



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	24 January 2020
Title of document being assessed:	North East Locality Improvement Plan 2019-22
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input checked="" 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 type="checkbox"/></p> <p>This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/></p>
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	<p>Sally Wilson, Integration Improvement Manager</p> <p>North East Locality Improvement Group</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>The North East Locality Improvement Plan is about how health and social care services, private organisations, charities, voluntary groups, families, unpaid carers and people in the wider community will work together to achieve the best outcomes for people living in the area. It identifies what is working well and what needs to improve.</p> <p>The plan is aligned to both the strategic priorities outlined within the Angus Strategic Commissioning Plan 2019-22 and the Angus Joint Strategic needs Assessment. It also reflects the strategic priorities within Angus Council's Community Planning Local Outcome Improvement Plan.</p> <p>The plan will directly contribute to the delivery of the AHSCP's strategic priorities. It is supported by an Improvement Action Plan, which identifies specific improvement actions for the North East Locality. This working document will be used by the North East Locality Improvement Group to monitor progress against these actions and will continue to evolve.</p>

<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>Intended outcomes are about empowering local communities, enabling professionals to do their best work and making best use of the resources in the locality by everyone working together. It focuses on recognising the assets which develop naturally in the community, looking at solutions based on local resources to meet the needs of the local population and tackling inequalities. It also identifies what people can do themselves to make a difference to their health and wellbeing.</p> <p>This plan is for everyone 16 years and over who work and live in North East Angus. It is for those who currently use health and social care services and people who want to maintain or improve their health and wellbeing, including unpaid carers.</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>Yes</p> <p>This plan has been developed after listening to what local people and stakeholders think are the main priorities for improvement in the North East of Angus. People's ideas and thoughts are captured within this plan. Much of this plan is based on what people have said about how things could be improved and what would make a difference to them, their friends and relatives. Events have been held in Montrose and Brechin to offer members of the public the opportunity to speak to a variety of staff and find out more about local adult health and social care services. We are committed to open and transparent engagement and we will facilitate further widespread engagement and discussions about the shape of the way health and social care is provided in the North East locality.</p> <p>On-going engagement and consultation with the North East locality community is an intrinsic part of our Improvement Action Plan.</p>

EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

1. Has the proposal already been assessed via an EQIA process for its impact on ALL of the protected characteristics of: age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

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).

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).

2. Name:

Sally Wilson

Position:

Integration Improvement Manager, Angus Health and Social Care Partnership



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	✓		
GENDER	✓		
DISABILITY	✓		
ETHNICITY/ RACE	✓		
SEXUAL ORIENTATION	✓		
RELIGION/ BELIEF	✓		
GENDER REASSINGMENT	✓		
PREGNANCY/ MATERNITY	✓		
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association”)	✓		

with the PCs of age and disability)			
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1b. The employees holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b)
	a)Positive Action	b)Negative discrimination	Negative Discrimination
AGE	✓		
GENDER	✓		
DISABILITY	✓		
ETHNICITY/ RACE	✓		
SEXUAL ORIENTATION	✓		
RELIGION/ BELIEF	✓		
GENDER REASSIGNMENT	✓		
MARRIAGE/CIVIL PARTNERSHIP	✓		
PREGNANCY/ MATERNITY	✓		
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)	✓		

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 North East Locality Improvement Plan is focused on designing services and progressing improvements that are sensitive to the needs of people from different Equality groups. The continuing roll-out of personalisation will give people more choice and control over how they access care.

The plan will promote engagement with local organisations who often advocate for PCs (e.g. age, disability, and their carers, etc.) and will provide co-production opportunities related to health & social care for the most disengaged and disadvantaged people in our community.

During our involvement, engagement and consultation activities we are aware of the importance of meeting the requirements of the Angus Health and Social Care Partnership's Participation and Engagement strategy including equalities monitoring of community engagement.

The plan will promote positive attitudes towards older people, people with disabilities and their carers. This will also positively impact on individual workplace cultures (human rights & personalisation) and flexible working practices that are likely to also positively impact on employees holding other PCs (i.e. gender, ethnicity, religion, sexual orientation). It will ensure access to employment for those traditionally disengaged from employment opportunities and services responding to the need for reasonable adjustments.

The involvement of volunteers and local communities in supporting people to return home following a hospital discharge will promote good relations and positive attitudes towards people with long term conditions, many of who are also older people.

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?

1. Integration Matters, our Health and Social Care Partnership newsletter, will promote an awareness of the Equality Act 2010 and the need to ensure equality monitoring and development and greater utilisation of equalities evidence.
2. The North East Locality Improvement Plan will be regularly monitored against impacts on Protected Characteristics (PCs).
3. The Carer Census data will be used to inform local planning and highlight any "discrimination by association"

Step 2

Publish The Equality Impact Assessment.

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

Angus Health and Social Care Partnership website Angus Council website NHS Tayside website
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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	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: Gail Smith	Name: Sally Wilson
Designation: Head of Community Health & Social Care Services (North)	Designation: Integration Improvement Manager, Angus Health & Social Care Partnership
Base: Angus House, Orchardbank, Forfar	Base: Angus House, Orchardbank, Forfar
Telephone 01307 492560	Telephone: 01307 492567
Email: gailsmith@nhs.net	Email: sallywilson@nhs.net

Signature of author of the policy:	Date:
	24 January 2020
Signature of Director/Head of Service:	Date:
	24 January 2020
Name of Director/Head of Service: Gail Smith	
Date of Next Plan Review: 2022	

For additional information and advice please contact:

angusHSCP.tayside@nhs.net

For assistance with accessing equalities evidence please contact:
akaczmarek@nhs.net