



EQUALITY IMPACT ASSESSMENT BACKGROUND

Date of Assessment: (25/01/2021)	IJB Report Number: IJB58/21
Title of document being assessed:	Waiving Charges for Carers Policy
<ul style="list-style-type: none"> This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> <p>This is a new budget savings proposal (If Yes please check box) <input type="checkbox"/></p>	<ul style="list-style-type: none"> This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) X <input type="checkbox"/> <p>This is an existing budget savings proposal being reviewed? (If Yes please check box) <input type="checkbox"/></p>
<ul style="list-style-type: none"> Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA) 	<p>Vivienne Davidson Principal Officer Carers Strategy Group</p>
<ul style="list-style-type: none"> Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes. 	<p>To deliver support for carers of people with dementia. To ensure that an increased number of adult care support plans reassessments following the implementation of the Carers Act can be delivered and can progress more quickly. To deliver growth in the support available for carers and supported people for whom they care.</p>
<ul style="list-style-type: none"> What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries? 	<p>That resources available for carers are distributed in a fair and equitable manner that is transparent.</p>
<ul style="list-style-type: none"> Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here? <p>If Yes, please give details.</p>	<p>Improvement work continues with carers who were involved in the development of the Carers Strategy which was subject to an earlier EQIA. Engagement continues with the Carers Strategic Group and with Carers.</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

Unless there have been significant changes, no further action is required. Please add your name, position and date below at 2.
Please note that it is a legal requirement that any EQIA is made publicly available.

NO

Please answer the 1a and 1b questions below.

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? This applies to service users 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)?

Yes, Carers are protected by association due to their role in caring for people who have protected characteristics e.g. due to age and or disability. Our data also tells us that most carers are women and are older.

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)?

Where carers are employees and are protected by association

2. Name: Vivienne Davidson

Position: Principal Officer

Date: 30/09/2021



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 NHST, 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			
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)	x		

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		
GENDER	x		
DISABILITY	x		
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		

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)

Yes this promotes good relations between carers and those for whom they care who have protected characteristics

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?

We gather information on carers and the people they care for who are supported by AHSCP through the development of the adult carer support plan and assessment and support planning arrangements for supported people. This includes the core data set allowing for equality monitoring.

Publish The Equality Impact Assessment.

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

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

CONTACT INFORMATION

Name of Department or Partnership:	Improvement and Development Team, Angus HSCP
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	X <input 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: Vivienne Davidson	Name: Vivienne Davidson
Designation: Principal Officer	Designation: Principal Officer
Base: Angus House	Base: Angus House
Telephone:	Telephone:
Email: DavidsonVA@angus.gov.uk	Email: DavidsonVA@angus.gov.uk
Signature of author of the policy:	Date: (30/09/21)
Signature of Director/Head of Service:	Date: (30/092021)
Name of Director/Head of Service: George Bowie	
Date of Next Policy Review: Spring 2023	

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