



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	27 November 2020
Title of document being assessed:	Angus HSCP COVID-19 Update
1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input checked="" type="checkbox"/> X This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/>
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Jillian Galloway, Head of Community Health and Care Services
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	This report provides an update about the Angus Health and Social Care Partnership response to the COVID-19 pandemic, focusing on the activity undertaken and challenges faced since the last IJB on 28 October 2020 (Report No 64/20).
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	Our priority is to ensure we limit to spread of both COVID-19 and flu and ensure that when people need health and social care support we have the right resources available in the right place at the right time in order for people to achieve the best possible outcome.
5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here? If Yes, please give details.	Adults living in Angus have been invited to provide feedback about their experiences of receiving health and social care services since the start of the COVID-19 pandemic.

EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

1. Has the proposal already been assessed via an EQIA process for its impact on ALL of the protected characteristics of: age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

No

1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender reassignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

Yes Proceed to the Full Equality Impact Assessment (EQIA).

1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to employees of not only NHS Tayside and Angus Council, but also the 3rd sector.

No

Although service changes implemented as a result of the COVID-19 pandemic may have an impact on staff, the changes are not related to protected characteristics.

2. Name: Sally Wilson

Position: Integration Improvement Manager



FULL EQUALITY IMPACT ASSESSMENT (EQIA)

Step 1.

Is there any reason to believe the proposal could affect people differently due to their protected characteristic? Using evidence (e.g. statistics, literature, consultation results, etc.), justify whether yes or no. If yes, specify whether impact is likely to be positive or negative and what actions will be taken to mitigate against the undesired impact of a negative discrimination. When considering impact, please consider impact on: health related behaviour; social environment; physical environment; and access to & quality of services of NHS Tayside, Angus Council or 3rd sector social justice.

1a. The public and/or service users holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE		X	Many older people have been affected by service changes that have been made to minimise non-essential social contact. Staff have been developing innovative ways to ensure service users receive appropriate levels of care and support.
GENDER			
DISABILITY		X	Many people with physical or mental disabilities have been affected by service changes that have been made to minimise non-essential social contact. Staff have been developing innovative ways to ensure service users receive appropriate levels of care and support.
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			

GENDER REASSIGNMENT			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)		X	Many unpaid carers are facing challenges as result of increased caring responsibilities as a result of changes that have been made to minimise non-essential social contact. Staff have been developing innovative ways to ensure un-paid carer receive appropriate levels of support.

1b. The employees holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b)
	a)Positive Action	b)Negative discrimination	Negative Discrimination
AGE			
GENDER			
DISABILITY			
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSIGNMENT			
MARRIAGE/CIVIL PARTNERSHIP			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by			

association” with the PCs of age and disability)			
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1c. Does the proposal promote good relations between any of the Protected Characteristics?

YES

NO

NOT SURE

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

1d. What steps will you take to collect the Equality Monitoring information needed to monitor impact of this proposal on PCs, and when will you do this?

Where will the Equality Impact Assessment (EQIA) be published?

Angus Health and Social Care Partnership page on Angus Council website
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CONTACT INFORMATION

Name of Department or Partnership:	Angus Health and Social Care Partnership
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input checked="" type="checkbox"/> Re- instatement/changes to services in response to COVID- 19

Manager Responsible	Author Responsible
Name: Jillian Galloway	Name: Sally Wilson

Designation Interim Head of Health and Community Care Services (North)	Designation: Integration Improvement Manager
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Signature of author of the policy:	Date:
Signature of Director/Head of Service:	Date:
Name of Director/Head of Service: Jillian Galloway	
Date of Next Plan Review: N/A	

For additional information and advice please contact: tay.angushscp@nhs.net