



## Appendix 1

### EQUALITY IMPACT ASSESSMENT

#### BACKGROUND

<b>Date of Assessment:</b> (dd/mm/yyyy)	<b>17/07/2023</b> - assessment from August 2022 updated.
<b>Title of document being assessed:</b>	Equalities – Progress Update
<p>1. <b>This is a new policy, procedure, strategy or practice being assessed.</b>          (If <b>Yes</b> please check box) <input type="checkbox"/></p> <p><b>This is a new budget saving proposal</b>          (If <b>Yes</b> please check box) <input type="checkbox"/></p>	<p><b>This is an existing policy, procedure, strategy or practice being assessed?</b>          (If <b>Yes</b> please check box) <input checked="" type="checkbox"/> X</p> <p><b>This is an existing budget saving proposal being reviewed</b>          (If <b>Yes</b> please check box) <input type="checkbox"/></p>
<p>2. <b>Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b></p>	Morgan Low, Strategy and Improvement Manager
<p>3. <b>Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</b></p>	<p>The Equality Act (2010) places a duty on Public Bodies to publish a set of equality outcomes every 4 years and produce a report describing how well they are achieving these outcomes at least every 2 years. An Equalities Mainstreaming Report is to be published every 2 years. The timeframe for the updated AHSCP Equalities Mainstreaming report and set of equality outcomes is overdue and an updated mainstreaming report and set of equality outcomes have been developed.</p> <p><b>July 23 Update</b> – This is a progress update based on the improvements made since the last report was presented to the IJB in August 2022.</p> <p>Several actions were progressed between September 2022 and March 2023 which include:</p> <ul style="list-style-type: none"> <li>• Equalities Mainstreaming Report and set of Equality Outcomes drafted, approved by the IJB and published on the AHSCP website.</li> <li>• Development of a robust process in place for the completion of EQIA's.</li> <li>• AHSCP are members of the Angus Council Corporate Equalities Group, the NHS Tayside Equality and Diversity Governance Group and the national IJB/ HSCP Equality Peer Support Network to discuss and monitor any risks/ issues as they arise.</li> <li>• Process in place for the publication of</li> </ul>

	<p>EQIA/FSD assessments going forward.</p> <ul style="list-style-type: none"> <li>• AHSCP attended training provided by the EHRC in relation to good practice and the steps required to reach compliance.</li> <li>• Retrospective exercise took place to publish all previously complete EQIA's from 2019 onwards on the AHSCP website.</li> </ul> <p>In March 2023, AHSCP submitted a response to the EHRC with information regarding the improvements that have been made.</p> <p>In June 23, AHSCP received a response to the EHRC to confirm that AHSCP are compliant with the Public Sector Equality Duty (PSED).</p>
<p><b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b></p>	<p>Mainstreaming equality means integrating equality into the day-to-day working of the AHSCP. This means taking equality into account in the way we exercise our functions. Equality should be a component of everything we do.</p> <p>The benefits of mainstreaming equality are:</p> <ul style="list-style-type: none"> <li>• Equality becomes part of the structures, behaviours and culture of the organisation.</li> <li>• AHSCP knows and can demonstrate how, in carrying out its functions, it is promoting equality.</li> <li>• It contributes to continuous improvement, better performance and better value.</li> </ul> <p>AHSCP is responsible for mainstreaming and integrating equality into day-to-day activities as well as strategies etc. Equality and diversity will be embedded into our delivery of person-centred outcomes. We are also committed to integrating equality into our business tools such as Equality Impact Assessments (EQIAs) which is a combined template with our Fairer Scotland Duty Assessments (FSD). We will ensure equality is explicit and proportionate in business planning and decision-making including gathering and analysing the population data of Angus.</p> <p>We will continue to ensure that employees continue to undertake training in equalities awareness, in EIAs, and access equalities courses offered by their employers.</p> <p>Equality Outcomes are results which we aim to achieve in order to further one or more of the needs in the general duty, that is to: eliminate discrimination, advance equality of opportunity and/or foster good relations. By focusing on outcomes rather than objectives or outputs, we aim to bring practical improvements in the lives of those experiencing unlawful discrimination</p>

	<p>and disadvantage.</p> <p>AHSCP is responsible for setting and delivering on our Equality Outcomes. These outcomes are aligned to our strategic plan, with specific equalities perspectives, and identify to which National Outcomes they relate. We have also used census data which informed our understanding of Angus demographics in order to ensure that resources and services are delivered effectively; that the Equality Outcomes meet the needs of the changing population and take account of the impact of deprivation in our communities.</p> <p>The refreshed equalities mainstreaming report and equality outcomes detail how we will do this. The intended beneficiaries are the supported people that receive input from our services, our workforce and the residents of Angus.</p> <p><b>July 23 Update –</b> Positive progress has made over the last year and the EHRC are pleased with the progress that has been made and have confirmed that AHSCP are fully compliant with the legislation. There are further improvement actions being progressed in order to further demonstrate that we have mainstreamed the duty into our services.</p>
<p><b>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</b></p> <p><b>If Yes, please give details.</b></p>	<p>Research has been conducted around understanding the changing demographic population in relation to protected characteristic groups in Angus. Understanding the demographics of Angus is essential to ensuring that resources and services are delivered effectively and proportionately to the level of need and risk; that they meet the needs of the changing population and consider the impact of protected characteristics on equal opportunities and health inequalities. This has included the following:</p> <ul style="list-style-type: none"> <li>• Age and Sex</li> <li>• Ethnicity</li> <li>• Life Expectancy</li> <li>• Disability</li> <li>• Religion</li> <li>• Sexual Orientation</li> <li>• Carers of Older and Disabled People</li> <li>• Deprivation</li> </ul> <p>Our Equality Outcomes have been identified as a result of our continuous conversation approach to engagement and involvement as well as our revised Joint Strategic Needs Assessment and Equalities Evidence Base which led to the development of our current strategic plan. Engaging with communities, people who use services, carers, staff, providers and the third and independent sectors is essential if we are to deliver the best services for Angus. Engagement and Involvement has been and will continue to be an ongoing activity. It serves to ensure that we understand our localities, and that we are</p>

	<p>working in the right direction with consensus. We will therefore ensure that equality monitoring is an integral part of our activities to allow us routinely assess their accessibility and the status of equal opportunities in Angus. Examples of engagement areas of activity include:</p> <ul style="list-style-type: none"> <li>• Localities</li> <li>• Independent Review of Nursing and Peer Worker Role</li> <li>• Co-Morbidity Pathway</li> <li>• Angus Integrated Drug and Alcohol Service</li> <li>• Suicide Prevention</li> <li>• Public engagement to inform Strategic Commissioning Plan</li> <li>• Staff, service users and families all contributed to a comprehensive review of overnight support.</li> <li>• Review of Supported Housing (Older People)</li> <li>• Carers conversation to inform Angus Carers Strategy</li> <li>• Participatory Budgeting Events in all four localities.</li> <li>• Establishment of new Angus Mental Health and Wellbeing Network</li> <li>• Stroke MCN</li> <li>• COVID-19 Staff Survey</li> <li>• Learning and Physical Disability Improvement Plans</li> <li>• Health Care Tasks in Community Settings</li> <li>• Workforce Plan</li> <li>• Internal Care Home Review</li> <li>• Angus Living Life Well Plan</li> <li>• Local Scottish Care Integration Lead</li> </ul> <p><b>July 23 Update</b> – Consultation and training with has taken place with the Equality and Human Rights Commission. The result is that AHSCP are now fully compliant with the Public Sector Equality Duty (PSED).</p> <p>Further improvements are planned to ensure that we have robust engagement platforms with members of each protected characteristic group going forward.</p>
<p><b>6. Fairer Scotland duties:</b></p> <p><b>1) Does this report have an impact for Angus citizens under Fairer Scotland?</b></p> <p><b>2) If Yes, what are these implications and how will they be addressed?</b></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</p>	<p><b>July 23 update</b> - No, this is an update and not a new strategy. There is no impact under Fairer Scotland.</p>

impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

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, people's employment and income

## 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 re-assignment; 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 3<sup>rd</sup> sector.

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

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

**Name:** Morgan Low

**Position:** Strategy and Improvement Manager

Date: 17/07/2023



## 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 3<sup>rd</sup> 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	
<b>AGE</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.	No	
<b>GENDER</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.	No	
<b>DISABILITY</b>	Yes – This update	No	

	<p>paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>		
<b>ETHNICITY/ RACE</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>	No	
<b>SEXUAL ORIENTATION</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>	No	
<b>RELIGION/ BELIEF</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a</p>	No	



	<p>positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>		
<b>GENDER REASSIGNMENT</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>	No	
<b>PREGNANCY/ MATERNITY</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.</p>	No	
<b>MARRIAGE/ CIVIL PARTNERSHIP</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. There are further areas for improvement planned included</p>	No	

	plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.		
<b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (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)	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Although carers are not a protected characteristic group, we have ensured that consultation and engagement with carers in a key aspect of the new Equality Impact Assessment template which will be used for all new projects, proposals and policies. It is expected that this will have a positive impact on unpaid carers.	No	

**1b. The employees holding the Protected Characteristics:**

	<b>POSITIVE IMPACT</b>	<b>NEGATIVE IMPACT</b>	<b>Intended mitigating actions against the b) Negative Discrimination</b>
	<b>a)Positive Action</b>	<b>b)Negative discrimination</b>	
<b>AGE</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased	No	

	awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.		
<b>GENDER</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.	No	
<b>DISABILITY</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on	No	

	SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.		
<b>ETHNICITY/ RACE</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.	No	
<b>SEXUAL ORIENTATION</b>	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is	No	

	<p>also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.</p>		
<b>RELIGION/ BELIEF</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.</p>	No	
<b>GENDER REASSIGNMENT</b>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance</p>	No	

	<p>on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.</p>		
<p><b>MARRIAGE/CIVIL PARTNERSHIP</b></p>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.</p>	<p>No</p>	
<p><b>PREGNANCY/MATERNITY</b></p>	<p>Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e-learning training being offered to both NHS and Angus Council</p>	<p>No</p>	

	staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics.		
<b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b> (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)	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Although carers are not a protected characteristic group, we have ensured that consultation and engagement with carers (including staff who are unpaid carers) is a key aspect of the new Equality Impact Assessment template which will be used for all new projects, proposals and policies. It is expected that this will have a positive impact on unpaid carers.	No	

**1c. Does the proposal promote good relations between any of the Protected Characteristics?**

YES  X

NO

NOT SURE

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

The Equalities mainstreaming report and set of Equalities outcomes is focused on advancing equality of opportunity, fostering good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act. This includes promoting good relations between all of the protected characteristics.

**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**

<b>Name of Department or Partnership:</b>	<b>Angus Health and Social Care Partnership</b>
---	---

<b>Type of Document</b>	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input checked="" type="checkbox"/>
Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name: Jillian Galloway</b>	<b>Name: Morgan Low</b>
<b>Designation: Head of Community Health and Care Services</b>	<b>Designation: Strategy and Improvement Manager</b>
<b>Base: Angus House, Forfar</b>	<b>Base: Angus House, Forfar</b>
<b>Telephone: 01307 492560</b>	<b>Telephone: 01307 492560</b>
<b>Email: tay.angushscp@nhs.scot</b>	<b>Email: tay.angushscp@nhs.scot</b>

<b>Signature of author of the policy:</b> M.Low	<b>Date: 17/07/2023</b>
<b>Signature of Director/Head of Service: Eunice McLennan</b> <b>Date: 02/08/2023</b>	
<b>Name of Director/Head of Service: Eunice McLennan</b>	
<b>Date of Next Plan Review: August 2024</b>	