



## EQUALITY IMPACT ASSESSMENT

### BACKGROUND

<b>Date of Assessment:</b>	28 July 2022
<b>Title of document being assessed:</b>	Medicine for the Elderly (MfE) inpatient bed review
<p><b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input type="checkbox"/></p> <p><b>This is a new budget saving proposal</b> (If <b>Yes</b> please check box) <input type="checkbox"/></p>	<p><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</p> <p><b>This is an existing budget saving proposal being reviewed</b> (If <b>Yes</b> please check box) <input type="checkbox"/></p>
<p><b>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b></p>	Eunice McLennan, Head of Community Health and Care Services
<p><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></p>	<p>In January 2018, as part of Phase 1 of the MfE inpatient bed review, the Angus Integration Joint Board (IJB), approved the required number of Angus MfE inpatient beds as 54, plus 4 hospice beds in Whitehills Health and Community Care Centre (WHCCC) (58 beds in total). A phased approach was taken to reduce the number of beds during 2018/2019.</p> <p>In March 2020, the number of MfE beds in the Medical Unit, Arbroath Infirmary reduced from 22 to 21. This was as a result of new Scottish Government National Guidance for bed spacing.</p> <p>In November 2020, the inpatient accommodation at Ward 2, A Block, Stracathro, was made non-operational under Business Continuity Contingency arrangements. This was because the ward accommodation did not meet the requirements of the NHS Tayside patient placement pathways for COVID-19. At this time 10 beds (all single rooms with en-suite facilities) which were previously closed within the Isla Unit, WHCCC, were made operational.</p> <p>It is recommended that the current MfE Business Continuity Contingency arrangements are made permanent. This will mean that:</p> <ul style="list-style-type: none"> <li>• Ward 2 will no longer be used by the MfE Inpatient Service in Angus.</li> <li>• The 10 MfE beds in Isla Unit in WHCCC, opened in</li> </ul>

	<p>November 2020, will remain open on a permanent basis. (This means there will be 27 MfE beds in total in WHCCC plus 4 hospice beds; 31 beds in total).</p> <ul style="list-style-type: none"> <li>• The number of beds in Arbroath Infirmary will reduce from 22 to 21 on a permanent basis.</li> </ul>
<p><b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b></p>	<p>The proposed changes within this bed configuration will mean that there will be 48 MfE and 4 Hospice bed for the population of Angus (52 beds in total).</p> <p>Remaining at home has been a cornerstone of how we deliver care to frail older adults in Angus. We know that there is still a need for MfE inpatient hospital beds in Angus at this time.</p> <p>It is vital that the care provided within Angus hospitals continues to be safe, person-centred, is provided in an environment most appropriate to meet people's needs and is sustainable for the future. The proposed changes will mean that people requiring an MfE inpatient bed in Angus will receive their care within an environments that is safe, that meets the requirements of the NHS Tayside patient placement pathways for COVID-19. As a result we are better able to meet people's individual clinical needs.</p> <p>By focusing on developing the local model of MfE inpatient care in WHCCC and Arbroath Infirmary the aim is to maximise the efficiency of the exiting bed stock</p>
<p><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></p> <p><b>If Yes, please give details.</b></p>	<p>Yes. In June 2022 staff and members of the public were invited to have their say and either attend an event within WHCCC or attend an online session.</p> <p>Inpatients and carers within WHCCC have been asked for feedback about their stay within Isla/Clova wards.</p> <p>Since Ward 2 become non-operational in November 2020, 148 people from the North East locality have been admitted to Isla/Clova Units within WHCCC.</p> <p>There have been no negative comments or complaints regarding being cared for in WHCCC instead of Stracathro Hospital. Positive comments have been made about the facilities all being single rooms and having their own bathroom plus TV's.</p> <p>Families have been very grateful when visiting from the North East Locality as staff within Isla/Clova Unit accommodate bus timetables and other people providing them with lifts. Also, if the visitor works shift patterns.</p>

<p><b>6. Fairer Scotland duties:</b></p> <p><b>1) Does this report have an impact for Angus citizens under Fairer Scotland?</b></p> <p><b>2) If Yes, what are these implications and how will they be addressed?</b></p>	<p>Yes</p> <p>People with low income and financial constraints might be disadvantaged having to travel to visit loved ones in hospital or may have to travel to receive their treatment in a hospital setting.</p> <p>Staff within Isla/Clova Units try hard to ensure a compassionate person centred approach to visiting; always with agreement from the patient. Staff are proactive in discussing with visitors about where they stay and if there are any problems with them travelling to WHCCC.</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

**2. Name: Eunice McLennan**

**Position: Head of Health and Community Care 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 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	<p>Where possible we will consider the profile of people who are users of MfE services. This should provide a picture of where there are social groups that are likely to be disproportionately affected by the changes proposed.</p> <p>Staff will continue to take a compassionate person centred approach to visiting.</p> <p>If patients and visitors feel that for whatever reason Arbroath Infirmary would be more suitable location for the patient, the MfE consultants will discuss this and if possible and appropriate will make these arrangements.</p>
<b>GENDER</b>			
<b>DISABILITY</b>		X	As above
<b>ETHNICITY/ RACE</b>		X	<p>We will work with local communities to identify any minority ethnic groups and other cultural groups and engage with them to identify any impact by the proposed changes</p> <p>Ongoing engagement with local communities will be vital to ensure that minority ethnic populations and cultural groups are not disadvantaged by the pathway changes.</p>
<b>SEXUAL ORIENTATION</b>			

<b>RELIGION/ BELIEF</b>			
<b>GENDER REASSIGNMENT</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)		X	<p>Patients admitted to a MfE inpatient bed are elderly often with elderly family members and caregivers. This may impact the ability of their elderly family members to travel to the rehabilitation unit for visiting and involvement in care or discharge planning.</p> <p>As described above we will continue to take a person-centred and compassionate approach to visiting.</p>

**1b. The employees holding the Protected Characteristics:**

	<b>POSITIVE IMPACT</b>	<b>NEGATIVE IMPACT</b>	<b>Intended mitigating actions against the b) Negative Discrimination</b>
	<b>a)Positive Action</b>	<b>b)Negative discrimination</b>	
<b>AGE</b>			
<b>GENDER</b>			
<b>DISABILITY</b>		Staff living with a disability who previously worked in Ward 2, Stracathro may have further to travel to work if they choose to work in WHCCC or Arbroath Infirmary. As a result they may have difficulties accessing appropriate transport	<p>Continue to review individual needs and adjustments to support staff groups affected.</p> <p>Ongoing staff engagement.</p>
<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>			

<p><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)</p>			
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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?**

- Continue to offer engagement and feedback opportunities to involve all PC groups affected and delivered in a range of ways in which people can share their thoughts and ideas

**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 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: Eunice McLennan</b>	<b>Name: Sally Wilson</b>
<b>Designation Head of Health and Community Care Services</b>	<b>Designation: Service Manager -Integration</b>
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<b>Signature of author of the policy:</b> Sally Wilson	<b>Date: 4 October 2022</b>
<b>Signature of Director/Head of Service:</b> Eunice McLennan	<b>Date: 4 October 2022</b>
<b>Name of Director/Head of Service: Eunice McLennan</b>	
<b>Date of Next Plan Review: January 2023</b>	

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