



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	6 February 2023
Title of document being assessed:	Angus HSCP Strategic Commissioning Plan 2019-2022 *Assessment is to cover extension of existing plan until April 2023 only.
<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 checked="" 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>	Sally Wilson, Service Manager, Integration
<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>The Integration Joint Board (IJB) is required to produce a Strategic Commissioning Plan for health and social care services and to direct the Council and Health Board to deliver those services. Legislation prescribes that the plan be reviewed every three years with a decision taken on whether or not to replace the existing plan.</p> <p>The current Strategic Plan 2019-2022 was due for review in March 2022, however due to the impact of the COVID-19 pandemic, this was extended to March 2023.</p> <p>The Strategic Commissioning Plan is a public-facing document that sets out AHSCPs vision and priorities for health and social care services, details plans for service delivery and the differences changes will make to the people living in Angus. As the population changes, as does the health and social needs of the people. As a result, services need to evolve and make the best use of available resources.</p> <p>Along side the Strategic Commissioning Plan is the strategic commissioning delivery plan which</p>

	<p>outlines changes to services in more detail and the timeframes for completion. This assessment is to cover the extension period for the existing plan only.</p>
<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>The Integration Joint Board (IJB) is required to produce a Strategic Commissioning Plan for health and social care services and to direct the Council and Health Board to deliver those services. Legislation prescribes that the plan be reviewed every three years with a decision taken on whether or not to replace the existing 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 joint needs assessment was carried out in 2019 directly engaging with the public and Angus HSCP staff employed by both Angus Council and NHS Tayside.</p> <p>A new joint strategic needs assessment has been carried out in 2022 to help inform the new Strategic Commissioning Plan which is currently being drafted.</p>
<p>6. Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland?</p> <p>2) If Yes, what are these implications and how will they be addressed?</p> <p>What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?</p>	<p>The Fairer Scotland Duty (the Duty) came into force on 1 April 2018 and placed a legal responsibility on named public bodies in Scotland to actively consider ('pay due regard to') how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. The Fairer Scotland Duty means we should actively consider how we can reduce inequalities of outcome caused by socioeconomic disadvantage in Angus.</p> <p>The Angus HSCP Strategic Commissioning Plan will impact Angus citizens under the Fairer Scotland Duty as changes to services could result in increased cost to the service user or withdrawal of unsustainable services.</p> <p>Across the country organisations and business are impacted by increasing financial pressures and reduced budgets. As a result, service delivery must be redesigned to mitigate any financial shortfall. Difficult decisions will have to be made in relation to the future of current services, if they are sustainable and/or what changes need to be made. This may mean that services currently available to the people of Angus may not long be viable and be withdrawn.</p>

<p>Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19. Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.</p> <ol style="list-style-type: none"> 1. Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future. 2. Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies) 3. Impact Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)). 4. Impact Socio-economic Background i.e. social class including parents' education, people's employment and income 	<p>Charges applied for services will be reviewed with potential for these to be increased. This may mean that people may no longer be able to afford these services.</p> <p>No – N/A</p> <p>There is potential for services to be centralised, making it more difficult for those living in rural areas to access these</p> <p>Charges applied for services will be reviewed with potential for these to be increased. This may mean that people may no longer be able to afford these services.</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).

~~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)?~~

2. Name: Rachel Bennison
Position: Programme Manager
Date: 6 February 2023



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	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for older people to access	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible
GENDER	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised and reviewed. Females make up the majority of our service users so may potentially be negatively impacted by any changes.	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible
DISABILITY	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for those with disabilities to access	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible
ETHNICITY/ RACE	Services will be reviewed and designed recognising the feedback from	N/A	N/A

	the joint needs assessment		
SEXUAL ORIENTATION	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
RELIGION/ BELIEF	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
GENDER REASSINGMENT	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
PREGNANCY/ MATERNITY	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for to access	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible
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)	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for to access	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible

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	Services will be reviewed and designed recognising the feedback from the joint needs	It is recognised that there is an ageing workforce within health and social care and there is potential that any changes to	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to

	assessment	services could have a negative impact on staff.	ensure that mitigating actions can be put in place where possible
GENDER	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
DISABILITY	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for those with disabilities to access the workplace.	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible
ETHNICITY/ RACE	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
SEXUAL ORIENTATION	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
RELIGION/ BELIEF	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
GENDER REASSINGMENT	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
MARRIAGE/CIVIL PARTNERSHIP	Services will be reviewed and designed recognising the feedback from the joint needs assessment	N/A	N/A
PREGNANCY/ MATERNITY	Services will be reviewed and designed recognising the feedback from the	There is potential for services to be centralised. This could result in it being more difficult for to access	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with

	joint needs assessment	the workplace.	impacted group to ensure that mitigating actions can be put in place where possible
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)	Services will be reviewed and designed recognising the feedback from the joint needs assessment	There is potential for services to be centralised. This could result in it being more difficult for to access the workplace. Changes to services may potentially place an increased burden on carers which could impact their employment.	Any proposed changes to service delivery would be subject to meaningful engagement and consultation with impacted group to ensure that mitigating actions can be put in place where possible

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 plan shows how the Angus HSCP will continue to integrate health and social care services and how we will encourage people to improve their health and wellbeing.

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?

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

Angus Health and Social Care Partnership 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	✓
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>

Other (please specify):	<input type="checkbox"/>
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Manager Responsible	Author Responsible
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Signature of author of the policy: Rachel Bennison	Date: 6 February 2023
Signature of Director/Head of Service: Eunice McLennan	Date: 14/02/2023
Name of Director/Head of Service: Eunice McLennan	
Date of Next Plan Review: April 2023	

For additional information and advice please contact:
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