



## EQUALITY IMPACT ASSESSMENT

### RESIDENTIAL CARE HOME REVIEW PROGRESS REPORT (NB RESTRICTED STATUS)

#### BACKGROUND

<b>Date of Assessment:</b> (dd/mm/yyyy)	05/06/19
<b>Title of document being assessed:</b>	IJB Report for 26-6-19 Residential care Home Review Progress Report
<p><b>1. This is a new policy, procedure, strategy or practice being assessed.</b> (If <b>Yes</b> please check box) <input 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 checked="" type="checkbox"/></p> <p><b>This is an existing budget saving proposal being reviewed</b> (If <b>Yes</b> please check box) <input checked="" type="checkbox"/></p>
<b>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</b>	Jerry Forteath, Programme Manager
<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>	The Review of Residential Care Home provision has been active for approximately 18 months and has been the subject of a number of previous reports to the IJB. Its aim is to provide a more efficient and better quality residential care home service, responsive to changing service user demand and national and CI standards. This report primarily deals with in-house care home elements.
<b>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</b>	See above. The intended beneficiaries are residents of care homes for older people in Angus and their families. Other care groups may benefit because a more efficient model will deliver savings which can be deployed in other care groups. In addition, a changed model of delivery at one care home will have direct benefits for people with long term mental health problems if delivered.

<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>Consultation and engagement have taken place regarding some actions within the plan and these actions have been adjusted 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>
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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?

YES

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).

Age and disability.

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.

No – there is no change to working conditions for employees at this time.

2. Name: Jerry Forteach

Position: Programme Manager

Date: 05/06/19



## 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>	√ (but largely neutral)		
<b>GENDER</b>			
<b>DISABILITY</b>	√ (but largely neutral)		
<b>ETHNICITY/ RACE</b>			
<b>SEXUAL ORIENTATION</b>			
<b>RELIGION/ BELIEF</b>			
<b>GENDER REASSINGMENT</b>			
<b>PREGNANCY/ MATERNITY</b>			
<b>OTHER: CARERS OF OLDER AND/OR DISABLED 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)			
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**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	
<b>AGE</b>			
<b>GENDER</b>			
<b>DISABILITY</b>			
<b>ETHNICITY/ RACE</b>			
<b>SEXUAL ORIENTATION</b>			
<b>RELIGION/ BELIEF</b>			
<b>GENDER REASSINGMENT</b>			
<b>MARRIAGE/CIVIL PARTNERSHIP</b>			
<b>PREGNANCY/ MATERNITY</b>			
<b>OTHER: CARERS OF OLDER AND/OR DISABLED 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)			

**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 potential development of an on-site facility for people with mental health problems alongside (but separate from) older people.

**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?**

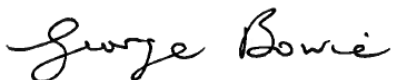
Angus Health and Social Care Partnership page on Angus Council website

## 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	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input checked="" type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name: George Bowie</b>	<b>Name: Jerry Forteath</b>
<b>Designation: Head of Community Health and Care Services</b>	<b>Designation: Programme Manager</b>
<b>Base: Angus House, Forfar</b>	<b>Base: Kinloch Care Centre, Carnoustie</b>
<b>Telephone 01307 491806</b>	<b>Telephone:</b>
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<b>Signature of author of the policy:</b>	<b>Date: 05/06/2019</b>
<b>Signature of Director/Head of Service:</b> 	<b>Date: 05/06/2019</b>
<b>Name of Director/Head of Service: George Bowie</b>	

**Date of Next Plan Review: December 2019**

**For additional information and advice please contact:**  
[hsciangus.tayside@nhs.net](mailto:hsciangus.tayside@nhs.net)

**For assistance with accessing equalities evidence please contact:**  
[akaczmarek@nhs.net](mailto:akaczmarek@nhs.net)