EQUALITY IMPACT ASSESSMENT (EQIA) and FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)

ANGUS Health & Social Care Partnership

1. INTRODUCTION

Title of policy, practice or project being assessed	Finance Report 2025/26 (Appendix 4, IJB Strategic Financial Plan Update)

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

2. GOVERNANCE

Lead Officer Responsible for assessment (Name, designation)	Morgan Low, Acting Service Leader
Date Assessment Started	30/5/2025

3. BACKGROUND INFORMATION

Provide a brief description of the policy, practice or project being assessed. (Include rationale, aims, objectives, actions, and processes)	Appendix 4 of the August 2025 IJB Finance Report provides an update to the IJB's Strategic Financial Plan for 2025/26 to 2027/28. The appendix describes a series of proposals which are required as a response to longer term shortfalls within the IJB's Strategic Financial Plan.
What are the intended outcomes and who does this impact? (E.g. service users, unpaid carers or family, public, staff, partner agencies)	The Strategic Financial Plan intends to be consistent with, and a financial representation of, the IJB's Strategic Commissioning Plan. This report reflects responses to the financial outlook for 2025/26 and beyond, against a backdrop of significant uncertainty specifically the unprecedented financial pressure in the public sector in Scotland. As per IJB report 52/24, a comprehensive impact assessment was completed detailing a number of planned interventions to support the

	delivery of the IJB's Strategic Commissioning Plan and to address shortfalls in the IJB's Strategic Financial Plan. This assessment covers several additional operational and financial management interventions and strategic opportunities. Within this assessment, each of the proposals identified have been initially assessed at an idea stage to provide a high-level overview of the equalities impact. Each of the proposals detailed in this assessment will be subject to a screening assessment and if required, a full, individual, Combined Impact Assessment will be completed as each project progresses.

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 FSDA screening in section 10-12 then complete sections 14-16 to conclude.
	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.	
Quantitative evidence (numerical/statistical)	This assessment has been informed by financial information as detailed within appendix 4 of the August 2025 IJB Finance Report.
Qualitative evidence (narrative/exploratory)	N/A
Other evidence (please detail)	N/A
What gaps in evidence/research were identified?	N/A
Is any further evidence required? Yes or No (please provide reasoning)	No – each proposal identified will be subject to a full impact assessment where evidence and engagement will be required.
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?)	Yes, Heads of Service, Service Managers/Leaders, Chief Finance Officer. Some of the proposals identified to close the financial shortfall are as a result of initial scoping and may be refined as projects develop.

7. ENGAGEMENT

Engagement: Please provide details on any engagement that has been conducted during the policy/practice or project.	
Has engagement taken place? Yes or No	Yes - The majority of proposals identified are linked to the priorities within the Strategic Commissioning Plan. The Strategic Financial Plan supports the delivery of the Strategic Commissioning Plan. Extensive engagement was conducted as part of the develop of the plan which informed the priorities. Full details of the engagement can be found within the EQIA. https://www.angushscp.scot/wpcontent/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 within the EQIA https://www.angushscp.scot/wphttps://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdfcontent/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?	Yes
How was it carried out? (Survey, focus group, public event, Interviews, other (please specify) etc.)	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wphttps://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdfcontent/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 within the EQIA https://www.angushscp.scot/wphttps://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdfcontent/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 within the EQIA https://www.angushscp.scot/wphttps://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdfcontent/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.	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wphttps://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdfcontent/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Is further engagement required? Yes or No (please provide reasoning)	Yes -The proposals detailed within this assessment will be subject to individual screening assessments, and if required, full assessments will be carried out for the individual proposals. As part of this, engagement will be conducted.

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 related behaviour; social environment; physical environment; and access to & quality of services of NHS Tayside, Angus Council, AHSCP or 3rd sector social justice.

A supplementary summary has been provided to detail the proposals and any impact on protected characteristic groups. This does not cover proposals already presented in IJB report 52/24 or future actions proposed for exploration.

Proposals	Protected Characteristics										Comments - detail of potential impact	Full EQIA required?	Full EQIA started?
	Age	Sex	Disability	Race	Orie Sentxuati al on	Religi onBor eli ef	Gender Reassig nmen t	Pregnancy or Maternitv	Marriage or Civil Partnership	Other groups, relevant e.g. unpaid carers			
Priority 1a – Medicines Optimisation													
Prescribing Workplan	x		x							x	Potential impact on service users/public - any changes in prescribing may have an impact on protected characteristic groups, particularly on age and disability as a significant proportion of prescribing activity in Angus is directed to meet the health needs of older people. No potential impact identified for staff/volunteers.	Potentially-screening assessment required	No - screening assessment requested to identify any potential impact to any of the protected characteristic groups.
Medication Administration	x		x							x	Potential impact on service users/public – any changes to medication administration (including medication prompting, assistance and administration) may have an impact on protected characteristic groups, particularly on age and disability as a significant proportion of prescribing activity in Angus is directed to	Potentially-screening assessment required	No - screening assessment requested to identify any potential impact to any of the protected characteristic groups.

											meet the health needs of older people. No potential impact identified for staff/volunteers.		
Priority 2 - Care Closer to Home													
OOH Services Reform	x	x	x					x		x	Potential impact on service users/public/staff/unpaid carers if there is a change in delivery model. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability.	Yes	Yes – assessment underway.
Supported Accommodation Review	x	x	x					x		x	Any changes to accommodation within Angus may have an impact on service users, staff or unpaid carers. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability. Any changes to accommodation may also impact on unpaid carers.	Yes	Yes – assessment underway
Review Non-Statutory Obligations	x	x	x					x		x	Any changes to service provision within Angus may have an impact on service users, staff or unpaid carers. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability. Any changes to service provision may also impact on unpaid carers.	Yes	No - work has not yet commenced.

Enabler 4 – Infrastructure, Data and Technology													
Financial Management – Revied Funding Streams	x		x								This change relates to changes in funding streams only. There is no impact projected however a screening assessment will be completed.	Potentially-screening assessment required	No - work has not yet commenced.
Digital	x	x	x					x		x	It is unclear how this proposal may impact service users and staff, however there may be positive impact from the development of digital solutions and tools which support service delivery and create efficiencies. A screening assessment will be required for any digital proposals.	Potentially-screening assessment required	No - work has not yet commenced.
Enabler - Workforce													

Skill Mix Reviews (Health)	x	x	x					x		x	Any review of skills mix within the nursing workforce may impact staff and service users. The majority of staff within AHSCP are female, this may also impact on any staff who are pregnant or on maternity leave. The majority of staff within AHSCP are over 40 so this may also impact on staff due to age. There may be potential impact on service users including older people or those with a disability. This may also impact unpaid carers. The full impact will be detailed within the individual assessment.	Yes	No - work has not yet commenced.

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)	
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)	X
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)**
Any actions required to mitigate impact of proposals will be detailed on the individual combined impact assessments.		

10. FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)

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. 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. Socioeconomic 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

11. FSDA- SCREENING DECISION

Is your policy, practice or project strategically important? Yes or No?	**YES** - Proceed to section 12. Full Fairer Scotland Duty Assessment (FSDA) below	**NO** – Provide reasoning below and proceed to sections 13 onwards to conclude.
	x	

12. FULL FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)

Evidence				
What evidence do you have about socioeconomic disadvantage and inequalities of outcome in relation to this strategic decision? Is it possible to gather new evidence, involving communities of interest?	There is limited information on any potential impact at this stage however any changes to charges or any changes to service provision may have a socio-economic impact for those in Angus. Any impact (positive or negative), will be evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.			
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.)	X	X	X	There is currently limited information on how the proposals may impact those with low and/or no income however proposed changes to service provision may impact individuals however this will be further evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
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.)	X	X	X	There is currently limited information on how the proposals may impact those with low and/or no income any proposed changes to service provision may impact individuals however this will be further evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Material Deprivation (those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, life insurance, leisure and hobbies.)	X			The proposals do not appear to have any impact on those with material deprivation however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
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.)	X	X	X	There is currently limited information on how the proposals may impact those who are subject to area deprivation any proposed changes to service provision may impact individuals, especially those living within rural areas. This impact may be positive or negative. This will be further evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.

Socio-economic Background (social class including parents' education, people's employment and income)	X			The proposals do not appear to have any impact on those as a result of their socio-economic background however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Unpaid Carers	X	X	X	There is potential impact for unpaid carers from a number of the proposals however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Homelessness, Addictions and Substance Use	X	X	X	There is potential impact for those who experience homelessness, addiction and substance use from a number of the proposals however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Children, Family and Justice	X			The proposals do not appear to have any impact on Children, Families or Justice however this will be explored further within individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Other (please specify)	X			The proposals do not appear to have other impacts relating to the Fairer Scotland Duty however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.

13. EVIDENCE OF DUE REGARD

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.**	
Eliminate unlawful discrimination, victimisation and harassment.	
Advance equality of opportunity	X
Foster good relations between any of the Protected Characteristic groups	X

14. ASSESSING 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.

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.

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 a (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)**	X
None			

What impact will your proposal have on children's rights, i.e. positive, negative or neutral?	There are no direct impacts to children in any of the proposals however there may be potential impacts for unpaid carers, some of whom may be children. It will be necessary to conduct individual assessments for each of the proposals to evidence any impact and put in place the necessary mitigating actions for any negative impact.
How will the proposal give better effect to the UNCRC in Scotland?	For any proposal which will have an impact on unpaid carers it may be necessary to conduct engagement with unpaid carers groups in Angus. To ensure that young carers voices can be heard key stakeholders will include Angus Carers and engagement materials will be available in Easy-Read formats.
How will the impact be monitored?	Impact will be monitored via the individual assessments for any proposal which requires an assessment. Any negative implications will be mitigated against and detailed within those assessments.
How will you communicate to children and young people the impact of the proposal on their rights?	For any proposal which will have an impact on unpaid carers it may be necessary to conduct engagement with unpaid carers groups in Angus. To ensure that young carers voices can be heard key stakeholders will include Angus Carers and engagement materials will be available in Easy-Read formats.

15. PUBLICATION

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

16. SIGN OFF and CONTACT INFORMATION

Lead Officer Responsible	
Name:	M. Low
Designation:	Acting Service Leader
Date:	08/08/2025

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:	L McLean	Name:	Alexander Berry
Designation:	Acting Programme Manager	Designation	Chief Finance Officer
Date:	08/08/2025	Date:	14/08/2025

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

17. 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)	February 2026 Reviewer - TBC

18. 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. -		