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	AHSCP Workforce Plan 2025 - 2029

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	September 2025

3. BACKGROUND INFORMATION

Provide a brief description of the policy, practice or project being assessed. (Include rationale, aims, objectives, actions, and processes)	In 2022, the Scottish Government requested health and social care partnership to develop 3-year workforce plans. Angus Health and Social Care Partnership created a plan for 2022-2025 which commenced in July 2022. That plan has now been completed and new workforce plan 2025-2029 has been developed. The purpose of the workforce plan is to Support the AHSCP to have the right people, with the right skills, in the right places, at the right time, to fulfil its mandate and its strategic objectives, and to continue to provide high quality, person-centred care now, and in the future.

What are the intended outcomes and who does this impact? (E.g., service users, unpaid carers or family, public, staff, partner agencies)	The AHSCP Workforce Plan provides an analysis and forecast of workforce supply and demand informed by local and national workforce challenges and demographic changes. It is accompanied by a clear action plan on how we will attract, retain and develop our workforce to meet current and future workforce requirements and contribute to the national long-term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting. The intended beneficiaries are our workforce and the supported people that receive input from our services.

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 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 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.
	Yes	

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)	The plan contains a wide selection on local population data as well as detailed workforce data for both Angus Council and NHS Tayside employed staff. Difficulties remain in obtaining workforce data from the Third Sector although the Scottish Social Services Council release an annual data return. National Records of Scotland (NRS) - Angus Council Area Profile statistics have been used in relation to current and future population projections, labour supply and unemployment information.
Qualitative evidence (narrative/exploratory)	Cognisance has been taken of several national and local strategies and plans such as 'The six steps to workforce planning, the National Workforce Strategy for Health and Social Care' and 'An Integrated Health and Social Care Workforce Plan for Scotland.' The plan has also been informed by the National Workforce Strategy for Health and Social Care in Scotland. This plan also considers the Scottish Government's Health and Social Care Service Renewal Framework 2025-2035, Audit Scotland's Delivering for the future: Responding to the workforce challenge, as well as local plans such as the Angus Health and Social Care Partnership Strategic Commissioning Plan and Strategic Financial Plan. The plan also takes cognisance of the NHS Scotland Operational Improvement Plan (OIP), Health and Social Care Service Renewal Framework (SRF), Population Health Framework (PHF) and the Public Sector Reform (PSR) Strategy. The Scottish Government directive "National Health and Social Care Workforce Strategy: Three Year Workforce plans (DL 2022 09) and 'Three Year Workforce Plans: Developing an Integrated Process' issued in May 2023 are also referred to.

Other evidence (please detail)	Evidence from across the totality of the AHSCP in relation to service improvement activity and priority actions progressed by the workforce subgroups.
What gaps in evidence/research were identified?	Workforce Statistics on protected characteristics including Race, Sexual Orientation, Marriage and Civil Partnerships and Gender Reassignment.
Is any further evidence required? Yes or No (please provide reasoning)	No
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. During January and February 2025, as part of planning for the 2025-29 AHSCP Workforce Plan, the AHSCP Workforce Steering Group commissioned a questionnaire which was sent to all services across AHSCP. A response was submitted by each service area, and this information was used to inform the workforce plan in relation to: • Vacancy Information • Recruitment Challenges • Turnover rates • Wider Issues Affecting Service Demand and Anticipated impact on Staffing • Changes to staffing models (current and projected)

	• Planned Workforce Efficiencies and Likely Impact • Skills development and Future Models of Care • Absence Rates and Themes • Digital Requirements • Climate Impact relating to the workforce
If No, why not?	N/A
If Yes, please answer the following questions:	
Who was the engagement with?	Internal online questionnaires with staff from all service areas within AHSCP and consultation with the third and independent sectors.
Have other relevant groups i.e., unpaid carers been included in the engagement? If No, why not?	The target of the strategy and engagement is the workforce. A cohort of employees face the challenge of balancing their employment with a caring role. AHSCP strives to ensure that carers of all ages are recognised and valued as equal partners, are fully involved in shaping services in Angus and are supported to have fulfilling lives alongside caring. Angus Unpaid carers, alongside a wide range of third and independent sector providers were included in the engagement.
How was it carried out? (Survey, focus group, public event, Interviews, other (please specify) etc.)	Online feedback surveys sent to staff, statutory organisations, third and independent sector providers with an accompanying verbal update. Discussion at various meeting forums.
What were the results from the engagement?	The key themes from the engagement included: Some ongoing recruitment challenges, particularly with hard to fill posts Teams are concerned around staff turnover/ retirement rates over the next 5 years. Finance is still a major barrier to ensuring teams can staff to meet demand. Effective digital tools can help to support job satisfaction for staff and support retention. Teams are exploring ways to boost climate sustainability.
How did the engagement consider the protected characteristics of its intended cohort?	The surveys did not ask for personal information relating to protected characteristics.

Has the policy, practice or project been reviewed/changed as a result of the engagement? If YES, please explain.	Yes – the engagement feedback has helped to inform the key priorities of the 2025-2029 plan.
Is further engagement required? Yes or No (please provide reasoning)	No, however it should be noted that additional engagement will occur every year to inform the annual updates.

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.

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	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users who hold a variety of protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for service users and staff.
Sex	x	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for

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.**
				recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users who hold a variety of protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for service users and staff.
Disability	x	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users who hold a variety of protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for service users and staff.
Race	x			This workforce plan is unlikely to impact service users or carers as a result of holding this protected characteristic.
Sexual Orientation	x			This workforce plan is unlikely to impact service users or carers as a result of holding this protected characteristic.
Religion or Belief	x			This workforce plan is unlikely to impact service users or carers as a result of holding this protected characteristic.
Gender Reassignment	x	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users of all protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that

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.**
				by improving workforce planning, there may be positive implications for service users and staff.
Pregnancy and Maternity	x	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users of all protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for service users and staff.
Marriage and Civil Partnership	x			This workforce plan is unlikely to impact service users or carers as a result of holding this protected characteristic.
Additional Groups/Areas for Consideration				
Any other relevant groups i.e. unpaid carers, current & former Armed Forces personnel (please specify)	x	x	x	There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users of all protected characteristics. This new workforce plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for all services and staff.
Human Rights (Issues and impacts affecting people's human		x		There remain workforce challenges in relation to difficulties recruiting to specific posts, the significant growth in care at home demand, vacancies in care homes, timescales for recruitment processes, staff retention in specific areas such as care at home, shortages of GP's and pharmacists and increasing demand and complexity of need. These have the potential to impact on service users of all protected characteristics. This new workforce

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.**
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).				plan includes a range of strategic actions to address these challenges. It is expected that by improving workforce planning, there may be positive implications for service users and staff in relation to 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	x	This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is expected that the actions within the plan will have a positive impact of staff however it is not possible to rule out all potentially negative impact.

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.**
Sex		x	x	As the majority of AHSCP staff are female, this plan will predominantly impact females. This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is expected that the actions within the plan will have a positive impact of staff however it is not possible to rule out all potentially negative impact.
Disability		x	x	This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is expected that the actions within the plan will have a positive impact of staff however it is not possible to rule out all potentially negative impact.
Race		x		An action within this workforce plan is to contribute to the development and delivery of the NHS Tayside Anti-Racism plan. This plan aims to equip staff to challenge racism and foster equity in an aim to become an actively anti-racist organisation. It is expected that this will have positive impact on staff.
Sexual Orientation	x			Sexual Orientation data is not currently collected in the Workforce Plan but there is no perceived impact.
Religion or Belief	x			Religion/ belief data is not currently collected in the Workforce Plan but there is no perceived impact.

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.**
Gender Reassignment	x			Gender Reassignment data is not currently collected in the Workforce Plan but there is no perceived impact.
Pregnancy and Maternity		x	x	This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is expected that the actions within the plan will have a positive impact of staff however it is not possible to rule out all potentially negative impact as the majority of AHSCP are female this may impact those holding the characteristic of pregnancy/maternity.
Marriage and Civil Partnership	x			Marriage and Civil Partnership data is not currently collected in the Workforce Plan but there is no perceived impact.
Additional Groups/Areas for Consideration				
Any other relevant groups i.e. unpaid carers, current & former Armed Forces personnel (please specify)		x	x	This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is expected that the actions within the plan will have a positive impact of staff however it is not possible to rule out all potentially negative impact.
Human Rights (Issues and impacts affecting people's human		x		This plan has a focus on improving staff retention, developing the young workforce to ensure AHSCP has a sustainable future workforce, better use of digital tools and AI, promoting climate sustainable measures and improved use of workforce data to support planning and potentially service reform, including consideration of role diversification. It is

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.**
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).				expected that the actions within the plan will have a positive impact of staff in relation to human rights.

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

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 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)**

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	x

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 – YES	
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 -YES	

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?	The purpose of this workforce plan is to support the AHSCP to have the right people, with the right skills, in the right places, at the right time, to fulfil its mandate and its strategic objectives, and to continue to provide high-quality, person-centred care now, and in the future. The proposals within the plan aim to support recruitment and retention of staff within Angus which would has potentially positive social economic 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		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
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		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
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 action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
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		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier

				lives at home or in a homely setting.
Socio-economic Background (social class including parents' education, people's employment and income)		X		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
Unpaid Carers		X		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
Homelessness, Addictions and Substance Use		X		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier lives at home or in a homely setting.
Children, Family and Justice	X			N/A as the Workforce Plan is only for AHSCP.
Other e.g. current & former Armed Forces personnel (please specify)		X		The action plan contains specific actions relating to how we will attract, retain, and develop our workforce to meet current and future workforce requirements and contribute to the national long term aim for health and social care in Scotland for people to live longer, healthier

				lives at home or in a homely setting.

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 - YES	

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	N/A – this update applies to staff only.	

What impact will your proposal have on children's rights, i.e. positive, negative or neutral?	N/A – this update applies to staff/ workforce only.
How will the proposal give better effect to the UNCRC in Scotland?	N/A – this update applies to staff/ workforce only.
How will the impact be monitored?	N/A – this update applies to staff/ workforce only.
How will you communicate to children and young people the impact of the proposal on their rights?	N/A – this update applies to staff/ workforce only.

18. PUBLICATION

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

19. SIGN OFF and CONTACT INFORMATION

Lead Officer Responsible	
Name:	Eunice McLennan
Designation:	Head of Community Health and Care Services
Date:	29/09/25

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:	Lucy McLean	Name:	Morgan Low
Designation:	Planning Officer	Designation	Acting Service Leader – Improvement and Development Service
Date:	29/09/2025	Date:	26/09/2025

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)	October 2026 Morgan Low

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. -	