



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment: (dd/mm/yyyy)	04/01/18
Title of document being assessed:	Learning Disability Improvement Plan
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> X</p> <p>This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/></p>	<p>This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input type="checkbox"/></p> <p>This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/></p>
<p>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</p>	Fiona Rennie, Principal Officer.
<p>3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</p>	<p>This plan details the implementation of a service-wide approach to current and future priorities for the learning disability service until March 2021. It aims to address some of the demographic challenges for the future and resulting capacity demands, the planned future direction of the service and current and future priorities for improvement in order to deliver sustainable services within available resources.</p> <p>Key actions include addressing current demands and pressures relating to demographics and changing need, accommodation, family carers, further education and residential and non-residential care.</p>
<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>There has been significant change in the shape of services for people with a learning disability and/or autism in Angus over the past 15 years following the implementation of the national policy, 'The Same as you' in 2000 and latterly, the new national policy 'The Keys To Life' in 2013. This has included a shift in the balance of care from institutional to more personalised, community services and support. This shift towards greater independence for individuals continues to be</p>

	<p>at the forefront of national policy. Ten years after its implementation, the Scottish Government undertook an evaluation of the 'Same as You' following two years of public consultation. The 'Keys to Life' was published in 2013, a new strategy for people with learning disabilities and/or autism. This strategy is focused on continuing the progress towards greater independence, choice and control delivered by the 'Same as You' bringing together the Government's personalisation agenda as it applies to people with a learning disability and/or autism.</p> <p>The learning disabilities improvements contained within this plan are informed by this national policy and direction. The plan illustrates the current and future challenges that the service is facing to meet the growing pressures on a sustainable basis from limited resources and identifies actions to achieve the best outcomes for people within these resources. It identifies what is working well and what needs to improve. The plan intends to implement a service-wide approach to current and future priorities for the learning disability service in order to address some of the demographic challenges for the future and resulting capacity demands and deliver sustainable services within available resources.</p> <p>This plan relates specifically to adults with a learning disability/autism who are Angus residents and their carers who have an assessed need for carer support.</p>
<p>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</p> <p>If Yes, please give details.</p>	<p>No consultation has taken place so far on the plan itself. However, consultation and engagement have taken place regarding some actions within the plan and these actions have been developed based on what people have said about how things could be improved. People have told us what is important to them through a variety of engagement activities. Further engagement will take place regarding other actions contained within the plan as these are progressed.</p> <p>National statistics recorded in the 2013 Scottish Consortium for Learning Disabilities statistical release have been used to inform the plan as has local and national data from Carefirst, ISD and financial expenditure records.</p>

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

1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

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

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

1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to employees of not only NHS Tayside and Angus Council, but also the 3rd 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: Fiona Rennie

Position: Principal Officer

Date: 04/01/18



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 3rd 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	
AGE	√		
GENDER			
DISABILITY	√		
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (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)	√		

1b. The employees holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE	√		
GENDER			
DISABILITY			
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
MARRIAGE/CIVIL PARTNERSHIP			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (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)			

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 Learning Disabilities Improvement Plan specifically promotes the rights and upholds our legal responsibilities for people with a learning disability and/or autism.

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.

Step 2

Publish The Equality Impact Assessment.

Where will the Equality Impact Assessment (EQIA) be published?

Angus Health and Social Care Partnership page on Angus Council website
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CONTACT INFORMATION

Name of Department or Partnership:	Angus Health and Social Care Partnership
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: George Bowie	Name: Fiona Rennie
Designation: Head of Community Health and Care Services	Designation: Principal Officer
Base: St Margaret's House, Forfar	Base: St Margaret's House, Forfar
Telephone 01307 474840	Telephone: 01307 474867
Email: BowieGS@angus.gov.uk	Email: RennieF@angus.gov.uk

Signature of author of the policy:	Date: 04/01/2018
Signed Fiona Rennie	
Signature of Director/Head of Service:	Date: 04/01/2018
Signed George Bowie	
Name of Director/Head of Service: George Bowie	
Date of Next Plan Review: January 2019	

For additional information and advice please contact:

hsciangus.tayside@nhs.net

For assistance with accessing equalities evidence please contact:

akaczmarek@nhs.net