

EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	17 th November 2021
Title of document being assessed:	IJB Report FMS Act Dec 2021
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/></p> <p>This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/></p>	<p>This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input type="checkbox"/></p> <p>This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/></p>
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Gail Smith, Chief Officer Angus Health & Social Care Integrated Joint Board
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	The Forensic Medical Services (Victims of Sexual Assault) (Scotland) Act 2021 will provide legislation to support a consistent, reliable service across Scotland for people who have experienced rape, sexual assault or child sexual abuse, including an option for adults to self refer into forensic medical services without the need to report via Police Scotland. The Act is required to be implemented in April 2022
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	People who have experienced rape, sexual assault or child sexual abuse will receive the same service regardless of region in Scotland. The Act will ensure that people can access a forensic medical examination timeously, be able to choose the sex of their examiner and also have consistent access to follow up health services and support
<p>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</p> <p>If Yes, please give details.</p>	No

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

2. Name: Jillian Galloway

Position: Head of Health & Community Services



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		
GENDER	X		
DISABILITY	X		
ETHNICITY/ RACE	X		
SEXUAL ORIENTATION	x		
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)			

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	x		
GENDER	x		
DISABILITY	x		
ETHNICITY/ RACE	x		
SEXUAL ORIENTATION	x		
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)			

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

YES

NO X

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?

Information on protected characteristics is collected as part of the national dataset analysed by ISD

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

Along with the IJB report on the Angus Council website with links provided on the Angus HSCP website

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	X
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: Angela Cunningham	Name: Jillian Galloway
Designation: Justice Healthcare Manger	Designation: Head of Health & Community Care
Base: HMP Perth	Base: Angus House
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Signature of author of the policy: Angela Cunningham	Date: 17 11 21
Signature of Director/Head of Service: Jillian Galloway	Date: 17 11 21
Name of Director/Head of Service:	
Date of Next Plan Review: N/A	

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