

EQUALITY IMPACT ASSESSMENT (EQIA) and FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)



1. INTRODUCTION

Title of policy, practice or project being assessed	AHSCP Equalities Mainstreaming Report 2024 and AHSCP Equality Outcomes Progress Report 2022-2024
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Type of policy, practice or project being assessed: (please mark with a (x) as appropriate)					
	New	Existing		New	Existing
Strategy			Policy		
Guidance			Procedure		
Operational Instruction			Budget Saving Proposal		
Service Development Proposal			Other (Please specify)		X (Progress Report)

2. GOVERNANCE

Lead Officer Responsible for assessment (Name, designation)	L. McLean (Planning Officer)
Date Assessment Started	May 2024

3. BACKGROUND INFORMATION

<p>Provide a brief description of the policy, practice or project being assessed. (Include rationale, aims, objectives, actions, and processes)</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.</p> <p>The Equalities Mainstreaming Report 2024 and the Equality Outcomes Progress Report 2022-2024 provide an overview of progress made in achieving the IJB's equality outcomes and equality mainstreaming duty over the last two years.</p>
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What are the intended outcomes and who does this impact?

(E.g. service users, unpaid carers or family, public, staff, partner agencies)

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.

The benefits of mainstreaming equality are:

- Equality becomes part of the structures, behaviours and culture of the organisation.
- AHSCP knows and can demonstrate how, in carrying out its functions, it is promoting equality.
- It contributes to continuous improvement, better performance and better value.

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 decision making including completing combined Equality Impact Assessments (EQIAs) which is a combined template with Fairer Scotland Duty Assessments (FSD) and Children’s Rights and Wellbeing Impact Assessment (CRWIA). We will ensure equality is explicit and proportionate in business planning and decision-making including gathering and analysing the population data of Angus.

We will continue to ensure that employees continue to undertake training in equalities awareness, in EQIAs, and access equalities courses offered by their employers.

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 and disadvantage.

AHSCP is responsible for setting and delivering on our Equality Outcomes. These outcomes are

	<p>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. The refreshed equalities mainstreaming report and equality outcomes detail how we are doing this.</p> <p>The intended beneficiaries are the supported people that receive input from our services, our workforce and the residents of Angus.</p>
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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 (x) 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 (x) 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 FSDA screening in section 10-12 then complete sections 14-16 to conclude.
	X	

FULL EQUALITY IMPACT ASSESSMENT (EQIA)

6. EVIDENCE

<p>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.</p>	
<p>Quantitative evidence (numerical/statistical)</p>	<p>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.</p> <p>Sources of the quantitative evidence highlighted throughout the AHSCP Equalities Mainstreaming Report 2024 and AHSCP Equality Outcomes Progress Report 2022-2024 include:</p> <ul style="list-style-type: none"> • National Records of Scotland Census Data • The Scottish Index of Multiple Deprivation (SIMD) • Third and independent sector organisations • Local data sources across AHSCP and the Tayside area
<p>Qualitative evidence (narrative/exploratory)</p>	<p>Detailed narrative on the progress over the last 2 years for each of the outcomes can be found in the AHSCP Equality Outcomes Progress Report 2022-2024.</p> <p>The current Equality Outcomes (2022-2024) are:</p> <p><i>We will make all services accessible to meet the needs of people with a protected characteristic(s) to allow them to be as independent as possible</i></p> <p><i>People with Protected Characteristic(s) and equality groups are able to make informed choices so they can have control over their own life</i></p> <p><i>People with Protected Characteristic(s) will be involved in their own care to allow them access to services that meet their physical, cultural, religious and equality needs</i></p>

	<i>Angus Health and Social Care Partnership will promote an equality driven culture within the organisation.</i>
Other evidence (please detail)	
What gaps in evidence/research were identified?	No
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.	
Has engagement taken place? Yes or No	Our Equality Outcomes have been identified as a result of a continuous conversation approach to engagement and involvement as well as being aligned to priorities in our revised Strategic Commissioning 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

	<p>serves to ensure that we understand our localities, and that we are 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.</p> <p>As this is a progress report, direct engagement is not required. Detailed engagement with the residents of Angus will take place to draft new Equality Outcomes in 2025.</p> <p>Recent examples of the engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>
If No, why not?	
If Yes, please answer the following questions:	
Who was the engagement with?	<p>As this is a progress report, direct engagement is not required at this time. Detailed engagement with the residents of Angus will take place to draft the new Equality Outcomes in 2025.</p> <p>Recent examples of engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>
Have other relevant groups i.e. unpaid carers been included in the engagement? If No, why not?	<p>As this is a progress report, direct engagement is not required at this time. Detailed engagement with the residents of Angus will take place to draft the new Equality Outcomes in 2025.</p> <p>Recent examples of engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>
How was it carried out? (Survey, focus group, public event, Interviews, other (please specify) etc.)	<p>Recent examples of engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>

<p>What were the results from the engagement?</p>	<p>Recent examples of engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>
<p>How did the engagement consider the protected characteristics of its intended cohort?</p>	<p>Recent examples of engagement and consultation with the residents of Angus have been highlighted in the AHSCP Equalities Mainstreaming Report 2024 Appendix 3: Engagement Activity 2022-2024.</p>
<p>Has the policy, practice or project been reviewed/changed as a result of the engagement? If YES, please explain.</p>	<p>Not applicable</p>
<p>Is further engagement required? Yes or No (please provide reasoning)</p>	<p>As this is a progress report, direct engagement is not required at this time. Detailed engagement with the residents of Angus will take place to draft the new Equality Outcomes in 2025.</p>

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		<p>The AHSCP Equalities Mainstreaming Report 2024 and AHSCP Equality Outcomes Progress Report 2022-2024 is particularly focussed on supporting our duties of the Equalities Act with a particular focus on advancing equality of opportunity, fostering good relations, and eliminating discrimination in relation to all of the protected characteristics.</p> <p>The setting of Equality Outcomes is in itself intended to contribute to the advancement of equality for protected groups and as such there is not anticipated negative impacts on any protected groups.</p>
Sex		X		
Disability		X		
Race		X		
Sexual Orientation		X		
Religion or Belief		X		
Gender Reassignment		X		
Pregnancy and Maternity		X		
Marriage and Civil Partnership		X		

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.
Any other relevant groups i.e. unpaid carers (please specify)		X		

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		The AHSCP Equalities Mainstreaming Report 2024 and AHSCP Equality Outcomes Progress Report 2022-2024 is particularly focussed on supporting our duties of the Equalities Act with a particular focus on advancing equality of opportunity, fostering good relations, and eliminating discrimination in relation to all of the protected characteristics.
Sex		X		
Disability		X		
Race		X		
Sexual Orientation		X		The setting of Equality Outcomes is in itself intended to contribute to the advancement of equality for protected groups and as such there is not anticipated negative impacts on any protected groups.
Religion or Belief		X		
Gender Reassignment		X		

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.
Pregnancy and Maternity		X		
Marriage and Civil Partnership		X		
Any other relevant groups i.e. unpaid carers (please specify)		X		

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)	X
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	

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.

policy, practice or project can continue without making changes)	
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)
Action 1 - Action 2 - Action 3 - etc.		

10. FAIRER SCOTLAND DUTY ASSESSMENT (FSDA)

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. 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. Socioeconomic 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](#)

11. FSDA- SCREENING DECISION

Is your policy, practice or project strategically important? Yes or No?	YES - Proceed to section 12. Full Fairer Scotland Duty Assessment (FSDA) below	NO – Provide reasoning below and proceed to sections 13 onwards to conclude.
		X - We continue to work towards improving health and care outcomes for protected characteristic groups, recognising the additional challenges experienced by those living in poverty and facing additional geographic access issues.

12. 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?				
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.)				
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.)				
Material Deprivation (those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, life insurance, leisure and hobbies.)				
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.)				
Socio-economic Background (social class including parents' education, people's employment and income)				
Unpaid Carers				
Homelessness, Addictions and Substance Use				
Children, Family and Justice				
Other (please specify)				

13. EVIDENCE OF DUE REGARD

<p>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.</p>	
Eliminate unlawful discrimination, victimisation and harassment.	X - 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 and disadvantage
Advance equality of opportunity	
Foster good relations between any of the Protected Characteristic groups	

14. ASSESSING 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.

<p>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:</p> <ul style="list-style-type: none"> • 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. <p>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:</p>			
<p>Which of the general principles apply to your proposal? Select all that apply: (please mark with a (x) as appropriate)</p>			
1. Non-discrimination (Article 2)	X	2. Best interest of the child (Article 3)	X

3. Right to life, survival and development (Article 6)	X	4. Right to be heard (Article 12)	X
None			

What impact will your proposal have on children's rights, i.e. positive, negative or neutral?	Neutral
How will the proposal give better effect to the UNCRC in Scotland?	We are committed to carrying out Equality Impact Assessments (EIAs), Fairer Scotland Duty Assessments (FSDs) and Child Rights and Wellbeing Impact Assessments (CRWIA) on our strategies, policies and services to ensure that there is no unlawful discrimination in the way that they are designed, developed or delivered and that, wherever possible, equality is promoted. We have developed a Combined Impact Assessment template which includes the three assessments detailed above, EIA, FSD and CRWIA.
How will the impact be monitored?	Through completed Combined Impact Assessment template which includes the three assessments detailed above, EIA, FSD and CRWIA. These assessments will be published on the AHSCP website.
How will you communicate to children and young people the impact of the proposal on their rights?	This progress report does not directly impact children and young people. Future policies, practices or projects which may impact children and young people will ensure appropriate methods of communication with children and young people. These methods may include Easy Read Documents and engaging with young carers via Angus Carers Centre.

15. PUBLICATION

Is the corresponding IJB/Committee paper exempt from publication?	No
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16. SIGN OFF and CONTACT INFORMATION

Lead Officer Responsible	
Name:	L McLean
Designation:	Planning Officer
Date:	30/07/2024

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:	M Low	Name:	Eunice McLennan
Designation:	Strategy and Improvement Manager	Designation	Head of Service
Date:	31/07/2024	Date:	31/07/24

For further information on this EQIA and FSDA, or if you require this assessment in an alternative format, please email: tay.angushscp@nhs.scot

17. EQIA REVIEW DATE

<p>A review of the EQIA should be undertaken 6 months later to determine any changes. (Please state planned review date and Lead Reviewer Name)</p>	<p>Feb 2025</p>
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18. EQIA 6 MONTHLY REVIEW SHEET

<p>Title of policy, practice or project being reviewed</p>		
<p>Lead Officer responsible for review</p>		
<p>Date of this review</p>		
<p>Please detail activity undertaken and progress on actions highlighted in the original EQIA under section 9.</p>	<p>Status of action (with reasoning)</p> <ul style="list-style-type: none"> • Complete • Outstanding • New • Discontinued etc. 	
<p>Action 1 -</p>		
<p>Action 2 -</p>		
<p>Action 3 etc. -</p>		