



## EQUALITY IMPACT ASSESSMENT

### BACKGROUND

<b>Date of Assessment:</b>	<b>31/10/2019 / reviewed 03/06/2020</b>
<b>Title of document being assessed:</b>	<b>Carers in Partnership – A strategy for Carers in Angus 2019-2022</b>
<b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input checked="" 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 type="checkbox"/>  <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>	<b>Jerry Forteath – Angus Carers Strategic Partnership Group</b>
<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>	<b>Strategy document and Improvement Plan which set out the shared ambitions and priorities for three years (2019-2022) and covers plans to identify and support carers in Angus.</b>
<b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b>	<b>Carers of all ages are recognised and valued as equal partners, are fully involved in shaping services in Angus and are supported to have fulfilling lives alongside caring.</b>
<b>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.</b>	<b>Research and guidance from MECOPP which supports Black and Minority Ethnic carers.</b>

<p><b>6. Fairer Scotland duties:</b></p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland? Y/N</p> <p>2) If Yes, what are these implications and how will they be addressed?</p>	<p>There are no negative implications for Angus citizens under Fairer Scotland duties.</p>
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### 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.**

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

**2. Name:**

**Jerry Forteach**

**Position:**

**Programme Manager, Angus Health and Social Care Partnership**



## 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>	✓		
<b>GENDER</b>	✓		
<b>DISABILITY</b>	✓		
<b>ETHNICITY/ RACE</b>	✓		
<b>SEXUAL ORIENTATION</b>	✓		
<b>RELIGION/ BELIEF</b>	✓		
<b>GENDER REASSINGMENT</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)	✓		
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**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
<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)			
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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)

- The strategy aims to support carers with protected characteristics and reduce any form of discrimination, so no group will be treated more/less favourably than another.

**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?**

Action Plan aligned to the plan with actions, measurements and timescales.

Carers Census completion

**Step 2**

Publish The Equality Impact Assessment.

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

Angus Health and Social Care Partnership website Angus Council website Angus Carers Centre 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 checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name: George Bowie</b>	<b>Name: Jerry Forteath</b>
<b>Designation: Head of Community Health &amp; Social Care Services</b>	<b>Designation: Programme Manager, Angus Health &amp; Social Care Partnership</b>
<b>Base: Angus House, Orchardbank, Forfar</b>	<b>Base: Kinloch Care Centre, Carnoustie</b>
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<b>Email: bowiegs@angus.gov.uk</b>	<b>Email: forteathj@angus.gov.uk</b>

<b>Signature of author of the policy: Jerry Forteath</b>	<b>Date: 03/06/2020</b>
<b>Signature of Director/Head of Service: George Bowie</b>	<b>Date: 03/06/2020</b>
<b>Name of Director/Head of Service: George Bowie</b>	
<b>Date of Next Plan Review: 2022</b>	

**For additional information and advice please contact:**  
[hsciangus.tayside@nhs.net](mailto:hsciangus.tayside@nhs.net)

**For assistance with accessing equalities evidence please contact:**  
[akaczmarek@nhs.net](mailto:akaczmarek@nhs.net)