



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment: (dd/mm/yyyy)	10/02/20
Title of document being assessed:	Report for IJB Meeting on 26 February 2020 on: APPLICATION OF THE ASSESSMENT, CASE PRIORITISATION AND ELIGIBILITY CRITERIA
1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input checked="" type="checkbox"/> <input type="checkbox"/> Extension of existing policy. This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/>
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	George Bowie, Head of Community Health and Care Services, Angus Health and Social Care Partnership Support and Care Steering Group
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	<p>The Angus IJB agreed to the introduction of assessment, case prioritisation and eligibility criteria at a Board meeting in August 2018 (Report number 60/18). It contained the following elements:</p> <p>The Angus Health and Social Care Partnership aims to deliver support at the right time, in the right place, and from the right person, and to provide health and social care services in local communities wherever possible. It seeks to ensure that resources are targeted on those with greatest need. The assessment, case prioritisation and eligibility criteria were developed to support the equitable application of resources and to support operational staff in the delivery of consistent practice and informed decision-making in relation to managing the allocated budgets for services to adults.</p>

	<p>An Assessment Triangle prioritised risk/need into 4 categories; critical, substantial, moderate and low. All individuals referred for potential support receive an initial assessment; some, for example those with low risk/need, will then be given advice and information and/or be signposted elsewhere. Some may be offered direct access to particular services, for example carers' services and supports.</p> <p>If needs are determined to be potentially substantial or critical then a comprehensive assessment is undertaken to establish the detail of those needs and the options and resources that are available to meet them. This determination is made by referring to the Eligibility/Prioritisation Framework. If factors from the substantial or critical categories are identified, then a comprehensive assessment is undertaken. Thereafter, where resources are required to address identified social care needs, these are allocated through a resource allocation system.</p> <p>Statutory services may not therefore become involved in direct service provision to people with low or moderate risk/needs which could be met by personal and family networks and by third and voluntary sector provision of a preventative nature.</p> <p>The assessment, case prioritisation and eligibility criteria aimed to address current challenges facing services and promote a consistent, equitable, efficient and sustainable approach in response to inflationary and demographic changes and capacity demands, thus delivering sustainable services into the future within available resources.</p> <p>In December, 2018, it was agreed to introduce the criteria for new cases. The time has come to include all cases in the criteria, as originally intended, in order to avoid a two-tier system, ensure fairness of approach, and be compliant with requirements for case reviews.</p>
<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>The eligibility framework was introduced to care management teams across adult services in March 2019 in order to coincide with the implementation of free personal for those under 65 years. It was initially applied prospectively i.e. to new cases from a given</p>

	<p>date. It now needs to be applied to all existing care packages to achieve the following objectives:</p> <ul style="list-style-type: none"> • We have a statutory duty to review cases annually. As part of the review process the assessed need/risk level for each case may increase or reduce, depending on an individual's changing needs. We need to adjust eligibility and prioritisation to reflect the updated assessment. • In order to ensure a fair and equitable approach, the eligibility criteria require to be applied to all cases. Not doing so would mean creating, over time, an unfair and discriminatory dual system. • It is necessary to review existing packages to ensure that cases are being responded to proportionately, according to the current assessment of risk/need, and to ensure that the highest level of resource follows the highest risk/need cases. To determine this requires the application of the eligibility criteria.
<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>The criteria were approved at IJB in December 2018 having first been considered through the strategic planning process in which Carers and Service Users groups are represented.</p>
<p>Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland? Y/N</p> <p>2) If Yes, what are these implications and how will they be addressed?</p>	<p>No. The eligibility criteria do not disadvantage any socio-economic group. It promotes a consistent, equitable approach to the assessment of need and allocation of resources.</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)?

The change only affects the assessment and eligibility criteria for service users.

2. Name: Fiona Rennie

Position: Principal Officer

Date: 10/02/20



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	√	√	The next stage of implementation of the criteria could have a positive or a negative effect on people with the identified protected characteristics as it could result in either an increase or decrease in existing care packages according to assessed need. It will promote a consistent, equitable approach to the assessment of need and allocation of resources.
GENDER	N/A		
DISABILITY	√	√	The next stage of implementation of the criteria could have a positive or a negative effect on people with the identified protected characteristics as it could result in either an increase or decrease in existing care packages according to assessed need. It will promote a consistent, equitable

			approach to the assessment of need and allocation of resources.
ETHNICITY/ RACE	N/A		
SEXUAL ORIENTATION	N/A		
RELIGION/ BELIEF	N/A		
GENDER REASSINGMENT	N/A		
PREGNANCY/ MATERNITY	N/A		
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)	√		The next stage of implementation of the criteria could have a positive or a negative effect on people with the identified protected characteristics as it could result in either an increase or decrease in existing care packages according to assessed need. It will promote a consistent, equitable approach to the assessment of the need and allocation of resources.

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)	✓		The next stage of implementation of the criteria could have a positive or a negative effect on people with the identified protected characteristics as it could result in either an increase or decrease in existing care packages according to assessed need. It will promote a consistent, equitable approach to the assessment of need and allocation of resources.
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1c. Does the proposal promote good relations between any of the Protected Characteristics?

YES

NO

NOT SURE X

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

The CRITERIA specifically upholds our legal responsibilities for older people and people with disabilities.

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

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"/>

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Signature of author of the policy:	Date: 10/02/2020
	
Signature of Director/Head of Service:	
	
	Date: 10/02/2020
Name of Director/Head of Service: George Bowie	
Date of Next Plan Review: June 2020	

For additional information and advice please contact:
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For assistance with accessing equalities evidence please contact:
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