



## EQUALITY IMPACT ASSESSMENT

### BACKGROUND

<b>Date of Assessment:</b>	<b>14 October 2021</b>
<b>Title of document being assessed:</b>	Mental Health and Wellbeing Update
<b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input type="checkbox"/>  <b>This is a new budget saving proposal</b> (If <b>Yes</b> please check box) <input type="checkbox"/>	<b>This is an existing policy, procedure, strategy or practice being assessed?</b> (If <b>Yes</b> please check box) <input checked="" type="checkbox"/> X  <b>This is an existing budget saving proposal being reviewed</b> (If <b>Yes</b> please check box) <input type="checkbox"/>
<b>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b>	Jillian Galloway, Head of Community Health and Care Services
<b>3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</b>	This report provides an update about the Angus Health and Social Care Partnership mental health and wellbeing services.
<b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b>	Our priority is that all adults with a mental health and wellbeing need will be supported by the right person, at the right time, in the right place, have their rights upheld, and exercise choice in relation to their support, care and treatment.
<b>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</b>  <b>If Yes, please give details.</b>	Angus Voice is commissioned to promote the voice of people with lived experience and are involved in planning and developing services in Angus.

## 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 3<sup>rd</sup> sector.**

**No**

Although service developments progressing may have an impact on staff, the changes are not related to protected characteristics.

**2. Name: Terry Irvine**

**Position: Service Leader, Angus Integrated Mental Health Service**



## 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 3<sup>rd</sup> 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	
<b>AGE</b>	x		Provision of supports for younger people will improve access. AMHWN planning encompasses all age ranges.
<b>GENDER</b>	x		Improvements will improve access for all.
<b>DISABILITY</b>	x		Improved access to support in localities through GP Practices in the adult's local area.
<b>ETHNICITY/ RACE</b>	x		Improved access.
<b>SEXUAL ORIENTATION</b>	x		Improved access.
<b>RELIGION/ BELIEF</b>	x		Improved access.
<b>GENDER REASSIGNMENT</b>	x		Improved access.
<b>PREGNANCY/ MATERNITY</b>	x		Improved access.
<b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (Although carers are not considered as a PC in itself, they	x		Improved access.

are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)			
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**1b. The employees holding the Protected Characteristics:**

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
<b>AGE</b>			
<b>GENDER</b>			
<b>DISABILITY</b>			
<b>ETHNICITY/ RACE</b>			
<b>SEXUAL ORIENTATION</b>			
<b>RELIGION/ BELIEF</b>			
<b>GENDER REASSIGNMENT</b>			
<b>MARRIAGE/CIVIL PARTNERSHIP</b>			
<b>PREGNANCY/ MATERNITY</b>			
<b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (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)			

**1c. Does the proposal promote good relations between any of the Protected Characteristics?**

YES

NO

NOT SURE

(IT MAY THROUGH GROUP WORK IN THE LOCAL COMMUNITY)

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**

<b>Name of Department or Partnership:</b>	<b>Angus Health and Social Care Partnership</b>
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<b>Type of Document</b>	
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):	<b>X</b> <b>Mental Health and Wellbeing Update</b>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name: Jillian Galloway</b>	<b>Name: Terry Irvine</b>
<b>Designation</b> <b>Head of Health and Community Care Services</b>	<b>Designation:</b> <b>Service Leader</b>
<b>Base: Angus House, Forfar</b>	<b>Base: Angus House Forfar</b>
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<b>Email: jillian.galloway@nhs.scot</b>	<b>Email: terry.irvine@nhs.scot</b>

<b>Signature of author of the policy:</b> Terry Irvine	<b>Date: 14/10/21</b>
<b>Signature of Director/Head of Service:</b> Jillian Galloway	<b>Date: 14/10/21</b>

<b>Name of Director/Head of Service: Jillian Galloway</b>
<b>Date of Next Plan Review: N/A</b>

**For additional information and advice please contact:**

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