



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	31 January 2022
Title of document being assessed:	Learning and Physical Disability Priority Improvements
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 checked="" type="checkbox"/> X
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Linda Kennedy, Service Leader. Fiona Rennie, Principal Planning Officer. Disabilities Improvements group.
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	The current position in relation to the implementation of the Learning and Physical Disability priority improvements. These are intended to address current challenges facing the service and to implement efficiency and sustainability actions in response to inflationary, demographic, and capacity demands.
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	<p>The latest Learning and Physical Disability Improvement plans were approved by the IJB on 25 August 2021. The plans highlighted the current pressures associated with this sector of the population, newly emerging priorities, our current position and early actions to achieve efficiencies. The plans enable existing resources to be used for areas of greatest need and support the service to respond to increased demand in a planned way, including disinvestment in some areas to allow investment in others.</p> <p>The Learning and Physical Disability Improvement plans support the ambition within the Strategic Commissioning Plan of “shifting the balance of care to support more people in our communities and support people to greater independence for longer”. It supports all 4 of the strategic priorities within the Strategic Commissioning Plan.</p>

<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>	<p>A survey was made available to all members of the public and staff on the AHSCP website. Supported people, carers and family members were also sent individual letters inviting them to the planned engagement events. The letter included a link to the survey which they were invited to use to feedback their views. The survey was open for several weeks. Copies of the plan and feedback form were made available in British Sign Language and Easy-Read. Approximately 100 responses were received.</p> <p>This approach has supported individuals and communities to be at the heart of service planning, delivery and review and to have the opportunity to be involved in the planning, development, delivery and continuous improvement of services.</p> <p>Feedback from the engagement activities was used to inform the finalised Learning and Physical Disability Improvement Plans and action plans that were approved at IJB board in August 2021. In line with the national engagement standards, the finalised plans and action plans have been made available to the general public via the AHSCP website. Letters have been sent out to supported people, carers and family members to inform them of this.</p> <p>National statistics recorded in the Scottish Consortium for Learning Disabilities statistical release have been used to inform the plan as has local and national data from Carefirst, ISD and financial expenditure records.</p> <p>Demographic information from the 2018 Scottish Health Survey has been used to inform the Physical Disability plan as has local and national data from Carefirst, ISD and financial expenditure records.</p>
<p>6. Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland? No</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>

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?

Yes - (EQIA of 23/07/21)

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.

Yes

2. Name: Linda Kennedy

Position: Service Leader

Date: 31 January 2022



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	X	Learning and Physical disability services are provided for adults with of a variety of ages. Some of the actions in the action plans could have either a positive or a negative impact on service users. There could be changes to the way current services are being delivered or to individuals care packages which could be seen to have negative impact depending on the changes.
GENDER			
DISABILITY	X	X	As above comment. Some actions in the actions plans may have an impact on individuals who have particularly complex care needs, including people with a physical disability, learning disability and autism. The welfare of service users is paramount, and they will remain at the centre of any actions taken forward. We will aim to minimise impact to service users, taking in to account their needs and ensuring clear and consistent communication and engagement throughout the

			duration of the improvement plans.
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)	There is potential for some positive impact for some carers depending on the outcome of some of the actions to be progressed, this could be in relation to the service being provided, accommodation or individual care packages.	There is potential for some negative impact for some carers depending on the outcome of some of the actions to be progressed, this could be in relation to the service being provided, accommodation or individual care packages.	As point above. In addition to this, carers and family members will be involved in the ongoing consultation throughout the duration of the improvement plans.

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	
AGE	X	X	Some of the actions in the action plans could have either a positive or a negative impact on staff. There could be changes to the way current services are being delivered. These changes would impact those staff working in specified service areas regardless of age. Any age related issues would be supported as part of the change process.
GENDER	X	X	Some of the actions in the action plans could have either a positive or a negative impact on staff. There could be changes to the way current services are being delivered. These changes would impact those staff working in specified service areas regardless of gender. Any gender related issues would be supported

			as part of the change process.
DISABILITY	X	X	It is possible that some staff may have disabilities. We would ensure that any disabilities were taken fully into account when considering any changes to the way current services are being delivered. E.g., working patterns and environment. This would include identifying any reasonable adjustments that would be required.
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)	X	X	It is possible that some staff affected are also unpaid carers. We would ensure that their caring responsibilities were taken fully into account when considering changes to role, working patterns etc that may be a result of changes to the way current services are being delivered.

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

YES

NO

NOT SURE

The Learning and Physical Disability Priority Improvements specifically promote the rights and upholds our legal responsibilities for people with a physical disability, learning disability and/or autism.

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?

Equality monitoring information is collected annually in line with the equalities mainstreaming outcomes and monitoring arrangements.

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

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

Manager Responsible	Author Responsible
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Signature of author of the policy: Signed Fiona Rennie	Date: 23 February 2022
Signature of Director/Head of Service: Signed George Bowie	Date: 23 February 2022
Name of Director/Head of Service: George Bowie	
Date of Next Plan Review: February 2023	

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