

The Scottish Centre For Children With Motor Impairments



Equality and Diversity Strategy

Outcomes 2021-2025

Introduction

In line with the Equality Act 2010 (specific Duties) (Scotland) Regulations 2012, this document fulfils the Scottish Centre for Children with Motor Impairment's (SCCMI) duty to publish a set of equality outcomes at intervals of not more than 4 years. This set of outcomes is for the 2021-2025 reporting cycle.

Each outcome includes information about the result the SCCMI wishes to achieve and evidence will be provided as to why it is a priority. Progress towards each outcome will be published every two years, with the first progress report due no later than 30th April 2022.

The outcomes cover a range of areas, reflecting the breadth and depth of the SCCMI's work that seeks to advance equality, however they do not cover the full range of work that the Centre is doing to fulfil the three needs of the Public Sector Equality Duty:

- To eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Equality Act 2010;
- To advance equality of opportunity between persons who share a relevant protected characteristic¹ and persons who do not share it; and
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Equality Outcomes 2021-2025

1. By 2025 more robust and comprehensive data will be gathered on the characteristics of the children and families engaging with the SCCMI's services, identifying and filling evidence gaps. Equality data will be used to develop and adjust service delivery and development.
2. By 2025 the SCCMI will exemplify a total communication environment, with inclusive communication embedded across all services. Evidence will confirm that the communication needs of all the children and families engaging with the SCCMI's services are being met.
3. By 2025 the SCCMI will evidence improvements, year on year, in the progress of children with exceptional health care² needs towards agreed milestones and outcomes.

¹ Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; and sex.

² A child or young person (up to the age of 19) is defined as having exceptional health care needs if they have a severe impairment in at least 4 impairment categories (learning and mental functions; communication; motor skills; self-care; hearing; and/or vision) and require enteral feeding and the impairments are sustained and ongoing, National Managed Clinical Network for Children with Exceptional Health Care Needs. 2021

4. By 2025 the SCCMI's community of children, families and staff will have increased in diversity to better reflect the general Scottish population.