



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment: (dd/mm/yyyy)	23/07/2021
Title of document being assessed:	Physical Disability Priority Improvements
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> X</p> <p>This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/> X</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>
<p>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</p>	Linda Kennedy - Service Manager, Learning and Physical Disabilities Services
<p>3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</p>	<p>A physical disability improvement plan has been developed to progress the implementation of a service-wide approach to current and future priorities for the physical disability service which reflects our future priorities. The improvement plan sets out priority improvements for the Physical Disability Service over a 3 year period. These are intended to address current challenges facing the service and aim to implement efficiency and sustainability actions in response to inflationary and demographic changes and capacity demands, thus delivering sustainable services into the future within available resources.</p> <p>Key priority areas identified to address current demands and pressures are:</p> <ul style="list-style-type: none"> • Demographic Pressures and data collection • Support and Care • Personal Care • Carers and Respite • Accommodation • Day Centres and Community Opportunities • Health Inequalities

<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>This improvement plan is focused on continuing the progress towards greater independence, choice and control bringing together the Government’s personalisation agenda as it applies to people with a physical disability.</p> <p>The physical disabilities improvements are informed by national policy and direction and aim to implement a service-wide approach to current and future priorities for the physical disability service in order to address some of the demographic challenges for the future and resulting capacity demands and deliver sustainable services within available resources.</p> <p>This relates specifically to adults with a physical disability who are Angus residents and their carers who have an assessed need for carer support.</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>The feedback from the engagement activities has been used to inform the Physical Disability Improvement Plan and action plan that will be brought to the IJB board in August 2021. In line with the national engagement standards, the finalised plan and action plan will then be available to the general public.</p> <p>Demographic information from the 2018 Scottish Health Survey has been used to inform the plan as has local and national data</p>

	from Carefirst, ISD and financial expenditure records.
6. Fairer Scotland duties: 1) Does this report have an impact for Angus citizens under Fairer Scotland? No 2) If Yes, what are these implications and how will they be addressed?	There are no negative implications for Angus citizens under Fairer Scotland duties.

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 re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

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

No - please state why not (specify which evidence was considered and what it says)?

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

No - please state why not (specify which evidence was considered and what it says)?

The Physical Disabilities Improvements specifically promote the rights and upholds our legal responsibilities for people with a physical disability. Although improvements may have an impact on staff, this will be in relation to service changes and ways of working and are not related to protected characteristics.

2. Name: Linda Kennedy

Position: Service Manager

Date: 23/07/2021



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			
GENDER			
DISABILITY	√		
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
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) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE			
GENDER			
DISABILITY			
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
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

NOT SURE

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

The Physical Disabilities Improvements specifically promote the rights and upholds our legal responsibilities for people with a physical disability.

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.

Step 2

Publish The Equality Impact Assessment.

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


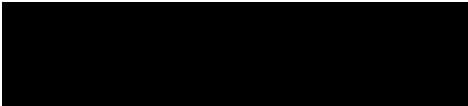
Angus Health and Social Care Partnership page on Angus Council website

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
Name: George Bowie	Name: Linda Kennedy
Designation: Head of Community Health and Care Services	Designation: Service Manager, Learning and Physical Disabilities Services
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Signature of author of the policy: 	Date: 23/07/2021
Signature of Director/Head of Service: 	Date: 03/08/2021

Name of Director/Head of Service: George Bowie

Date of Next Plan Review: August 2022
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For additional information and advice please contact:

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For assistance with accessing equalities evidence please contact:

akaczmarek@nhs.net