

**EQUALITY IMPACT ASSESSMENT**

**BACKGROUND**

<p><b>Date of Assessment:</b></p>	<p>September 2022</p> <p>Update – 26 January 2023</p> <p>Update – 17 July 2023</p> <p>Update – 8 January 2024</p> <p>Update – 30 January 2024</p>
<p><b>Title of document being assessed:</b></p>	<p>Angus Advocacy Strategic Framework 2023-2026</p>
<p><b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input checked="" 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 type="checkbox"/></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><b>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b></p>	<p>Rachel Bennison, Programme Manager Angus Health and Social Care Partnership</p> <p>Angus Advocacy Planning Group</p>
<p><b>3. 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 Adult Support and Protection (Scotland) Act 2007 placed a duty on local authorities to support adults who may be unable to safeguard themselves. The Mental Health (Care and Treatment) (Scotland) Act 2003 placed a duty on local authorities and health boards to collaborate to ensure the availability of independent advocacy services in their area.</p> <p>Each HSCP are to have an advocacy strategic framework outlining services in their area and future plans. Each framework should span a minimum of 3 years.</p> <p>The Angus Advocacy Strategic Framework outlines the strategic guidance for advocacy services delivery across Angus to those who are</p>

	<p>affected by mental disorders.</p> <p>The plan also covers services for;</p> <ul style="list-style-type: none"> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul> <p>The Framework provides an overview of services available in Angus for those within the categories above. It also provides an action plan for 2023-2026. This will be monitored and delivered through the Angus Advocacy Planning Group.</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>The Angus Advocacy Strategic Framework outlines the strategic guidance for advocacy services delivery across Angus to those who are affected by mental disorders.</p> <p>The plan also covers services for;</p> <ul style="list-style-type: none"> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul> <p>The Framework provides an overview of services available in Angus for those within the categories above. It also provides an action plan for 2023-2026. This will be monitored and delivered through the Angus Advocacy Planning Group.</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>Angus Independent Advocacy has collated feedback received through 2021-2022 in their annual report.</p> <p>AIA used outcome tools at the start and end of an individual's advocacy partnership to measure the impact of advocacy support against their organisational outcomes.</p> <p>AIA gather personal stories from their advocacy partners to paint a picture of their advocacy journey. These are shared via their 'Hurrah Board'</p> <p>AIA have used feedback surveys to gather information online (by direct link and QR code) from advocacy partners.</p> <p>AIA occasionally seek feedback from referrers and other professionals.</p> <p>AIA also collect statistical data in relation to the services they provide.</p> <p>A draft of the Angus Advocacy Strategic Framework was share for local consultation in April 2023 along with a short survey for feedback. The feedback response was very low</p>

	<p>with few responses received. Despite this, useful comments were received and the Framework was amended to reflect this.</p> <p>A second round of engagement was carried out in November/December 2023 with a positive response rate. The comments were reviewed and the Framework was amended further.</p> <p>Through the Angus Advocacy Planning Group key stakeholders are brought together to represent all those services involved in delivering advocacy across Angus and to be part the development of the Framework.</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>The Fairer Scotland Duty (the Duty) came into force on 1 April 2018 and placed a legal responsibility on named public bodies in Scotland to actively consider ('pay due regard to') how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. The Fairer Scotland Duty means we should actively consider how we can reduce inequalities of outcome caused by socioeconomic disadvantage in Angus.</p> <p>The Angus Advocacy Strategic Framework does not have an impact on Angus Citizens under Fairer Scotland Duty but supports our obligations by setting out what independent advocacy services are available for those with mental health illness, carers, children and young people to allow them to express their wishes and opinions.</p> <p>This Framework will outline advocacy services delivered across Angus, the strategic guidance for delivering these services and the actions to be taken forward to improve accessibility.</p> <p>Advocacy services are to be provided for all ages to anyone;</p> <ul style="list-style-type: none"> <li>• who has a mental disorder</li> <li>• is a carer with protected characteristics</li> <li>• children and young people</li> </ul> <p>Services are also accessible to those who are homeless or an asylum seeker should they be affected by any of the above.</p> <p>Although a formal strategic joint advocacy needs assessment is yet to be carried out in Angus, we do know there are areas of unmet need as follows:</p> <ul style="list-style-type: none"> <li>• identified gaps for children and young people accessing advocacy services</li> </ul>

<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?</p> <p>Please remember to take into account any particular impact resulting from COVID-19.</p> <p>Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.</p> <ol style="list-style-type: none"> <li>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.</li> <li>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</li> <li>3. Impact Area Deprivation (i.e., where people live (e.g., rural areas), or where they work (e.g., accessibility of transport).</li> <li>4. Impact Socio-economic Background i.e., social class including parents' education, people's employment, and income</li> </ol>	<ul style="list-style-type: none"> <li>• people finding it challenging to access mental health advocacy services</li> <li>• informal concerns that children's mental health advocacy services are being provided by generic adult mental health services</li> </ul> <p>The Angus Advocacy Strategic Framework will not have any impact on the groups below:</p> <p>Advocacy services are free at the point of access for those who require this support and are eligible under legislation in place.</p> <p>There are no associated needs for any materials to access services.</p> <p>Services are accessible by telephone/online across Angus. Providers can meet out in communities.</p> <p>Advocacy services are available to those eligible regardless of socioeconomic background.</p>
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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?**

No, this is a new plan developed for advocacy services across Angus

**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 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)?~~

**2. Name:** Rachel Bennison

**Position:** Programme Manager, Angus HSCP

**Date:** 14 September 2022

**Update:** 26 January 2023

**Update:** 21 April 2023

**Update:** 17 July 2023

**Update:** 8 January 2024

**Update:** 30 January 2024



## 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>	<p>Services are available for all ages with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>GENDER</b>	<p>Services are available for all genders with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>DISABILITY</b>	<p>Services are available for all people with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>ETHNICITY/ RACE</b>	<p>Services are available for all ethnicities with protected characteristics:</p>	Nil	N/A

	<ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul> <p>Services are also accessible for asylum seekers.</p>		
<b>SEXUAL ORIENTATION</b>	<p>Services are available for all regardless of sexual orientation with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>RELIGION/ BELIEF</b>	<p>Services are available for all religions with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>GENDER REASSIGNMENT</b>	<p>Services are available for all people with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>PREGNANCY/ MATERNITY</b>	<p>Services are available for all people with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>OTHER: CARERS OF OLDER AND/OR DISABLED</b>	<p>Services are available for all people with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> </ul>	Nil	N/A

<b>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)	<ul style="list-style-type: none"> <li>carers with protected characteristics</li> </ul>		
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**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>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>mental disorder</li> <li>children and young people</li> <li>carers with protected characteristics</li> </ul>	Nil	N/A
<b>GENDER</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>mental disorder</li> <li>children and young people</li> <li>carers with protected characteristics</li> </ul>	Nil	N/A
<b>DISABILITY</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>mental disorder</li> <li>children and young people</li> <li>carers with protected characteristics</li> </ul>	Nil	N/A



<b>ETHNICITY/ RACE</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>SEXUAL ORIENTATION</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>RELIGION/ BELIEF</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>GENDER REASSINGMENT</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>MARRIAGE/CIVIL PARTNERSHIP</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A
<b>PREGNANCY/ MATERNITY</b>	Services are available for all people with protected characteristics: <ul style="list-style-type: none"> <li>• mental disorder</li> </ul>	Nil	N/A

	<ul style="list-style-type: none"> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>		
<p><b>OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE</b></p> <p>(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)</p>	<p>Services are available for all people with protected characteristics:</p> <ul style="list-style-type: none"> <li>• mental disorder</li> <li>• children and young people</li> <li>• carers with protected characteristics</li> </ul>	Nil	N/A

**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 AHSCP Advocacy Strategic Framework is focussed on supporting obligations under the Adult Support and Protection (Scotland) Act 2007 and the Mental Health (Care and Treatment) (Scotland) Act 2003 by placing a duty on local authorities and health boards to collaborate to provide independent advocacy services.

**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 website

**CONTACT INFORMATION**

<b>Name of Department or Partnership:</b>	<b>Angus Health and Social Care Partnership</b>
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<b>Type of Document</b>	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	✓
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:</b> Eunice McLennan	<b>Name:</b> Rachel Bennison
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<b>Signature of author of the policy:</b>	<b>Date:</b> 14/09/2022
<b>Rachel Bennison</b>	<b>Updated:</b> 26/01/2023
	<b>Updated:</b> 21/04/2023
	<b>Updated:</b> 17/07/2023
	<b>Updated:</b> 08/01/2024
	<b>Updated:</b> 30/01/2024
<b>Signature of Director/Head of Service:</b>	<b>Date:</b>
<b>Eunice McLennan</b>	<b>January 2024</b>
<b>Name of Director/Head of Service: Jillian Galloway</b>	
<b>Date of Next Plan Review:</b> December 2026	