Appendix 3

COMBINED IMPACT ASSESSMENT

EQUALITY IMPACT ASSESSMENT (EQIA)
FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)
CONSUMER DUTY ASSESSMENT (CDA)
CHILD RIGHTS & WELLBEING IMPACT ASSESSMENT (CRWIA)

ANGUS Health & Social Care Partnership

1. INTRODUCTION

Title of policy, practice or project being assessed	Market Facilitation Plan Interim Update 2025-26

Type of policy, practice or project being assessed: (please mark with a (x) as appropriate)					
	New	**Existing**		**New**	**Existing**
Strategy		X	**Policy**		
Guidance			**Procedure**		
Operational Instruction			**Budget Saving Proposal**		
Service Development Proposal			**Other (Please specify)**		

2. GOVERNANCE

Lead Officer Responsible for assessment (Name, designation)	Morgan Low, Acting Service Leader
Date Assessment Started	March 2025 Links to previously completed assessment for the Strategic Commissioning Plan - https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf

3. BACKGROUND INFORMATION

Provide a brief description of the policy, practice or project being assessed. (Include rationale, aims, objectives, actions, and processes)	The current Market Facilitation Statement (MFS) was drafted to support the delivery of the current Strategic Commissioning Plan (SCP) 2023-2026, as the SCP is due to be updated next year, an Interim Update 2025-26 has been drafted to support current priorities and present future commissioning needs over the coming year.
What are the intended outcomes and who does this impact? (E.g. service users, unpaid carers or family, public, staff, partner agencies)	A Commissioning Implementation Plan 2025-26 has been developed to support the rollout and delivery of the MFS Interim Update. The actions within this plan may have an impact on providers and service users.

4. EQIA PROTECTED CHARACTERISTICS SCREENING

Impact on Service Users, Unpaid Carers or the Public

Does the policy, practice or project have a potential to impact in **ANY** way on the service users and/or public holding any of the protected characteristics? (Please mark (x) as appropriate)

	Yes	No		Yes	No		Yes	No
Age	X		**Race**		X	**Gender Reassignment**		X
Disability	X		**Pregnancy and Maternity**		X	**Marriage and Civil Partnership**		X
Sex		X	**Religion or Belief**		X	**Sexual Orientation**		X

Impact on Staff or Volunteers
Does the policy, practice or project have a potential to impact in **ANY** way on employees or volunteers holding any of the protected characteristics? This includes employees and volunteers of NHS Tayside, Angus Council, 3rd Sector organisations or any other organisation contracted to carry out health or social care functions on behalf of the Angus Health and Social Care Partnership. (Please mark (x) as appropriate)

	Yes	**No**		**Yes**	**No**		**Yes**	**No**
Age		X	**Race**		X	**Gender Reassignment**		X
Disability		X	**Pregnancy and Maternity**		X	**Marriage and Civil Partnership**		X
Sex	X		**Religion or Belief**		X	**Sexual Orientation**		X

PLEASE NOTE: If you have answered yes to any of the above protected characteristics in section 4 then please mark yes in the screening decision and proceed to a full EQIA below.

5. EQIA - SCREENING DECISION

Is a full EQIA required? (Please mark as appropriate)	**YES** - Proceed to full EQIA in section 6 below	**NO** – State the reason below and proceed to section 11.
	X	

FULL EQUALITY IMPACT ASSESSMENT (EQIA)

6. EVIDENCE

Evidence: Please provide detailed evidence (e.g. statistics, research, literature, consultation results, legislative requirements etc.) or any other relevant information that has influenced the policy, practice or project that this EQIA relates to. For strategic decisions which may impact 'consumers' e.g. service users and patients, there are example scrutiny questions to consider during the evidence process to ensure the Consumer Duty is met. These can be located on the AHSCP Equalities SharePoint page.	
Quantitative evidence (numerical/statistical)	This assessment relates to an annual update of the current Market Facilitation Statement 2023-2026. No additional data has been gathered to produce the Market Facilitation Statement Interim Update 2025-2026 as it relates to the delivery of the current Strategic Commissioning Plan (SCP) via the full Market Facilitation Statement (MFS). The completed EQIA for the current SCP and MFS can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Qualitative evidence (narrative/exploratory)	N/A – as above
Other evidence (please detail)	N/A – as above
What gaps in evidence/research were identified?	N/A – as above
Is any further evidence required? Yes or No (please provide reasoning)	No – this is an Interim Update on the current MFS. A new Market Facilitation Statement is due to be developed in 2026 alongside the development of a new Strategic Commissioning Plan, a new Combined Impact Assessment will be conducted during the development.
Has best judgement been used in place of evidence/research? Yes or No (If yes, please state who made this judgement and what was this based on?)	No

7. ENGAGEMENT

Engagement: Please provide details on any engagement that has been conducted during the policy/practice or project. For strategic decisions which may impact 'consumers' e.g. service users and patients, there are example scrutiny questions to consider during the engagement process to ensure the Consumer Duty is met. These can be located on the AHSCP Equalities SharePoint page.	
Has engagement taken place? Yes or No	Yes engagement previously conducted. This assessment relates to an annual update of the current Market Facilitation Statement 2023-2026. No additional engagement has taken place to produce the Market Facilitation Statement Interim Update 2025-2026 as it relates to the delivery of the current Strategic Commissioning Plan (SCP) via the full Market Facilitation Statement (MFS). The completed EQIA for the current SCP and MFS can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
If No, why not?	N/A
If Yes, please answer the following questions:	
Who was the engagement with?	Full details of the engagement can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Have other relevant groups i.e. unpaid carers been included in the engagement? If No, why not?	Full details of the engagement can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
How was it carried out? (Survey, focus group, public event, Interviews, other (please specify) etc.)	Full details of the engagement can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
What were the results from the engagement?	Full details of the engagement can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf

How did the engagement consider the protected characteristics of its intended cohort?	Full details of the engagement can be found here: https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Has the policy, practice or project been reviewed/changed as a result of the engagement? If YES, please explain.	No, see previous assessment :https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Is further engagement required? Yes or No (please provide reasoning)	N/A

8. PROTECTED CHARACTERISTICS

This section looks at whether the policy, practice or project could disproportionately impact people who share characteristics protected by the Equality Act (2010). Please use the following link to find out more about the: protected characteristics. Please specify whether impact is likely to be neutral, positive or negative and what actions will be taken to mitigate against any negative impacts or discrimination. When considering impact, please consider impact on: health, health related behaviour; social environment; physical environment; and access to & quality of services of NHS Tayside, Angus Council, AHSCP or 3rd sector social justice.

Service Users, Public or Unpaid Carers with Protected Characteristics				
Protected Characteristic	**Potential Neutral Impact (X)**	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.**
Age		x		The MFS Interim Update 2025-26 describes potentially future commissioning requirements based on the AHSCP's current priorities. Any future commissioning will be likely to have positive impact on our service users, this includes older people and adults under 65.

Service Users, Public or Unpaid Carers with Protected Characteristics				
Protected Characteristic	**Potential Neutral Impact (X)**	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.**
Sex	x			
Disability		x		The MFS Interim Update 2025-26 describes potentially future commissioning requirements based on AHSCP's current priorities. Any future commissioning will be likely to have positive impact on service users, including adults with disabilities.
Race	x			
Sexual Orientation	x			
Religion or Belief	x			
Gender Reassignment	x			
Pregnancy and Maternity	x			
Marriage and Civil Partnership	x			
Additional Groups/Areas for Consideration				
Any other relevant groups i.e. unpaid carers, current & former Armed Forces				The MFS Interim Update 2025-26 describes potentially future commissioning requirements based on AHSCP's current priorities. Any future commissioning will be likely to have positive impact on service users and unpaid carers.

Service Users, Public or Unpaid Carers with Protected Characteristics				
Protected Characteristic	**Potential Neutral Impact (X)**	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.**
personnel (please specify)				
Human Rights (Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections).		x		The MFS Interim Update 2025-26 describes potentially future commissioning requirements based on AHSCP's current priorities. Any future commissioning will be likely to have positive impact on service users and align with upholding human rights.

Employees or Volunteers with Protected Characteristics				
Protected Characteristic	**Potential Neutral Impact (X)**	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.**
Age	x			
Sex		x		The MFS Interim Update 2025-26 describes potentially future commissioning requirements based on AHSCP's current priorities. Any future commissioning would support the recruitment and retention of commissioned care staff, the majority of which are female.
Disability	x			
Race	x			
Sexual Orientation	x			
Religion or Belief	x			
Gender Reassignment	x			
Pregnancy and Maternity	x			
Marriage and Civil Partnership	x			
Additional Groups/Areas for Consideration				
Any other relevant groups i.e. unpaid carers, current	x			

Employees or Volunteers with Protected Characteristics				
Protected Characteristic	**Potential Neutral Impact (X)**	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.**
& former Armed Forces personnel (please specify)				
Human Rights (Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections).	x			

9. EQIA FINDINGS AND ACTIONS

Having completed the EQIA template, please select one option which best reflects the findings of the Equality Impact Assessment in relation to the impact on protected characteristic groups and provide reasoning.	
Option 1 - No major change required (where no impact or potential for improvement is found and no actions have been identified)	x
Option 2 - Adjust (where a potential negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements)	
Option 3 - Continue (where it is not possible to remove all potential negative impact, but the policy, practice or project can continue without making changes)	
Option 4 - Stop and review (where a serious risk of negative impact is found, the policy, practice or project being assessed should be paused until these issues have been resolved)	

Actions – from the actions to mitigate against negative impact (section 8) and the findings option selected above in section 9 (options 2 or 4 only), please summarise the actions that will be taken forward.	**Date for Completion**	**Who is responsible (initials)**
Action 1 - Action 2 - Action 3 - etc.		

10. EVIDENCE OF DUE REGARD - EQUALITY ACT

Public Sector Equality Duty: The responsible officer should be satisfied that the group, service or organisation behind the policy, practice or project has given 'due regard' to the below duties. Please evidence which parts of the General Equality Duty have been considered. To 'have due regard' means that AHSCP have a duty to consciously consider the needs of the general equality duty: eliminate discrimination; advance equality of opportunity and foster good relations. How much regard is 'due' will depend on the circumstances and in particular on the relevance of the needs in the general equality duty to the decision or function in question in relation to any particular group. The greater the relevance and potential impact for any group, the greater the regard required by the duty.	
	Please mark with an (X) in the relevant boxes.
Eliminate unlawful discrimination, victimisation and harassment.	
Advance equality of opportunity	x
Foster good relations between any of the Protected Characteristic groups	

11. FAIRER SCOTLAND DUTY ASSESSMENT (FSDA) – STRATEGIC DECISIONS ONLY

The Fairer Scotland Duty (FSD) places a legal responsibility on particular public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions. FSD assessments are only required for strategic, high-level decisions where there is likely to be socio-economic impact.

There are clear links between socio-economic disadvantage and Equality considerations and the protected characteristics so you may find it beneficial to complete the FSD assessment regardless of whether your policy, practice or project is strategically important or not. In broad terms, 'socio-economic disadvantage' means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest, leading to further negative outcomes such as social exclusion.

To read more information please visit: Fairer Scotland Duty Guidance - Scottish Government

12. FSDA - SCREENING DECISION

12 a) Is your policy, practice or project strategically important? Yes or No?	**YES** - Proceed to question 12 b)	**NO** – FSDA not required, please provide reasoning below and proceed to sections 14 onwards to conclude.
	X	
12 b) Is it likely that your strategic policy, practice or project will have socio-economic impact? Yes or No?	**YES** - Proceed to section 13. Full Fairer Scotland Duty Assessment (FSDA) below	**NO** – FSDA not required, please provide reasoning below and proceed to sections 14 onwards to conclude.
		X – This is MFS Interim Update describes potential future commissioning and does not impact service users as a result of socio-economic status.

13. FULL FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)

Evidence	
What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to this strategic decision?	

Is it possible to gather new evidence, involving communities of interest?	

Please state if there is a potentially positive, negative, neutral impact for each of the below groupings:				
	Potential Neutral Impact (X)	**Potential Positive Impact (X)**	**Potential Negative Impact (X)**	**Please provide evidence on your selection**
Low and/or no income (those living in relative poverty.)				
Low and/or no wealth (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.)				
Material Deprivation (those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, life insurance, leisure and hobbies.)				
Area Deprivation (where people live e.g. rural areas, or where they work e.g. accessibility of transport. Living in a deprived area can exacerbate negative outcomes for individuals and households already affected by issues of low income.)				
Socio-economic Background (social class including parents' education, people's employment and income)				
Unpaid Carers				
Homelessness, Addictions and Substance Use				
Children, Family and Justice				
Other e.g. current & former Armed Forces personnel (please specify)				

14. CONSUMER DUTY ASSESSMENT (CDA) – STRATEGIC DECISIONS ONLY

The **Consumer Scotland Act 2020 Duty** came into force on 1 April 2024. The Act requires that a relevant public authority must, when making decisions of a strategic nature about how to exercise its functions, consider the impact of those decisions on consumers in Scotland, and the desirability of reducing harm to them. Angus Health and Social Care Partnership must comply with the obligations and duties set out in the 2020 Act:

Duty to have regard to consumer interests
(1) A relevant public authority must, when making decisions of a strategic nature about how to exercise its functions, have regard to:
(a) the impact of those decisions on consumers in Scotland, and
(b) the desirability of reducing harm to consumers in Scotland.

The definition of 'consumer' for the purposes of the 2020 Act is an individual or small business who buy, use or receive goods or services in Scotland, or could potentially do so, supplied by a public authority or other public body. For example, a service user or patient accessing services through the IJB would meet the definition as a consumer.

There are also the seven consumer principles which must be taken into consideration: Access, Choice, Safety, Information, Fairness, Representation and Redress.

15. CONSUMER DUTY– SCREENING DECISION

Is your policy, practice or project strategically important? Yes or No?	**YES (X)** - Proceed to question 16 below	**NO (X)** – Provide reasoning below and proceed to sections 17 onwards to conclude.
	X	

16. EVIDENCE OF DUE REGARD – CONSUMER DUTY

If this strategic decision impacts consumers e.g. service users and patients, you have a duty to give regard to consumer interests. Please confirm that throughout this combined impact assessment you considered and evidenced the following two requirements:	
	Please mark with an (X) in the relevant boxes.
The impact of the strategic decision on consumers and the desirability of reducing harm to consumers have been considered throughout the process.	X
An outcomes-based approach has been taken to achieve the best outcomes for consumers.	X

17. CHILD RIGHTS & WELLBEING IMPACT ASSESSMENT (CRWIA) - ASSESSING CHILDREN'S RIGHTS

We should encourage children and young people's participation in decision-making; champion their interests, and think about what we can do to place children and young people at the centre of our policies/proposals. You need to:

- identify, research, analyse and record the anticipated impact of any proposed policy, service or other measure on children's human rights and wellbeing.
- think about the means of involving children and young people in the development of your policy/measure.
- ensure decisions are necessary and proportionate when balanced against any impact on children's rights.

*Please Note: There is a new requirement in 2024 to carry out a children's rights assessment under the United Nations Convention on the Rights of the Child for young people aged up to 18.

There are four articles in the United Nations Convention on the Rights of the Child (UNCRC) that are seen as special. They're known as the "General Principles". They help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. Please answer the following questions below:

Which of the general principles apply to your proposal? Select all that apply: (please mark with an (x) as appropriate)

1. Non-discrimination (Article 2)		**2. Best interest of the child (Article 3)**	
3. Right to life, survival and development (Article 6)		**4. Right to be heard (Article 12)**	
None	X		

What impact will your proposal have on children's rights, i.e. positive, negative or neutral?	None – this MFS Interim Update describes potential future commissioning of adult services only.
How will the proposal give better effect to the UNCRC in Scotland?	N/A – as above.
How will the impact be monitored?	N/A – as above.
How will you communicate to children and young people the impact of the proposal on their rights?	N/A – as above.

18. PUBLICATION

Is the corresponding IJB/Committee paper exempt from publication?	**No**

19. SIGN OFF and CONTACT INFORMATION

Lead Officer Responsible	
Name:	Morgan Low
Designation:	Acting Service Leader
Date:	3 April 2025

Lead Equalities Officer Responsible		**Service Leader Responsible**	
I confirm that the EQIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties.		I confirm that the EQIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties.	
Name:	Morgan Low	Name:	John Cooper
Designation:	Acting Service Leader	Designation	Head of Service
Date:	3 April 2025	Date:	21 April 2025

For further information on this Combined Assessment, or if you require this assessment is an alternative format, please email: tay.angushscp@nhs.scot

20. EQIA REVIEW DATE

A review of the EQIA should be undertaken 6 months later to determine any changes. (Please state planned review date and Lead Reviewer Name)	Oct 25

21. EQIA 6 MONTHLY REVIEW SHEET

Title of policy, practice or project being reviewed	
Lead Officer responsible for review	
Date of this review	

Please detail activity undertaken and progress on actions highlighted in the original EQIA under section 9.	Status of action (with reasoning) • Complete • Outstanding • New • Discontinued etc.
Action 1 -	
Action 2 -	
Action 3 etc. -	