



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	27 May 2022
Title of document being assessed:	Angus Mental Health and Wellbeing Improvement Plan
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"/> X 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)	Jillian Galloway, Head of Health and Community Care Services
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	<p>A Living Life Well improvement plan has been developed to progress the implementation of a service-wide approach to current and future priorities to improve mental health and wellbeing for the adult population of Angus. The improvement plan sets out priority improvements, which are aligned to the Tayside Life Well priority areas. These are:</p> <ul style="list-style-type: none"> • Good mental health for all • Primary and Community Mental Health • Specialist Adult Mental Health • Older People's Mental Health • Leadership and Culture
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	Our priority is that all adults with a mental health and wellbeing need will be supported by the right person at the right time, in the right place, have their rights upheld, and exercise choice in relation to their support, care and treatment.

<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>A range of consultation and engagement activities were undertaken to ensure that the Angus LLW plan reflects the values, beliefs and priorities of people in Angus. This included engaging with people who have lived experience of mental health and substance use issues, staff, local organisations and the general public.</p> <p>In order to engage inclusively, copies of the engagement documents could be requested in British Sign Language, Easy Read and other languages.</p> <p>The direct reach of the engagement was to 1269 individuals/organisations, including the Angus Mental Health and Wellbeing Network (AMHAWN), who cascaded the information through their networks.</p> <p>140 people engaged directly through online sessions, 1:1 discussions and community groups.</p> <p>127 people completed a Survey Monkey questionnaire.</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?

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 reassignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

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

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.

No

Although service developments progressing may have an impact on staff, the changes are not related to protected characteristics.

2. Name: Jillian Galloway

Position: Head of Community Health and Care Services



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	x		AMHWN planning encompasses all age ranges.
GENDER	x		Improvements will improve access for all
DISABILITY	x		Improved access to support in localities through GP Practices in the adult's local area.
ETHNICITY/ RACE	x		Improved access.
SEXUAL ORIENTATION	x		Improved access.
RELIGION/ BELIEF	x		Improved access.
GENDER REASSIGNMENT	x		Improved access.
PREGNANCY/ MATERNITY	x		Improved access.
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)	x		Improved access.

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	
AGE			
GENDER			
DISABILITY			
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSIGNMENT			
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 Angus Living Life Well Improvement plan aims to improve the outcomes of everyone who seeks mental health and wellbeing support.

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.

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

Manager Responsible	Author Responsible
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Designation Head of Health and Community Care Services	Designation: Integration Improvement Manager
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Signature of author of the policy:	
Sally Wilson	Date: 27/5/22
Signature of Director/Head of Service:	
Jillian Galloway	Date: 27/5/22
Name of Director/Head of Service: Jillian Galloway	
Date of Next Plan Review: N/A	

For additional information and advice please contact: tay.angushscp@nhs.scot