to those who are not pregnant or who have a young baby.