



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	20/02/2023
Title of document being assessed:	Older People's Day Care Review
1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input checked="" type="checkbox"/> This is a new budget saving proposal (If Yes please check box)	This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) This is an existing budget saving proposal being reviewed (If Yes please check box)
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Lindsey Foreman, Service Leader(Accommodation & Home care)
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	<p>There are four independent Day Care centres in the north of Angus. There is also one Local Authority provision in the south. There is no buildings-based Day Care provision in Arbroath currently however there is adequate, alternative community support provision in place. There is a total of 459 commissioned places across Angus. The Strategic Commissioning Plan calls for healthcare to extend beyond the traditional setting of hospitals and reach more effectively into community provision. Community services provision including Day Care provision is an integral part of the overall care provision in Angus as it helps support people to live at home longer.</p> <p>A need to review current buildings-based Day Care Services within Angus was identified and resulted in two previous services reviews which due to a number of reasons did not result in recommendations and placed unnecessary strain on our private providers.</p>
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	<p>The aims and the objectives of the review were:</p> <ul style="list-style-type: none"> • Understand and learn from the existing Day Care provision • Focus on an assessment of need of the service user groups. These groups include, but are not limited to, people

	<p>requiring social interaction as their primary need, and those requiring a higher level of care, for example due to frailty or advancing dementia.</p> <ul style="list-style-type: none"> • Identify opportunities that deliver improvements to services which will consistently achieve better outcomes for people. • Identify opportunities to make more effective use of resources in order to deliver the best outcomes for the people of Angus and contribute to the strategic financial planning requirements. • Develop a shared vision to take forward a redesign of Day Care services
<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 – A period of consultation has taken place to seek views of staff on the provision and also from potential service users. A suite of consultation materials was developed to support the consultation programme. This report details the results of that consultation and makes recommendations informed by these results.</p> <p>There were 49 service user responses and 20 staff responses to the consultation.</p>
<p>6. Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland?</p> <p>2) If Yes, what are these implications and how will they be addressed?</p> <p>What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?</p> <p>Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19. Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.</p> <ol style="list-style-type: none"> 1. Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future. 2. Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies 3. Impact Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport). 4. Impact Socio-economic Background i.e. social class including parents' education, 	<p>No, there are no proposed changes to current service delivery.</p>

people's employment and income	
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EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

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

Yes

1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender reassignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to employees of not only NHS Tayside and Angus Council, but also the 3rd sector.

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

2. Name: Lindsey Foreman

Position: Service Leader

Date: 04.04.23



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	X		Potential positive impact as the findings from the review recommend a continuation of the current service delivery with a recommendation to explore future commissioning opportunities for day services in Angus.
GENDER			
DISABILITY			
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSIGNMENT			
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)	X		Potential positive impact as the findings from the review recommend a continuation of the current service delivery with a recommendation to explore future commissioning opportunities for day services in Angus.

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) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE			
GENDER	X		Potential positive impact for a predominantly female staff group as the findings from the review recommend a continuation of the current service delivery with a recommendation to explore future commissioning opportunities for day services in Angus.
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 X

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

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?

Equality monitoring information is collected annually in line with the equalities mainstreaming outcomes and monitoring arrangements.

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

Angus Health and Social Care Partnership page on Angus Council website

CONTACT INFORMATION

Name of Department or Partnership:	Angus Health and Social Care Partnership
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Type of Document	
Human Resource Policy	
General Policy	
Strategy/Service	X
Change Papers/Local Procedure	
Guidelines and Protocols	
Other (please specify):	

Manager Responsible	Author Responsible
Name: Lindsey Foreman	Name: Morgan Low
Designation: Service Leader	Designation: Strategy and Improvement Manager
Base: Ravenswood, Forfar	Base: Angus House, Forfar
Telephone: 01307 492560	Telephone: 01307 492560
Email: tay.angushscp@nhs.scot	Email: tay.angushscp@nhs.scot

Name of Director/Head of Service:
Date of Next Plan Review: N/A