

Equality Impact Assessment Scoping

1. Proposal details

Proposal Title	Lead Officer
Age Well: Dementia Strategy 2024 – 2034.	Kevin Milton – Senior Manager Mental Health Hanna Dearie – Planning and Performance Officer

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts.

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		X
People who share a particular religion or belie		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

3. Do you have evidence or reason to believe that the proposal will support the HSCP to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Positive - High
Promote equality of opportunity between particular communities or groups	Positive - High
Foster good relations between particular communities or groups	Positive - Medium
Promote positive attitudes towards different communities or groups	Positive - High
Increase participation of particular communities or groups in public life	Positive - High
Improve the health and wellbeing of particular communities or groups	Positive - High
Promote the human rights of particular communities or groups	Positive - High
Tackle deprivation faced by particular communities or groups	Positive – Medium

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
Rationale for decision: The Dementia Strategy	
Signed :	
Date:	Copy to SAHSCP.Planning@south-ayrshire.gov.uk

Equality Impact Assessment including Fairer Scotland Duty

Section One: Proposal Details

Name of Proposal	South Ayrshire Dementia Strategy 2024 -
Lead Officer (Name/Position)	Kevin Milton – Senior Manager Mental Health Hanna Dearie – Planning and Performance Officer (Policy)
Proposal Development Team (Names/Positions) including Critical friend(s)	Brian Christie – Service Manager Mental Health Rebecca Hunter – Planning and Performance Officer (Policy)

What are the main aims of the proposal?	The main aim of the proposal is to provide a strategic framework that outlines support for adults with dementia and their carers. This support will be provided by organisations from across the sectors.
What are the intended outcomes of the proposal?	The activities of the partnership will be designed and delivered in ways that ensure people living with dementia and their carers receive the support to live well and age well. We aim to work together to provide the required support to reflect the priorities of South Ayrshire.

Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire or groups within the population?	The proposal is aimed primarily at adults in South Ayrshire with dementia. However, aspects of it are designed to combat stigma and to promote equality and to have a positive impact on family members and carers. It will also influence third sector organisations and partnership staff members.
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Considering the following Protected Characteristics and themes, what likely impacts, or issues does the proposal have for the group or community?

(List any likely positive and/or negative impacts)

Protected Characteristics	Positive and/or Negative Impacts
Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	This strategy document will apply equally to people of all racial groups and where information is required to be translated or provided in alternative formats it will be provided upon request.

<p>Sex: Issues specific to women or men</p>	<p>This strategy document will lead to the provision of more efficient and effective services for both men, women and non-binary people through an improved utilisation of resources prioritised in line with the published strategic themes.</p>
<p>Disability: Issues relating to disabled people</p>	<p>People with disabilities or long-term conditions will be supported to live, as far as is reasonably practical, independently and at home or in a homely setting in their community.</p>
<p>Age: Issues relating to a particular age group e.g., older people or children and young people</p>	<p>This strategy will focus planning and service delivery activities that are typically aimed for older people, but it will also address the needs of the wider population. There will be a positive impact on people who care for those with dementia through improved planning and delivery of services.</p>
<p>Religion or Belief: issues relating to a person's religion or belief (including non-belief)</p>	<p>This strategy will be fully inclusive to all: e.g. religions and beliefs (including non-belief). The Dementia Strategy has a right-based approach and fosters support and respect.</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e., lesbian, gay, bi-sexual, heterosexual</p>	<p>This strategy document will be fully inclusive to all irrespective of a person's sexual orientation.</p>
<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.</p>	<p>This strategy will be fully inclusive to all irrespective of people's marital status.</p>
<p>Gender Reassignment: Issues relating to people who have proposed, started, or completed a process to change his or her sex.</p>	<p>This strategy document will be fully inclusive to all irrespective of a person's gender.</p>
<p>Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>This Strategy is applicable to individual circumstances related to pregnancy and/or maternity leave.</p>
<p>Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.</p>	<p>This strategy document will have no negative issues in terms of all of the above protected characteristics and in terms of a number of them is anticipated to have a positive impact leading to positive outcomes.</p>

Equality and Diversity Themes Particularly Relevant to the Health and Social Care Partnership	
Health Issues and impacts affecting people's health.	This Strategy document will have a positive impact on the overall health and wellbeing of people with dementia.
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 respect for private and family life, and the right to free elections.	The right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act. The Strategy focuses on a rights-based approach to being supported with dementia.
Socio-Economic Disadvantage	
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	The Strategy aims to deliver Dementia services to all levels of income. Dementia services are provided regardless of income level.
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.	The Strategy aims to deliver Dementia services to all levels of income. Dementia services are provided regardless of income level.
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.	The Strategy aims to deliver Dementia services to all levels of income. Dementia services are provided regardless of income level.
Area Deprivation Issues: where you live (rural areas), where you work (accessibility of transport).	This Strategy is designed to support and provide service across all 6 localities in South Ayrshire.
Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.	The Strategy aims to deliver Dementia services to all levels of income. Dementia services are provided regardless of income level.

Section Three: Evidence Used in Developing the Proposal

<p>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?</p>	<p>The feedback from consultation was used to inform the Strategy and the accompanying Delivery Plan. A full report detailing the consultation and engagement work has been produced in line with the Strategy.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>Information on demographic projections was sought from a number of sources including South Ayrshire Council; NHS Ayrshire and Arran and the Scottish Government's Information Services Division.</p>
<p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>In developing the Strategy a local needs assessment was carried out to identify and analyse the prevalence of Dementia in South Ayrshire and the need for services. Research into strategic considerations and the local and national policy context has also been carried out.</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>None.</p>

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

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

No	Action	Lead Officer(s)	Timescale
1			
2			

Note: Please add more rows as required.

Section Five: Performance monitoring and reporting

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

When is the proposal intended to come into effect?	Following approval by the Integration Joint Board in Winter 2024.
When will the proposal be reviewed?	The plan will be monitored and reported into the performance and audit committee on a six-monthly basis. It will also be formally reviewed at its mid-point.
Which governance group will have oversight of the proposal?	Progress reports will be provided to the HSCP Performance and Audit committee every six months.

Section Six - South Ayrshire Health and Social Care Partnership

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal:

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

Eliminate discrimination

The Health and Social Care Partnership through its Dementia Strategy will support the elimination of discrimination as it applies equally to people across all protected characteristics and is flexible in its approach.

Advance equality of opportunity

The Dementia Strategy will actively promote equality of opportunity as it offers choice and control for people with dementia and carers and will also ensure that frontline staff and appropriate services have Dementia Awareness Training.

Foster good relations

The Dementia Strategy will foster good relations across all protected characteristics by working with its stakeholders and partners on an on-going basis to achieve its Strategic Themes.

Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
None	

Signed:
Kevin Milton

Date: 25/11/2024

Revision Dates:

- 06/03/2024 – Initial EQIA completed – Hanna Dearie/Kevin Milton
- 17/07/2024 – review pre-engagement – Hanna Dearie
- 04/10/2024 – review following engagement – Hanna Dearie
- 07/11/2024 – Review – Hanna Dearie
- 25/11/2024 – Final Review – Kevin Milton