

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

HUMANITARIAN ASSISTANCE ANGUS RESPONSE TEAM
(HAART) - UPDATE

Lead Department/Service

Multi Departmental/ Service Response

What is the aim of the proposal?

The aim of the HAART is to provide support and assistance to Angus residents during the Covid-19 pandemic. The details were set out in relation to the EIA which was produced in relation to supporting the decisions made in Report 133/20.

This proposal provides an update which now reflects the changing nature of the pandemic as Scotland moves through the various phases of recovery.

It also therefore reflects the changing nature of the Council's response from being one of an initial response to the emerging crisis, to a model and approach that is built into our business as usual operational functions.

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

This is a review of the HAART service function that was established in response to the current global Covid-19 pandemic.

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**

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

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**

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

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 legal requirements affecting this proposal? If so please describe.

As per the previous EIA the relevant legislation that continues to apply is as follows:

The requirements in the Civil Contingencies Act 2004 and the Contingency Planning (Scotland) Regulations 2005 and other legislation, in particular the existing duties to provide support in terms of the Social Work (Scotland) Act 1968, s.12 and the Children (Scotland) Act 1995, s. 22. Local resilience partnerships, which are in place for civil contingencies, are required to establish Humanitarian Assistance Centres (HAC) or an equivalent local arrangement.

Step 2

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

The HAART service was primarily established to support the national response to those who had been identified for Shielding. It was later extended to include those identified as being non-shielding at risk and has recently been identified as providing the helpline and triage system to support the Test and Protect programme.

Since the outset of the pandemic, the number of people in Angus being asked to 'Shield' has steadily increased from the initial 2,549 who were identified, to the latest count of 3,915 (as at 20 July 2020). The initial 'Shielding' period was established up to 18 June 2020. This was then extended to 31 July, with the Scottish Government subsequently confirming its intention to pause 'Shielding' at that time, including the phasing out of national food parcel deliveries.

Data in relation to the Council's response, along with the VAA/ Community response to the pandemic is contained in Appendices 1 and 2 of the report associated with this EIA. Based on this latest position, the majority of Council staff resources temporarily re-deployed to support the HAART have returned to their substantive service roles at 31 July (when Shielding was indicated as being paused). The demand for the HAART service has reduced significantly over recent weeks.

The requirement to support the ongoing needs of our most vulnerable citizens (including those no longer shielding and seeking support), together with supporting the Test & Protect programme is being addressed through the new end-to-end digital system which is now in place. The system has direct linkages to business as usual services points, without the need for triage intervention. The triage intervention has been an 'added value' feature of the HAART service response during the pandemic, however not sustainable from a resourcing perspective. Other ongoing aspects of the HAART service are being supported by the Council's Emergency Centre operations, and other areas of business as usual activity (e.g. Quality Improvement & Performance Team, Welfare Rights Team, CFJS services, Education services and Communities services, along with ongoing service delivery from key partners like AHSP and VAA).

In the event of there being a '2nd wave' or localised outbreak in Angus, the option of staff being redeployed to the HAART service if required will remain part of the Council's contingency planning arrangements. However, it is more likely that the new end-to-end digital system, along with the development of the 'Angus Connect' initiative, linked to the innovative work evolving from the Community Planning Partnership building on the lessons learnt from HAART, will form the basis of the response. It is highlighted that VAA, supported by our Communities team, reacted very quickly to the original COVID-19 crisis, and it is anticipated that similar response could be mobilised within 48 hours (food volunteer network and support) if needed.

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie 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.

There is no reason to believe that this proposal of transitioning to new operational arrangements will have any impact that will differently affect that considered as part of the original EIA (Report 133/20 refers).

Age

There may be an impact on age, as there is a direct correlation between age and disability, e.g. there may be more older people with medical conditions such as COPD which put them at higher risk in relation to Covid-19.



Disability People with certain lifelong conditions and disabilities (listed in the committee report) are amongst the highest risk, and will require shielding to ensure safety	<input type="checkbox"/>
Gender	<input type="checkbox"/>
Gender Re-assignment	<input type="checkbox"/>
Pregnancy/maternity <input type="checkbox"/> Identified as a category to be at higher risk during the Covid-19 pandemic and will require assistance to ensure safety_____	
Marriage and civil Partnership	<input type="checkbox"/>
Race	<input type="checkbox"/>
Religion and belief	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>

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.

Those identified within the categories relating to funding support are determined by Scottish Government however this may be perceived by others to omit other sections of the community considered at risk.
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Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

As per the previous EIA related to report 133/20, the proposal advances equalities as it will provide assistance to those who continue to be at high risk during the Covid-19 pandemic. We have had regard to the Fairer Scotland duty under Part 1 of the Equality Act 2010. Essentially the proposals here seek to address socio-economic disadvantage in line with that duty, both for those in that situation pre-pandemic and for those which the emergency has placed in that position.
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Step 7

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

If so please state

The development of HAART has been truly founded on a holistic partnership approach. Based on the lessons learned feedback from all the partner representatives involved, it is considered that this has created a significant opportunity to develop new ways of working in the future, linked to the work of the Community Planning Partnership.

As a Council we have also been prioritising work to help facilitate a demand management approach to working with communities – this was referred to in our Finance & Change Plan agreed by the Council in February as part of the budget setting papers, and resources were also identified for that purpose.

Angus Community Planning Partnership (ACPP) discussed this potential opportunity in more detail at its meeting held on 1 July and this work is to be progressed over the next few months with the potential to make significant improvements to current ways of working to support the most vulnerable citizens and families living in our Angus Communities.

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.

The Councils response has been developed in alignment with Scottish Government national guidance and directives to support those in communities who were identified nationally as categories of citizens most in need of our assistance. Consequently, the course of action can be justified.

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 transition of support arrangements to a business as usual approach and the impact assessment will be monitored by Council management through its risk management and governance frameworks, including through its ongoing incident management response.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

It will be published on the council's website, alongside the committee report.

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: Gordon Cargill

Position: Service Leader (Governance & change)

Date: 23 July 2020

For additional information and advice please contact:
the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk