

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



1. INTRODUCTION

Title of policy, practice or project being assessed	Finance Report 2024/25 (Appendix 5 IJB Strategic Financial Plan Update)
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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	X	
Service Development Proposal	X		Other (Please specify)		

2. GOVERNANCE

Lead Officer Responsible for assessment (Name, designation)	Morgan Low, Strategy and Improvement Manager
Date Assessment Started	30/07/2024

3. BACKGROUND INFORMATION

Provide a brief description of the policy, practice or project being assessed. (Include rationale, aims, objectives, actions, and processes)	Appendix 5 of this report provides an update to the IJB's Strategic Financial Plan for 2024/25 to 2026/27. The appendix describes a series of proposals which are required as a response to longer term shortfalls within the IJB's Strategic Financial Plan.
What are the intended outcomes and who does this impact? (E.g. service users, unpaid carers or family, public, staff, partner agencies)	The plan intends to be consistent with, and a financial representation of, the IJB's Strategic Commissioning Plan. This paper captures 2024/25 and beyond, against a backdrop of significant uncertainty specifically the unprecedented financial pressure in the public sector in Scotland. Within this assessment each of the proposals identified have been initially assessed at an idea stage to provide a high-level overview of the equalities impact. Each of the proposals detailed in this assessment will be subject to a screening assessment and if required, full, individual, combined impact assessments will be completed as each project progresses.

Overall, the proposals within the Strategic Financial Plan Update have a range of both potential positive and negative impacts for protected and disadvantaged groups. However, all potential negative impacts will be subject to mitigating actions or will be subject to close monitoring via the individual impact assessments.

These proposals are summarised below with the corresponding strategic priorities and strategic enablers to which they relate:

Priority 1a – Medicines Optimisation
<p>Prescribing Working Plan – Prescribing is a major part of the IJB’s financial plan and Angus continues to work closely with colleagues through the regional Prescribing Management Group to develop financial plans for 2024/25 and beyond. It is evident that overall costs have been increasing with much of this linked to prescribing pricing and it is expected that these pressures will continue as we move into future years. A fundamental change in the draft Prescribing Financial Plan, as set out in the Budget Settlement, is there will be no funding uplift allocated by the Scottish Government towards non pay budgets, including prescribing in 2024/25.</p> <p>Any reduction in spend relating to prescribing may have an impact on certain protected characteristic groups, particularly on age and disability as a significant proportion of prescribing activity in Angus is directed to meet the health needs of older people. Prescribing reports to the IJB will more fully describe the delivery of plans for 2024/25 and are also expected to set out how the financial framework for prescribing can be brought closer to balance.</p>
Priority 2 - Care Closer to Home
<p>Minor Injury & Illness Unit (MIIU) - review of delivery model to ensure MIIU provision is safe and sustainable. Project will look at how minor injury is delivered across Angus and explore opportunities for working with CTAC services.</p>
<p>Reviewing Overnight Care - Further work is being proposed to review overnight care to prevent admissions.</p>
<p>Out of Hours (OOH) Model of Care - Review of service delivery model to ensure it is efficient and effective in the context of available resources.</p>
<p>Physical Disability Improvement Plans - The Physical Disability Improvement Plan was recently refreshed and now covers key areas of service delivery in respect of Day Services, Respite, Accommodation, Transitions, Technology Enabled Care and Finance. The plan currently covers the period 2024-2025. The main aim of the plan is to ensure that the service meets the needs of those with physical disabilities in Angus who require statutory support and interventions in the context of available resources.</p>
<p>Multi Service Supported Accommodation Review – A review is being undertaken of all supported accommodation provision in Angus to ensure there is adequate provision available to meet future demand and to ensure resources are being used an efficiently and effectively as possible.</p>
Priority 3 – Mental Health, Learning Disability and Substance Use Recovery
<p>(Tayside) Mental Health Improvement Workstream – as per regional Mental Health reports and work to contain current overspends.</p>

	Enhanced Housing Management (EHM) Charges – exploring the introduction of enhanced housing management charges for all supported accommodation to ensure consistency and equity across Angus as there are currently a number of supported accommodations where EHM is charged and others where it is not.
	Learning Disability Improvement Plans - The Learning Disability Improvement Plan was recently refreshed and now covers key areas of service delivery in respect of Resources, Accommodation, Care and Support, Carers, Transitions, Coming Home and Maximising Income/Charging. The plan currently covers the period 2024- 2025. The main aim of the plan is to ensure that the service meets the needs of those with learning disabilities in Angus who require statutory support and interventions in the context of available resources. An engagement exercise is to be undertaken with service users and families to discuss expectations, deliverables and the challenges that we face. Currently in progress is a scoping exercise to determine the feasibility to increase capacity to support those with complex needs in the adult resource centres. This is necessary to support families to continue to support individuals at home and avoid residential and out of area placement. The improvement plan will support AHSCP to meet the requirements within the Coming Home implementation plan were securing the right accommodation with the right type of care and support is critical to avoid unnecessary hospital admissions, placement breakdown and out of area placements.
	Enabler - Workforce
	Service Review - The aim of this Service Review is to ensure that AHSCP can deliver services efficiently and effectively for the people of Angus through ensuring the service structure takes into account demographics, needs, risks and pressures in line with our statutory responsibilities, and that this is reflected within our staffing portfolios and pathways of care for service users.
	Enabler – Collaborative Commissioning
	Review Residential Accommodation within Learning Disability Service – Review current and future demand for residential accommodation for adults with a learning disability to ensure there is adequate and appropriate provision.
	Development of Day Opportunities Framework – Ensure there is a variety of Day Opportunities available in Angus to meet future demand and ensure resources are being used an efficiently and effectively as possible.

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 <u>protected characteristics</u> ? (Please mark (x) as appropriate)								
	Yes	No		Yes	No		Yes	No
Age	x		Race		x	Gender		x

						Reassignment		
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

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.	
Quantitative evidence (numerical/statistical)	This assessment has been informed by financial information as detailed within the Strategic Financial Plan Update (Appendix 5).
Qualitative evidence (narrative/exploratory)	N/A
Other evidence (please detail)	N/A
What gaps in evidence/research were identified?	N/A
Is any further evidence required? Yes or No (please provide reasoning)	No – each proposal identified will be subject to a full impact assessment where evidence and engagement will be required.
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?)	Yes, Heads of Service, Service Managers/Leaders, Chief Finance Officer. Some of the proposals identified to close the financial shortfall are as a result of initial scoping and may be refined as projects develop.

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	Yes - The proposals identified are linked to the priorities within the Strategic Commissioning Plan. The Strategic Financial Plan supports the delivery of the Strategic Commissioning Plan. Extensive engagement was conducted as part of the develop of the plan which informed the priorities. Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
If No, why not?	N/A
If Yes, please answer the following questions:	

Who was the engagement with?	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Have other relevant groups i.e. unpaid carers been included in the engagement? If No, why not?	Yes
How was it carried out? (Survey, focus group, public event, Interviews, other (please specify etc.)	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
What were the results from the engagement?	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
How did the engagement consider the protected characteristics of its intended cohort?	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Has the policy, practice or project been reviewed/changed as a result of the engagement? If YES, please explain.	Full details of the engagement can be found within the EQIA https://www.angushscp.scot/wp-content/uploads/2023/07/EQIA-Strategic-Commissioning-Plan-2023-2026.pdf
Is further engagement required? Yes or No (please provide reasoning)	The proposals detailed within this assessment will be subject to individual screening assessments, and if required, full assessments will be carried out for the individual proposals. As part of this, engagement will be conducted.

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.

A supplementary summary has been provided to detail the proposals and any impact on protected characteristic groups.

Proposals	Protected Characteristics										Comments - detail of potential impact	Full EQIA required?	Full EQIA started?		
	Age	Sex	Disability	Race	Sexual Orientation	Religion or Belief	Gender Reassignment	Pregnancy or Maternity	Marriage or Civil Partnership	Other relevant groups, e.g. unpaid carers					
Priority 1a – Medicines Optimisation															
Prescribing Working Plan	x		x								x		Potential impact on service users/public - any reduction in spend relating to prescribing may have an impact on protected characteristic groups, particularly on age and disability as a significant proportion of prescribing activity in Angus is directed to meet the health needs of older people. No potential impact identified for staff/volunteers.	Potentially-screening assessment required	No - screening assessment requested to identify any potential impact to any of the protected characteristic groups.
Priority 2 - Care Closer to Home															
Minor Injury & Illness Unit - review of delivery model	x	x	x								x		Potential impact on service users/public/staff/unpaid carers if there is a change in delivery model. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability	Potentially-screening assessment required	No - work has not yet commenced.

Review of overnight care	x	x	x							x	Potential impact on service users/public/staff/unpaid carers if there is a change in delivery model. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability	Potentially-screening assessment required	No - work has not yet commenced.
OOH Model of care – Review of service delivery model	x	x	x							x	Potential impact on service users/public/staff/unpaid carers if there is a change in delivery model. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability	Potentially-screening assessment required	No - work has not yet commenced.
Physical Disability Improvement Plans	x	x	x							x	There are various actions within the improvement plan, some of these may have impact on staff who are predominately female. Some of these actions will also impact on those with a disability and perhaps unpaid carers. Full assessments will be conducted for individual projects within the improvement plan as required. Some of the actions within the improvement plans will have no impact on service users, staff or other relevant groups so will not be subject to an assessment.	Yes	Yes - individual assessments will be progressed for actions within the improvement plan as required.
Multi Service Supported Accommodation Review	x	x	x							x	Any changes to accommodation within Angus may have an impact on service users, staff or unpaid carers. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older people or those with a disability. Any changes to accommodation may also impact on unpaid carers.	Yes	Yes

Priority 3 - Mental Health, Learning Disability and Substance Use Recovery	x	x	x	x	x	x	x	x	x	x	Potential impact on service users, members of the public and staff – work to contain current overspends may have an impact on protected characteristic groups. The majority of staff are female so this may impact on the protected characteristics of sex and pregnancy or maternity. The majority of staff within AHSCP are over 40 so this may also have potentially negative or positive impact based on age. This may impact service users who are older or those with a disability	Potentially-screening assessment required	No - work has not yet commenced.
Enhanced Housing Management Charges	x	x									Charging is set by Angus Council and any proposed changes will be taken to Angus Council Committee for approval rather than the IJB. Any increase to charges may have a potentially negative impact on service users including older people or those with a disability. This may also impact negatively on unpaid carers.	Potentially - Angus Council assessment	No - work has not yet commenced.
Learning Disability Improvement Plans	x	x	x								There are various actions within the improvement plan, some of these may have impact on staff who are predominately female. Some of these actions will also impact on those with a disability and perhaps unpaid carers. Full assessments will be conducted for individual projects within the improvement plan as required. Some of the actions within the improvement plans will have no impact on service users, staff or other relevant groups so will not be subject to an assessment.	Yes	Yes - individual assessments will be progressed for actions within the improvement plan as required.
Enabler - Workforce													
Service Review	x	x	x								This review may impact staff and service users. The majority of staff within AHSCP are female, this may also impact on any staff who are pregnant or on maternity leave. The majority of staff within AHSCP are over 40 so this may also impact on staff due to age. There may be potential impact on service users including older people or those with a disability. This may also impact unpaid carers. The full impact will	Yes	Yes - EQIA for the Service Review is currently underway.

										be detailed within the individual assessment which is underway. Scale of potential impact is unclear at this stage.			
Enabler – Collaborative Commissioning													
Review Residential Accommodation within Learning Disability Service	x	x				x				This project has the potential to impact staff. The majority of the staff group within AHSCP are female and we also have an ageing workforce with the majority of staff over 40. Any changes may also impact on staff who are pregnant or on maternity leave. The full impact will be detailed within the individual assessment which is underway. There is also potential impact to service users who have a disability. There may also be impact on carers depending on the outcome of the review. Is unclear if this impact will be positive or negative depending on the outcome of the review.	Yes	No - project has not yet commenced.	
Development of Day Opportunities Framework	x	x				x				There is potential impact for staff who are predominately female. There is also potential impact for service users who are older or who have a disability. There is also potential impact for unpaid carers depending on the outcomes of the review. This review is well underway, an individual impact assessment is in progress and will be presented alongside the IJB paper when complete.	Yes	Yes	

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	x	x	<p>Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group:</p> <ul style="list-style-type: none"> • Medication Optimisation • Minor Injury & Illness Unit – Review of delivery model • Review of overnight care • OOH Model of care – Review of service delivery model • Physical Disability Improvement Plan • Multi Service Supported Accommodation Review (Tayside) Mental Health Improvement Workstream • Enhanced Housing Management Charges • Learning Disability Improvement Plans • Review Residential Accommodation with Learning Disability Service • Development of Day Opportunities Framework • Service Review
Sex	x	x	x	<p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p>
Disability	x	x	x	<p>Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group:</p> <ul style="list-style-type: none"> • Medication Optimisation • Minor Injury & Illness Unit – Review of delivery model • Review of overnight care • OOH Model of care – Review of service delivery model • Physical Disability Improvement Plan • Multi Service Supported Accommodation Review (Tayside) Mental Health Improvement Workstream

Service Users, Public or Unpaid Carers with Protected Characteristics			
Protected Characteristic	Potential Neutral Impact (X)	Potential Positive Impact (X)	Potential Negative Impact (X)
Race	X		
Sexual Orientation	X		
Religion or Belief	X		
Gender Reassignment	X		
Pregnancy and Maternity	X		
Marriage and Civil Partnership	X		
Any other relevant groups i.e. unpaid carers (please specify)	X	X	X
<p>Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.</p> <ul style="list-style-type: none"> Enhanced Housing Management Charges Learning Disability Improvement Plans Review Residential Accommodation with Learning Disability Service Development of Day Opportunities Framework Service Review <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group</p> <p>Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group:</p> <ul style="list-style-type: none"> Medicines Optimisation Minor Injury & Illness Unit – Review of delivery model Review of overnight care OOH Model of care – Review of service delivery model Physical Disability Improvement Plan Multi Service Supported Accommodation Review 			

Service Users, Public or Unpaid Carers with Protected Characteristics			
Protected Characteristic	Potential Neutral Impact (X)	Potential Positive Impact (X)	Potential Negative Impact (X)
			<p>Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.</p> <ul style="list-style-type: none"> • (Tayside) Mental Health Improvement Workstream • Enhanced Housing Management Charges • Learning Disability Improvement Plans • Review Residential Accommodation with Learning Disability Service • Development of Day Opportunities Framework • Service Review

Employees or Volunteers with Protected Characteristics			
Protected Characteristic	Potential Neutral Impact (X)	Potential Positive Impact (X)	Potential Negative Impact (X)
Age	x	x	x
			<p>Please provide evidence of the impact on this protected characteristic and any actions to mitigate against possible negative impact.</p> <p>Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group:</p> <ul style="list-style-type: none"> • Medication Optimisation • Minor Injury & Illness Unit – Review of delivery model • Review of overnight care • OOH Model of care – Review of service delivery model • Physical Disability Improvement Plan • Multi Service Supported Accommodation Review • (Tayside) Mental Health Improvement Workstream • Enhanced Housing Management Charges • Learning Disability Improvement Plans • Review Residential Accommodation with Learning Disability Service • Development of Day Opportunities Framework

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.
Sex	x	x	x	<ul style="list-style-type: none"> • Service Review <p>Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group:</p> <ul style="list-style-type: none"> • Medication Optimisation • Minor Injury & Illness Unit – Review of delivery model • Review of overnight care • OOH Model of care – Review of service delivery model • Physical Disability Improvement Plan • Multi Service Supported Accommodation Review (Tayside) Mental Health Improvement Workstream • Enhanced Housing Management Charges • Learning Disability Improvement Plans • Review Residential Accommodation with Learning Disability Service • Development of Day Opportunities Framework • Service Review
Disability	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group
Race	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group
Sexual Orientation	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group
Religion or Belief	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group
Gender	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group

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.
Reassignment				to this protected characteristic group
Pregnancy and Maternity	x	x	x	Information is provided within the supplementary summary on the potential impact of the following proposals against this protected characteristic group: <ul style="list-style-type: none"> • Medication Optimisation • Minor Injury & Illness Unit – Review of delivery model • Review of overnight care • OOH Model of care – Review of service delivery model • Physical Disability Improvement Plan • Multi Service Supported Accommodation Review (Tayside) Mental Health Improvement Workstream • Enhanced Housing Management Charges • Learning Disability Improvement Plans • Review Residential Accommodation with Learning Disability Service • Development of Day Opportunities Framework • Service Review
Marriage and Civil Partnership	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group
Any other relevant groups i.e. unpaid carers (please specify)	x			None of the financial proposals are considered to have any direct or indirect relevance to this protected characteristic group

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)	
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 policy, practice or project can continue without making changes)	X
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.	Who is responsible (initials)
Any actions required to mitigate impact of proposals will be detailed on the individual combined impact assessments.	

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	

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?	There is limited information on any potential impact at this stage however any changes to charges or any changes to service provision may have a socio-economic impact for those in Angus. Any impact (positive or negative), will be evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.			
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.)	X	X	X	There is currently limited information on how the proposals may impact those with low and/or no income however any proposed increase in charges may impact individuals and any proposed changes to service provision may impact individuals however this will be further evidenced within the individual assessments for each of proposals to allow for mitigating

				actions to be put in place for any potentially negative impact.
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.)	X	X	X	There is currently limited information on how the proposals may impact those with low and/or no income however any proposed increase in charges may impact individuals and any proposed changes to service provision may impact individuals however this will be further evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Material Deprivation (those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, life insurance, leisure and hobbies.)	X			The proposals do not appear to have any impact on those with material deprivation however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
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.)	X	X	X	There is currently limited information on how the proposals may impact those who are subject to area deprivation any proposed changes to service provision may impact individuals, especially those living within rural areas. This impact may be positive or negative. This will be further evidenced within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Socio-economic Background (social class including parents' education, people's employment and income)	X			The proposals do not appear to have any impact on those as a result of their socio-economic background however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Unpaid Carers	X	X	X	There is potential impact for unpaid carers from a number of the proposals however this will be further explored within the individual assessments for each

				of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Homelessness, Addictions and Substance Use	X	X	X	There is potential impact for those who experience homelessness, addiction and substance use from a number of the proposals however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Children, Family and Justice	X			The proposals do not appear to have any impact on Children, Families or Justice however this will be explored further within individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.
Other (please specify)	X			The proposals do not appear to have other impacts relating to the Fairer Scotland Duty however this will be further explored within the individual assessments for each of proposals to allow for mitigating actions to be put in place for any potentially negative impact.

13. EVIDENCE OF DUE REGARD

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.	
Eliminate unlawful discrimination, victimisation and harassment.	
Advance equality of opportunity	X
Foster good relations between any of the Protected Characteristic groups	X

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.

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:

- 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.

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:

Which of the general principles apply to your proposal? Select all that apply: (please mark with a (x) as appropriate)

1. Non-discrimination (Article 2)	<input type="checkbox"/>	2. Best interest of the child (Article 3)	<input type="checkbox"/>
3. Right to life, survival and development (Article 6)	<input type="checkbox"/>	4. Right to be heard (Article 12)	X
None	<input type="checkbox"/>		

What impact will your proposal have on children's rights, i.e. positive, negative or neutral?	There are no direct impacts to children in any of the proposals however there are potential impacts for unpaid carers, some of whom may be children. It will be necessary to conduct individual assessments for each of the proposals to evidence any impact and put in place the necessary mitigating actions for any negative impact.
How will the proposal give better effect to the UNCRC in Scotland?	For any proposal which will have an impact on unpaid carers it may be necessary to conduct engagement with unpaid carers groups in Angus. To ensure that young carers voices can be heard key stakeholders will include Angus Carers and engagement materials will be available in Easy-Read formats.
How will the impact be monitored?	Impact will be monitored via the individual assessments for any proposal which requires an assessment. Any negative implications will be mitigated against and detailed within those assessments.
How will you communicate to children and young people the impact of the proposal on their rights?	For any proposal which will have an impact on unpaid carers it may be necessary to conduct engagement with unpaid carers groups in Angus. To ensure that young carers voices can be heard key stakeholders will include Angus Carers and engagement materials will be available in Easy-Read formats.

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:	M. Low
Designation:	Strategy & Improvement Manager
Date:	16/08/2024

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: L McLean	Name: Alexander Berry
Designation: Planning Officer	Designation: Chief Finance Officer
Date: 16/08/2024	Date: 16/08/24

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

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

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