



Equality IMPACT ASSESSMENT

Screening DOCUMENT

Name of Proposal

AHSCP Strategic Plan

Lead Service

AHSCP

What is the aim of the proposal?

This plan sets out the vision and future direction of health and social care services in Angus. It takes forward the approach of strategic commissioning recommended by the Scottish Government. It is not a list of actions outlining everything that Angus Health and Social Care Partnership are doing or plan to do over the coming years. The aim has been to create a broader discussion-based approach where shared learning influences change. In this approach communities will, in time, effectively commission their own care. This aspiration for health and social care integration show our commitment to new ways of working and learning together where all contributions help shape the delivery of good outcomes for people who live in Angus.

Is this a new or a review of an existing policy, procedure, function or report?

New policy

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **NO**

If yes, go to 1 a. If no, go to 1 b.

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **YES**

If yes, go to 2. If no, go to 1 c.

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **YES**

If yes, go to 2 a. If no, go to 2 b.

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 3.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name:

Position:

Date:

Full EQUALITY Impact Assessment

Step 1

Are there any statutory requirements affecting this proposal? If so please describe.

Public Bodies (Joint Working) Scotland Act 2015 places a duty on local authorities and health boards to work together to develop an Integration Joint Board to manage and deliver integrated community health and social care services for adults. In order to assume responsibility for services and resources the IJB must approve a strategic plan.

Step 2

What data/research is available to assess the likely impact of the proposal?

We have started building up a library of evidence based on the national outcomes which require to be delivered through the strategic plan. We have undertaken an audit of data to identify potential gaps in equality monitoring information (please see attached)

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic i.e. age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

All protected characteristics are included in our aims to mainstream equalities and in the equality outcomes.

Age

Disability

Gender

Gender Re-assignment

Pregnancy/maternity

Marriage and civil partnership

Race

Religion and belief

Sexual orientation

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

The strategic plan advances equality as it aims to:

Reduce health inequalities

Ensure that the individual needs of, and outcomes for, people who use services, their families and their carers, are improved.

Embed personalisation within our service delivery and support models

Develop and deliver best practice through an integrated workforce

Ensure that services and supports are coproduced with individuals and communities

The Strategy has been supported by comprehensive Strategic Needs Assessment with information at locality level. The development of the strategy was underpinned by significant engagement with communities.

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

In monitoring progress towards the implementation of the plan we need to consider who we improve data and information on people with protected characteristics who work in and use the services to be developed and delivered through the strategic plan.

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

No adverse impact identified.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

The impact assessment will be reviewed annually along with the publication of the annual report which includes review of progress with the delivery of the strategic plan.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

http://www.angus.gov.uk/downloads/download/356/health_and_social_care_partnership_strategic_plan_2016-19

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Vivienne Davidson

Position: Principal Officer

Date: 16 June 2016

For additional information and advice please contact:
hsciangus.tayside@nhs.net