

**South Ayrshire Council  
Equality Impact Assessment including Fairer Scotland Duty**

**Section One: Policy Details\***

**Version 2 – 21 June 2023**

Name of Policy	Ageing Well Strategy (CPP)
Lead Officer (Name/Position)	Elaine Young (Head of Health Improvement/Assistant Director of Public Health, NHS Ayrshire and Arran)
Support Team (Names/Positions) including Critical Friend	Billy McClean (Head of Community Health and Care Services, South Ayrshire HSCP)  Phil White (Partnership Facilitator, South Ayrshire HSCP)  Gabrielle Coyle (Policy and Planning Officer, South Ayrshire HSCP)

\*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main <b>aims</b> of the policy?	<p>South Ayrshire has an age profile that is significantly older than the Scottish average. Whilst this presents potential challenges to the whole public and community sector, it is also something that should be seen as something to celebrate. Older people are living longer, and we want as many of them as possible to live longer, healthier, active and purposeful lives. We also want to recognise and celebrate all that older people bring to families and communities.</p> <p>Essentially, we want to create a movement that creates the environment for people to age well in South Ayrshire and this will be captured by development and implementation of a South Ayrshire Ageing Well Strategy.</p>
What are the intended <b>outcomes</b> of the policy?	<ul style="list-style-type: none"> <li>• To bring together key stakeholders to develop long term strategic planning linked to the demographic changes and opportunities associated with a local ageing population</li> <li>• To understand the existing and future needs of the local older population</li> <li>• To understand and embrace the views of older people and enable them to influence strategic planning</li> <li>• To consider the local, national and international evidence that identifies ways in which older people can live well</li> </ul>

	<ul style="list-style-type: none"> <li>• To influence wider strategic planning in Community Planning Partnership organisations that might better support older people</li> <li>• To lead a dynamic movement that drives forward change that supports older people in South Ayrshire</li> <li>• To develop an Ageing Well Strategy, an associated implementation plan and an approach to performance management, reporting and monitoring progress</li> <li>• To support the overall South Ayrshire culture to support healthy ageing</li> <li>• To ensure any approach takes into account systemic inequality and supports the life chances and outcomes for those living with most challenges</li> <li>• To support the WHO Age Friendly Community work in South Ayrshire</li> <li>• To ensure coherent and clear communications associated with all of the above is in place</li> </ul>
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**Section Two: What are the Likely Impacts of the Policy?**

<p>Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)</p>	<p>Whilst primarily focused on older people, the Ageing Well workstream and future Strategy will impact on the whole of South Ayrshire, including unpaid carers - by understanding the existing and future needs of the local older population.</p>
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**Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community? List any likely positive and/or negative impacts.**

<b>Protected Characteristics</b>	<b>Positive and/or Negative Impacts</b>
<b>Age:</b> Issues relating to different age groups e.g. older people or children and young people	Positive: the strategy aims to be fully inclusive to all age groups with a particular focus on older people. Engagement will seek to consider the impacts against this protected characteristic.
<b>Disability:</b> Issues relating to disabled people	<p>Positive: the strategy aims to be fully inclusive to people with disabilities. Engagement will seek to consider the impacts against this protected characteristic.</p> <p>As part of engagement – information will be provided in alternative formats upon request.</p>


<b>Gender Reassignment – Trans/Transgender:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex	Positive: the strategy aims to be inclusive to all irrespective of a person's gender. Engagement will seek to consider the impacts against this protected characteristic.
<b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership	Positive: the strategy aims to be inclusive to all irrespective of a person's marital/civil partnership status. Engagement will seek to consider the impacts against this protected characteristic.
<b>Pregnancy and Maternity:</b> Issues relating to woman who are pregnant and/or on maternity leave	
<b>Race:</b> Issues relating to people from different racial groups, (BME) ethnic minorities, including Gypsy/Travellers	Positive: the strategy aims to apply equally to Individuals of all racial groups. Engagement will seek to consider the impacts against this protected characteristic.  As part of engagement – information will be translated or provided in alternative formats where requested.
<b>Religion or Belief:</b> Issues relating to a person's religion or belief (including non-belief)	Positive: the strategy aims to be fully inclusive to all religions and beliefs (including non-belief). Engagement will seek to consider the impacts against this protected characteristic.
<b>Sex:</b> Issues specific to women and men/or girls and boys	Positive: the strategy aims to be of a positive impact to both men and women. Engagement will seek to consider the impacts against this protected characteristic.
<b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight	Positive: the strategy aims to be fully inclusive to all irrespective of a person's sexual orientation. Engagement will seek to consider the impacts against this protected characteristic.

<b>Equality and Diversity Themes Relevant to South Ayrshire Council</b>	<b>Positive and/or Negative Impacts</b>
<b>Health</b> Issues and impacts affecting people's health	Positive: this strategy will seek to address the detriments to older people's health and wellbeing e.g. frailty and social isolation. The strategy will also align to wider cross cutting health and social care strategies such as, Carers Strategies, Dementia Strategy and Adult Mental Health Strategy – alongside aligning to national strategies e.g. national Dementia Strategy  Engagement will seek to consider the impacts of health and wellbeing.
<b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	Positive: as part of development of this strategy we will: <ul style="list-style-type: none"> <li>• seek to listen to the lived experience of local people and ensure this shapes and continues to influence our planning</li> <li>• seek to co-produce solutions</li> </ul>

Socio-Economic Disadvantage	Positive and/or Negative Impacts
<p><b>Low Income/Income Poverty:</b> Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>Positive: as part of development of the strategy we will seek to work in partnership with all stakeholders from statutory, voluntary, independent and community sectors to deliver positive outcomes for people on low incomes / experiencing income poverty.</p> <p>We will use available information, data, research and engagement to better understand the impacts.</p>
<p><b>Low and/or no wealth:</b> Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p>	<p>Positive: as part of development of the strategy we will seek to work in partnership with all stakeholders from statutory, voluntary, independent and community sectors to deliver positive outcomes for people who have low and or/no wealth.</p> <p>We will use available information, data, research and engagement to better understand the impacts.</p>
<p><b>Material Deprivation:</b> Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies</p>	<p>Positive: as part of development of the strategy we will seek to work in partnership with all stakeholders from statutory, voluntary, independent and community sectors to deliver positive outcomes for people experiencing material deprivation.</p> <p>We will use available information, data, research and engagement to better understand the impacts.</p>
<p><b>Area Deprivation:</b> Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>Positive: the strategy will ensure a better understanding of our population and places and allow the CPP focus on where the need is greatest – as part of this links will be made other strategies and plans and will very much align with the development of Age Friendly work which will be integral to our ambition of the Ageing Well Strategy recognising the particular challenges linked to area deprivation particularly in relation to support for older people.</p>

### Section Three: Evidence Used in Developing the Policy

<p><b>Involvement and Consultation</b> In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	<p>Extensive consultation will take place to support the development of the strategy – this will include the Ageing Well Strategy Board, the creation of an Ageing Well Champions Board (There has been extensive work at locality level to ensure as representative a group as possible although we will still utilise opportunities through other older people’s networks to continue to engage. VASA will support this group)</p> <p>Involvement/consultation that has taken place so far:</p> <p><b>26<sup>th</sup> January 2023</b> – an initial workshop session was held with CP Board members on the 26<sup>th</sup> January whereby the HSCP (Head of Service and Partnership Facilitator) provided context on the significant challenges of our existing and</p>
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	<p>future ageing population and also to seek CP Board support for the development of the Ageing Well strategy.</p> <p><b>25<sup>th</sup> May 2023</b> – first meeting of the Ageing Well Strategy Board. The purpose of this board is to oversee the development and implementation of an Ageing Well strategy. Further information on the TOR can be found here:</p>  <p>Terms of Reference - Ageing Well Board_11</p> <p>Event on 8<sup>th</sup> June</p> <p>Workshop session – 9<sup>th</sup> June</p>
<p><b>Data and Research</b> In assessing the impact set out above what evidence has been collected from research or other data. Please specify <b>what</b> research was carried out or data collected, <b>when</b> and <b>how</b> this was done.</p>	<p>There has been the development of a needs assessment profiling relevant information from HSCP overall Strategic Needs Assessment together with some data provided by Public Health Scotland essentially modelling the future demographic profile and the associated ‘demand’.</p> <p>HSCP are carrying out some parallel work linked to a programme called Team Around the Locality - where they are carrying out some focused engagement work in Troon including extensive journey mapping. The journey mapping process sets out learning from many individual stories in relation to what has been significant in supporting them to live well.</p>
<p><b>Partners data and research</b> In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>As above. In addition, as the process develops, further data and research will be provided by partners. This will be in addition to feedback provided through the Ageing Well Champions Board.</p> <p>We will consider evidence coming from national and international work on healthy ageing</p> <p>A programme of expert-led webinars will also be held where experts will be provided give evidence to inform the strategy development process.</p>
<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>As with any larger programme of work there will be a need, at this early stage in development, to identify gaps and uncertainties - and a need to understand linkages and potential duplication of work. We believe that development of a robust programme of research, needs assessment, planning, data analysis and engagement will seek to mitigate any gaps and uncertainties.</p>


**Section Four: Detailed Action Plan to address identified gaps in:**

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1			
2			
3			
4			

### Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	Indicative timescales are as followed:  Ageing Well Strategy - Key Milestones.pdf
When will the policy be reviewed?	
Which Panel will have oversight of the policy?	Population Health Strategic Delivery Partnership (South Ayrshire Community Planning Partnership)



### Section 6

### South Ayrshire Council

### Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: .....

This policy will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<b>Eliminate discrimination</b>
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<b>Advance equality of opportunity</b>
<b>Foster good relations</b>
<b>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</b>

<b>Summary of Key Action to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>

<p><b>Signed:</b> .....<b>Service Lead</b></p> <p><b>Date:</b> .....</p>
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