

EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	9 February 2023
Title of document being assessed:	Angus Living Life Well Update
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/></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 checked="" type="checkbox"/> X</p> <p>This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/></p>
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Terry Irvine, Service Leader, Angus Integrated Mental Health Services.
3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.	The Angus LLW update gives an update on the Angus Living Life Well Plan.
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	The Angus LLW Implementation Plan is aligned to the Tayside Living Life Well priority areas and supports the ambitions of the AHSCP Strategic Commissioning Plan with the overall outcome of a lifelong approach to mental health in Angus for all.
<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>	A number of consultation and engagement activities were undertaken in early 2022, during the development of the plan with 1269 individuals and organisations reached during these activities. Further information can be found in IJB Report 37/22.
<p>6. Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland? No</p> <p>2) If yes, what are these implications and how will they be addressed?</p>	There are no negative implications for Angus citizens under Fairer Scotland duties.

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, under Report 37/22

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.

Yes

2. Name: Terry Irvine

Position: Service Leader

Date: 9 February 2023



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	<p>The plan encompassing all age ranges will improve access and quality of mental health support for all age groups.</p> <p>There are a number of improvements which will have a positive impact on older people's mental health and wellbeing support under section 4 of the plan.</p> <p>Action 1f includes suicide prevention planning for all age groups, including children and young people and should have a positive impact.</p>		
GENDER	<p>Action 1h will reduce stigma and discrimination and this may have a positive impact particularly on males who may be less likely to access preventative mental health and wellbeing support.</p>		
DISABILITY	<p>Action 1b will promote the benefits of and</p>		

	<p>increase opportunities for physical activity for people with a disability.</p> <p>Action 1e will be informed by widespread consultation and will take into account barriers to access to support such as communication needs and physical access.</p> <p>Action 1h will reduce stigma and discrimination and this may have a positive impact.</p> <p>Action 2c will support access for people with poor mobility or difficulty in travelling due to their disability.</p>		
ETHNICITY/ RACE	Action 1e will be informed by widespread consultation and may improve opportunities for access for all ethnicities, cultures and race and will take into account communication barriers.		
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSIGNMENT			
PREGNANCY/ MATERNITY	3n supports the development of the new perinatal pathway and this will have a positive impact for people who require maternity mental health support.		
OTHER: CARERS (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)	<p>3d, Roll out the 'Triangle of Care' in adult community mental health teams in Angus will support unpaid carers.</p> <p>3l, and 4c. Increased use of anticipatory care planning will support unpaid carers in terms of certainty regarding support plans and</p>		

	<p>staying well support</p> <p>Action 4d is a specific action to involve carers in discharge planning and this will have a positive impact on how supported carers feel.</p>		
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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 (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)	<p>The action below will support staff who are carers:</p> <p>3d, Roll out the ‘Triangle of Care’ in adult community mental health teams in Angus will support unpaid carers.</p> <p>3l, and 4c. Increased use of anticipatory care planning will support unpaid carers in terms of certainty regarding support plans and staying well support</p> <p>Action 4d is a specific action to involve carers in discharge planning and this will have a positive impact on how supported carers feel.</p>		

1c. Does the proposal promote good relations between any of the Protected Characteristics?

YES

NO

NOT SURE

A number of the actions will be taken forward in partnership and within the community which may bring about the opportunity to promote good relations between people with protected characteristics e.g. new Angus Suicide Prevention Action Plan and the Angus Physical Activity Working Group

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?

Information will be gathered through contract monitoring of services, assessment and through surveys.

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

Angus Health and Social Care Partnership 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"/> X
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
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Signature of author of the policy: Terry Irvine	Date: 09 February 2023
Signature of Director/Head of Service: Jillian Galloway	Date: 09 February 2023
Name of Director/Head of Service: Jillian Galloway	
Date of Next Plan Review: June 2023	

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