

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

Section One: Policy Details*

Name of Policy	Independent Advocacy Plan
Lead Officer (Name/Position)	Gary Hoey – Chief Social Work Officer
Support Team (Names/Positions) including Critical Friend	Aaron Cyr (Carers Policy Implementation Officer) Courtney Buchanan (Information Governance Lead Officer)

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

<p>What are the main aims of the policy?</p>	<p>In developing the overall aims of this plan, a wide range of people including advocacy users, advocacy organisations and other stakeholders will require to be consulted.</p> <p>This plan takes account of the following relevant legislations to advocacy:</p> <p>Mental Health (Care and Treatment) (Scotland) Act 2003; Mental Health (Scotland) Act 2015; Patient Rights (Scotland) Act 2011; Adult Support and Protection (Scotland) Act 2007; Adults with Incapacity (Scotland) Act 2000; Children (Scotland) Act 1995; and Childrens Hearing (Scotland) Act 2011.</p> <p>Due to South Ayrshire’s Demographic Profile, we expect there to be a continuing increase in demand for Advocacy Services. This particularly relating to South Ayrshire’s ageing population and this plan should be viewed alongside South Ayrshire’s Ageing Well and Social Isolation and Loneliness Strategies. It is expected this will place pressures on local advocacy organisations, due to increase of demand.</p> <p>Areas of demand likely to increase:</p> <p>Older Adults including those with dementia. Increased identification of longer-term medical conditions; and Unpaid Carers, young and adult.</p> <p>The plan will aim to identify the different types of advocacies presently available within Scotland.</p>
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<p>What are the intended outcomes of the policy?</p>	<ol style="list-style-type: none"> 1. Identify and define advocacy types. 2. Identify legal duties under present legislation. 3. Explore demand and need for advocacy services. 4. Explore present advocacy providers within South Ayrshire. 5. Consultation with advocacy users, advocacy organisations and other stakeholders. 6. Use consultation to inform future outcomes and directions to meet demand. This will allow us to allocate resources to meet identified need. 7. Having this policy will allow for an agreed process to monitor and evaluate services and provisions.
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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>The plan will impact all teams within the HSCP and the communities they serve. Older people, adults, children and families and people of South Ayrshire Communities who may require Advocacy provisions. It will also influence third sector organisations and individual staff members.</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.

<p>Protected Characteristics</p>	<p>Positive and/or Negative Impacts</p>
<p>Age: Issues relating to different age groups e.g. older people or children and young people</p>	<p>Positive: the development and implementation of the plan is be fully inclusive to all age groups.</p> <p>Engagement and consultation of this Strategy will seek to consider the wider impacts of this protected characteristic.</p>
<p>Disability: Issues relating to disabled people</p>	<p>Positive: The plan and Advocacy services will be designed to be accessible, catering to varied needs and ensuring no one is left behind.</p> <p>Engagement and consultation of this Strategy considered the wider impacts of this protected characteristic. As part of engagement and consultation activity – information will be provided in alternative formats upon request.</p>
<p>Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex</p>	<p>Positive: The plan is inclusive to all irrespective of a person’s gender.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>

<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership</p>	<p>Positive: The Strategy aims to be inclusive to all irrespective of a person's marital/civil partnership status.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>
<p>Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave</p>	<p>Positive: Advocacy services may be applicable to individual circumstances related to pregnancy and/or maternity leave.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>
<p>Race: Issues relating to people from different racial groups, (BME) ethnic minorities, including Gypsy/Travellers</p>	<p>Positive: The Strategy aims to apply equally to individuals of all racial groups.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>
<p>Religion or Belief: Issues relating to a person's religion or belief (including non-belief)</p>	<p>Positive: The Strategy aims to be fully inclusive to all religions and beliefs (including non-belief).</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>
<p>Sex: Issues specific to sex</p>	<p>Positive: The strategy aims to have a positive impact relating to sex characteristics.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight</p>	<p>Positive: The Strategy aims to be fully inclusive to all irrespective of a person's sexual orientation.</p> <p>Engagement and consultation of this plan considered the wider impacts of this protected characteristic.</p>

<p>Equality and Diversity Themes Relevant to South Ayrshire Council</p>	<p>Positive and/or Negative Impacts</p>
<p>Health Issues and impacts affecting people's health</p>	<p>Positive: The strategy aims to ensure better access to Advocacy Services that can communicate health preferences.</p> <p>Engagement and consultation of this Strategy will seek to consider the wider impacts of this protected characteristic.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to</p>	<p>Issues that are advocated for are often based on protecting human rights. Through advocacy, South Ayrshire communities will have a greater awareness of their rights and societal</p>

respect for private and family life, and the right to free elections.	entitlements and the infringement of rights marginalized groups in society may face. Engagement and consultation of this Strategy will seek to consider the wider impacts of this protected characteristic.
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Socio-Economic Disadvantage	Positive and/or Negative Impacts
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	Positive: The Strategy aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services. We will use engagement consultation to identify available data and intelligence and undertake appropriate engagement to better understand the impacts.
Low and/or no wealth: 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	Positive: The Strategy aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services. We will use engagement consultation to identify available data and intelligence and undertake appropriate engagement to better understand the impacts.
Material Deprivation: 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	Positive: The Strategy aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services. We will use engagement consultation to identify available data and intelligence and undertake appropriate engagement to better understand the impacts.
Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)	Positive: The Strategy aims to deliver Advocacy services to all levels of income. Advocacy can include advice on financial assistance, budgeting, and other welfare services. We will use engagement consultation to identify available data and intelligence and undertake appropriate engagement to better understand the impacts.

Section Three: Evidence Used in Developing the Policy

Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how ?	As part of development of this Strategy there will be robust programme of engagement and consultation factored into planning.
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<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>To date we have used census data, which displays that the Ageing population of South Ayrshire has on average one of the oldest populations in the UK and this will continue to grow over the next 25 years.</p> <p>Through engagement and consultation, we will cross-reference the most recently available data and research in development of this policy.</p>
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>We will consult applicable partners, research and data in development of this policy.</p>
<p>Gaps and Uncertainties 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 the development of any Strategy there will be a need, at this early stage in development, to identify 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	Conduct consultation with advocacy users, advocacy organisations and other stakeholders.		
2	Identify data and research for cross-comparison with consultation.		
3	Compile results and findings to inform strategic writing group.		
4	Draft Policy Development.		

Note: Please add more rows as required.

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?	To be determined.
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When will the policy be reviewed?	Said interval to be determined.
Which Panel will have oversight of the policy?	Integrated Joint Board.

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:

<p>Eliminate discrimination</p> <p>The development and implementation of the Strategy aims to eliminate discrimination through ensuring equal and fair access to advocacy services throughout South Ayrshire. By empowering people to have a voice in all areas of the services provided will assist in tackling and eliminating discrimination. This will be monitored during development and any mitigating factors considered and recorded if identified.</p>
<p>Advance equality of opportunity</p> <p>The development and implementation of the strategic plan aims to advance opportunity equalities by having access to services that can advocate on their behalf. This will be monitored during development and any mitigating factors considered and recorded if identified.</p>
<p>Foster good relations</p> <p>In developing and implementing this policy we would seek to establish and enhance good relations by ensuring all voices are heard. This will be monitored during development and any mitigating factors considered and recorded if identified.</p>
<p>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</p> <p>Consideration of those affected by Socio-Economic Disadvantage will be paramount to all consideration during both the development and implementation of the strategic plan. This will be monitored during development and any mitigating factors considered and recorded if identified.</p>

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
To be monitored as development is progressed.	
To be monitored as development is progressed.	

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