

Appendix 1

EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment:	17/07/2023 - assessment from August 2022	
(dd/mm/yyyy)	updated.	
Title of document being assessed:	Equalities – Progress Update	
 This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) 	This is an existing policy, procedure, strategy or practice being assessed?(If Yes please check box)X	
This is a new budget saving proposal (If Yes please check box)	This is an existing budget saving proposal being reviewed (If Yes please check box)	
2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)	Morgan Low, Strategy and Improvement Manager	
 Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes. 	Morgan Low, Strategy and Improveme Manager The Equality Act (2010) places a duty of Public Bodies to publish a set of equali	

	EQIA/FSD assessments going
	 AHSCP attended training provided by the EHRC in relation to good practice and the steps required to reach compliance. Retrospective exercise took place to publish all previously complete EQIA's from 2019 onwards on the AHSCP website.
	In March 2023, AHSCP submitted a response to the EHRC with information regarding the improvements that have been made.
	In June 23, AHSCP received a response to the EHRC to confirm that AHSCP are compliant with the Public Sector Equality Duty (PSED).
4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?	Mainstreaming equality means integrating equality into the day-to-day working of the AHSCP. This means taking equality into account in the way we exercise our functions. Equality should be a component of everything we do. The benefits of mainstreaming equality are:
	 Equality becomes part of the structures, behaviours and culture of the organisation. AHSCP knows and can demonstrate how, in carrying out its functions, it is promoting equality. It contributes to continuous improvement, better performance and better value.
	AHSCP is responsible for mainstreaming and integrating equality into day-to-day activities as well as strategies etc. Equality and diversity will be embedded into our delivery of person- centred outcomes. We are also committed to integrating equality into our business tools such as Equality Impact Assessments (EQIAs) which is a combined template with our Fairer Scotland Duty Assessments (FSD). We will ensure equality is explicit and proportionate in business planning and decision-making including gathering and analysing the population data of Angus.
	We will continue to ensure that employees continue to undertake training in equalities awareness, in EIAs, and access equalities courses offered by their employers.
	Equality Outcomes are results which we aim to achieve in order to further one or more of the needs in the general duty, that is to: eliminate discrimination, advance equality of opportunity and/or foster good relations. By focusing on outcomes rather than objectives or outputs, we aim to bring practical improvements in the lives of those experiencing unlawful discrimination

	and disadvantage.
	AHSCP is responsible for setting and delivering on our Equality Outcomes. These outcomes are aligned to our strategic plan, with specific equalities perspectives, and identify to which National Outcomes they relate. We have also used census data which informed our understanding of Angus demographics in order to ensure that resources and services are delivered effectively; that the Equality Outcomes meet the needs of the changing population and take account of the impact of deprivation in our communities.
	The refreshed equalities mainstreaming report and equality outcomes detail how we will do this. The intended beneficiaries are the supported people that receive input from our services, our workforce and the residents of Angus.
	July 23 Update – Positive progress has made over the last year and the EHRC are pleased with the progress that has been made and have confirmed that AHSCP are fully compliant with the legislation. There are further improvement actions being progressed in order to further demonstrate that we have mainstreamed the duty into our services.
5. Has any local consultation, improvement or	Research has been conducted around
research with protected characteristic	understanding the changing demographic population in relation to protected
communities informed the policy, procedure, strategy or practice being EQIA	characteristic groups in Angus. Understanding
assessed here?	the demographics of Angus is essential to ensuring that resources and services are
lf Yes, please give details.	delivered effectively and proportionately to the level of need and risk; that they meet the needs of the changing population and consider the impact of protected characteristics on equal opportunities and health inequalities. This has included the following:
	Age and Sex
	EthnicityLife Expectancy
	DisabilityReligion
	Sexual Orientation
	 Carers of Older and Disabled People Deprivation
	Our Equality Outcomes have been identified
	as a result of our continuous conversation approach to engagement and involvement as
	well as our revised Joint Strategic Needs Assessment and Equalities Evidence Base which led to the development of our current strategic plan. Engaging with communities,
	people who use services, carers, staff, providers and the third and independent sectors is essential if we are to deliver the best services for Angus. Engagement and
	Involvement has been and will continue to be an ongoing activity. It serves to ensure that we understand our localities, and that we are

	 working in the right direction with consensus. We will therefore ensure that equality monitoring is an integral part of our activities to allow us routinely assess their accessibility and the status of equal opportunities in Angus. Examples of engagement areas of activity include: Localities Independent Review of Nursing and Peer Worker Role Co-Morbidity Pathway Angus Integrated Drug and Alcohol Service Suicide Prevention Public engagement to inform Strategic Commissioning Plan Staff, service users and families all contributed to a comprehensive review of overnight support. Review of Supported Housing (Older People) Carers conversation to inform Angus Carers Strategy Participatory Budgeting Events in all four localities. Establishment of new Angus Mental Health and Wellbeing Network Stroke MCN COVID-19 Staff Survey Learning and Physical Disability Improvement Plans Health Care Tasks in Community Settings Workforce Plan Internal Care Home Review Angus Living Life Well Plan Local Scottish Care Integration Lead July 23 Update – Consultation and training with has taken place with the Equality and Human Rights Commission. The result is that AHSCP are now fully compliant with the Public Sector Equality Duty (PSED).
6. Fairer Scotland duties:	July 23 update - No, this is an update and not
1) Does this report have an impact for Angus citizens under Fairer Scotland?	a new strategy. There is no impact under Fairer Scotland.
2) If Yes, what are these implications and how will they be addressed?	
What evidence do you have about any socio- economic disadvantage/inequalities of outcome in relation to this strategic issue?	
Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular	

	resulting from Covid-19.	
Please	state if there is a potentially positive,	
negativ	e, neutral or unknown impact for each	
groupin	•	
0 1	0	
1	Low and/or No Wealth (e.g. those with	
	enough money to meet basic living costs	
	and pay bills but have no savings to deal	
	with any unexpected spends and no	
2	provision for the future.	
Ζ.	Material Deprivation (i.e. those unable to	
	access basic goods and services e.g.	
	repair/replace broken electrical goods,	
	warm home, leisure and hobbies	
3.	Impact Area Deprivation (i.e. where people	
	live (e.g. rural areas), or where they work	
	(e.g. accessibility of transport).	
4	Impact Socio-economic Background i.e.	
	social class including parents' education,	
	people's employment and income	
L	people 3 employment and mounte	

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 <u>the public and/or service</u> <u>users</u> 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).

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 <u>employees</u> 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)?

Name: Morgan Low

Position: Strategy and Improvement Manager

Date: 17/07/2023



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 <u>public and/or</u> <u>service users</u> holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating
	a)Positive Action	b)Negative	actions against the b)
		discrimination	Negative Discrimination
AGE	Yes – This update	No	
	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
	There are further		
	areas for improvement		
	planned included		
	plans to develop an		
	engagement network		
	for each protected		
	characteristic group		
	which will have a		
	positive impact for		
	each group.		
GENDER	Yes – This update	No	
	paper reflects on the		
	improvements that have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
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	characteristic group		
	which will have a		
	positive impact for		
	each group.		
DISABILITY	Yes – This update	No	

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	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
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	characteristic groups.		
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	engagement network		
	for each protected		
	characteristic group		
	which will have a		
	positive impact for		
	each group.		
ETHNICITY/	Yes – This update	Νο	
RACE	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
	There are further		
	areas for improvement		
	planned included		
	plans to develop an		
	engagement network		
	for each protected		
	characteristic group		
	which will have a		
	positive impact for		
	each group.		
SEXUAL	Yes – This update	No	
ORIENTATION	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
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	planned included		
	plans to develop an		
	engagement network		
	for each protected		
	characteristic group		
	which will have a		
	positive impact for		
	each group.		
RELIGION/	Yes – This update	No	
BELIEF	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		

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	plans to develop an engagement network for each protected characteristic group which will have a positive impact for each group.		
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)	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Although carers are not a protected characteristic group, we have ensured that consultation and engagement with carers in a key aspect of the new Equality Impact Assessment template which will be used for all new projects, proposals and policies. It is expected that this will have a positive impact on unpaid carers.	No	

1b. The <u>employees</u> holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating
	a)Positive Action	b)Negative discrimination	actions against the b) Negative Discrimination
AGE	Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e- learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased	No	

	5		[
	awareness of the		
	PSED across the		
	Partnership is		
	expected to have a		
	positive impact for		
	staff who have		
	protected		
GENDER	characteristics. Yes – This update	No	
GENDER	paper reflects on the	NO	
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
	Staff training and		
	awareness of		
	equalities has		
	improved over the last		
	year with additional e-		
	learning training being		
	offered to both NHS		
	and Angus Council		
	staff as well as		
	training and guidance on the new EQIA/FSD		
	assessment. There is		
	also a dedicated		
	equalities page on		
	SharePoint for all staff		
	to access. Increased		
	awareness of the		
	PSED across the		
	Partnership is		
	expected to have a		
	positive impact for		
	staff who have		
	protected		
	characteristics.		
DISABILITY	Yes – This update	No	
	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
	Staff training and		
	awareness of		
	equalities has		
	improved over the last		
	year with additional e-		
	learning training being		
	offered to both NHS		
	and Angus Council		
	staff as well as		
	training and guidance		
	on the new EQIA/FSD		
	assessment. There is		
	also a dedicated		
	equalities page on		

ETHNICITY/ RACE	SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for staff who have protected characteristics. Yes – This update paper reflects on the improvements that have been made in relation to our compliance with the PSED, this will have a positive impact on all protected characteristic groups. Staff training and awareness of equalities has improved over the last year with additional e- learning training being offered to both NHS and Angus Council staff as well as training and guidance on the new EQIA/FSD assessment. There is also a dedicated equalities page on SharePoint for all staff to access. Increased awareness of the PSED across the Partnership is expected to have a positive impact for	No	
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	protected		
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	also a dedicated		
	equalities page on		
	SharePoint for all staff		
	to access. Increased		
	awareness of the		
	PSED across the		
	Partnership is		
	expected to have a		
	positive impact for		
	staff who have		
	protected		
	characteristics.		
BELICION		No	
RELIGION/	Yes – This update	NO	
BELIEF	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
	protected		
	characteristic groups.		
	Staff training and		
	awareness of		
	equalities has		
	improved over the last		
	year with additional e-		
	learning training being		
	offered to both NHS		
	and Angus Council		
	staff as well as		
	training and guidance		
	on the new EQIA/FSD		
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	also a dedicated		
	equalities page on		
	SharePoint for all staff		
	to access. Increased		
	awareness of the		
	PSED across the		
	Partnership is		
	expected to have a		
	positive impact for		
	staff who have		
	protected		
	characteristics.	NL.	
GENDER	Yes – This update	No	
REASSIGNMENT	paper reflects on the		
	improvements that		
	have been made in		
	relation to our		
	compliance with the		
	PSED, this will have a		
	positive impact on all		
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	characteristic groups.		
	Staff training and		
	awareness of		
	equalities has		
	improved over the last		
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	offered to both NHS		
	and Angus Council		
	staff as well as		
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improved over the last year with additional e- learning training being				
year with additional e- learning training being				
learning training being				
		offered to both NHS		
and Angus Council		and Angus Council		

	staff as well as		
	training and guidance		
	on the new EQIA/FSD		
	assessment. There is		
	also a dedicated		
	equalities page on		
	SharePoint for all staff		
	to access. Increased		
	awareness of the		
	PSED across the		
	Partnership is expected to have a		
	positive impact for		
	staff who have		
	protected		
	characteristics.		
OTHER: CARERS	Yes – This update	No	
OF OLDER	paper reflects on the		
AND/OR	improvements that		
DISABLED	have been made in		
PEOPLE	relation to our		
(Although carers are	compliance with the		
not considered as a	PSED, this will have a		
PC in itself, they are protected by the	positive impact on all protected		
Equality Act 2010	characteristic groups.		
from "discrimination	Although carers are		
by association" with	not a protected		
the PCs of age and	characteristic group,		
disability)	we have ensured that		
	consultation and		
	engagement with		
	carers (including staff		
	who are unpaid		
	carers) is a key aspect		
	of the new Equality		
	Impact Assessment		
	template which will be used for all new		
	projects, proposals		
	and policies. It is		
	expected that this will		
	have a positive impact		
	on unpaid carers.		
L			

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

YES 🗌 X

NOT SURE 🗌

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

NO 🗌

The Equalities mainstreaming report and set of Equalities outcomes is focused on advancing equality of opportunity, fostering good relations, and eliminating discrimination in relation to all of the protected characteristics in the equalities act. This includes promoting good relations between all of the protected characteristics.

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	
Type of Document		
Human Resource Policy		
General Policy		$\Box \checkmark$

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Other (please specify):		
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Manager Responsible	Author Responsible	
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Care Services	Manager	
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Signature of author of the policy:

Date: 17/07/2023

M.Low

Service

Change Papers/Local Procedure

Guidelines and Protocols

Signature of Director/Head of Service: Eunice McLennan

Date: 02/08/2023

Name of Director/Head of Service: Eunice McLennan

Date of Next Plan Review: August 2024