

Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Integration Joint Board Strategic Plan 2021-2031	Lead Officer Planning and Performance Coordinator
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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	Medium
Promote equality of opportunity between particular communities or groups	High

Foster good relations between particular communities or groups	High
Promote positive attitudes towards different communities or groups	High
Increase participation of particular communities or groups in public life	High
Improve the health and wellbeing of particular communities or groups	High
Promote the human rights of particular communities or groups	High
Tackle deprivation faced by particular communities or groups	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 Strategic Plan anticipates positive impacts are expected across all community groups and themes.	
Signed : 	
Director of Health and Social Care Partnership	
Date: 18.03.2021	Copy to equalities@south-ayrshire.gov.uk

Equality Impact Assessment including Fairer Scotland Duty

Section One: Proposal Details

Name of Proposal	Integration Joint Board Strategic Plan 2021-2031
Lead Officer (Name/Position)	Planning and Performance Coordinator
Proposal Development Team (Names/Positions)	Senior Manager Planning, Performance and Commissioning Research Officer Partnership Facilitator
Critical friend (s)	Learning Officer

What are the main aims of the proposal?	<p>The Public Bodies (Joint Working) (Scotland) Act, establishing integrated health and social care partnerships on a legal footing, came into effect on 2 April 2014 and this is the third Strategic Plan of the IJB.</p> <p>Our Plan aims to provide a ten-year vision for integrated health and social care services which sets out objectives for the HSCP and how it will use its resources to integrate services in pursuit of national and local outcomes.</p>
What are the intended outcomes of the proposal	<p>Ultimately, the vision of the Strategic Plan is 'Empowering our communities to start well, live well and age well.' The strategic objectives of the Plan are:</p> <ol style="list-style-type: none"> 1. We focus on prevention and tackling inequality 2. We nurture and are part of communities that care for each other 3. We work together to give you the right care in the right place 4. We help to build communities where people are safe 5. We are an ambitious and effective Partnership 6. We are transparent and listen to you 7. We make a positive impact beyond the services we deliver

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

<p>Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify)</p>	<p>The implementation of the Strategic Plan will impact on the whole population of South Ayrshire as health services are universally consumed on demand by the whole population. Older people, adults, children and families and people in the Justice System who use Social Work and/or Social Care Services will also be affected.</p>
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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
<p>Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p>	<p>The implementation of the Strategic Plan should positively impact people of all racial groups ensuring that health inequalities experienced by different racial groups are addressed. The new Plan will ensure the Partnership fosters a learning culture. For example, a pilot project has been carried out with CEMVO in the Partnership and learning needs to be taken from this. The Plan will also consider issues that impact on particular ethnic groups such as caring responsibilities and access to health care by gypsy travellers. For people who require the plan to be translated, this service will be available.</p> <p>The Partnership will ensure that ongoing community engagement is as representative as possible barring the current Covid restrictions. The Partnership will also ensure we consult with national and expert groups for them to offer their thoughts when required. This can be particularly helpful as some of these groups have fewer numbers or are hard to reach.</p>
<p>Sex: Issues specific to women or men</p>	<p>The implementation of the Strategic Plan will highlight the specific health inequalities relating to sex. Sex will also be considered when looking at workforce planning. The Plan is high level but must also consider issues predominantly specific to women and girls such as domestic abuse and sexual exploitation.</p>

<p>Disability: Issues relating to disabled people</p>	<p>The implementation of the Strategic Plan will focus on shifting the balance of care to the community and supporting individuals to have choice and control over their care. Community Led Support and supporting mental health and wellbeing is a key priority in the Strategic Plan. Development and implementation of a new Adult Learning Disability Strategy will be key in delivering the strategic objectives of the Plan.</p>
<p>Age: Issues relating to a particular age group e.g. older people or children and young people</p>	<p>The document takes cognisance of the ageing population in South Ayrshire and the increasing dependency ratio. The Plan also considers specific health, wellbeing and protection issues relating to children.</p>
<p>Religion or Belief: issues relating to a person's religion or belief (including non-belief)</p>	<p>The new Plan emphasises the need for meaningful engagement with communities. The Partnership will also engage with national and expert groups when required. This can be particularly helpful as some of these groups have fewer numbers or are hard to reach.</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual</p>	<p>The Strategic Plan is inclusive and ensures that there are positive impacts for people of all sexual orientations. The Partnership will consult with national and expert groups for them to offer their thoughts. LGBT Scotland raised awareness of the new Plan and encourage participation in the consultation.</p>
<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.</p>	<p>The Strategic Plan is inclusive and ensures that there are positive impacts for people who are married or in a civil partnership. Support for unpaid carers (which can often be partners) is a key priority in the new plan.</p>
<p>Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	<p>The Strategic Plan is inclusive and ensures that there are positive impacts relating to people who have proposed, started or completed a process to change his or her sex. The Plan highlights the importance of mental wellbeing support and this will be available to people of all protected characteristics. The Partnership will consult with national and expert groups when required. This can be particularly helpful as some of these groups have fewer numbers or are hard to reach.</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>The Strategic Plan will have positive impacts on pregnant women and in the period after the birth by improving and focusing on the services provided and through supporting families and early intervention through Health Visiting and the Family Nurse Partnership.</p>
<p>Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.</p>	<p>The Strategic Plan will have positive impacts on people with cross-cutting equality issues.</p>
<p>Equality and Diversity Themes Particularly Relevant to the Health and Social Care Partnership</p>	
<p>Health Issues and impacts affecting people's health</p>	<p>The vision of the Plan is to 'Empower communities to start well, live well and age well.' The main purpose of the final Strategic Plan is to improve the health and wellbeing of South Ayrshire's residents.</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 respect for private and family life, and the right to free elections.</p>	<p>The strategic plan will promote human rights. The Plan emphasises supporting people to have choice and control over their own care. A key priority of the Plan is the implementation of the United Nations Convention on the Rights of the Child (UNCRC). The Plan will also be assessed by a Children's Rights Impact Assessment.</p>
<p>Socio-Economic Disadvantage</p>	
<p>Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>There is a strong correlation between poverty and poor health outcomes. The locality profiles highlight the inequalities across locality areas in South Ayrshire and the requirement for services to consider the differences across locality areas. The HSCP works closely with community planning partners on financial inclusion and child poverty.</p>
<p>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</p>	<p>In addition to the above, financial inclusion and budgeting support is a key part of the support provided to families by HSCP services.</p>

<p>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</p>	<p>As above.</p>
<p>Area Deprivation Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>The Public Bodies (Joint Working) (Scotland) Act, 2014 introduced a requirement for locality planning in the provision of integrated functions and services which:</p> <ul style="list-style-type: none"> •takes account of the particular needs of service-users in different parts of the area in which the service is being provided; •takes account of the participation by service-users in the community in which service-users live; •is planned and led locally in a way which is engaged with the community (including in particular service-users, •those who look after service-users and those who are involved in the provision of health or social care); •best anticipates needs and prevents them arising; and •makes the best use of the available facilities, people and other resources. <p>South Ayrshire has 6 Locality Planning Groups and they provided feedback throughout the consultation process.</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>A Strategic Needs Assessment was carried out to provide background data to inform the Strategic Plan. Data is provided in terms of deprivation (SIMD). Locality Profiles have also been created to provide a locality level focus and attempt to make a positive impact on issues relating to inequality. Tackling poverty and inequality is a key priority of the Plan to improve health and wellbeing outcomes.</p>

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>Initial engagement exercise began in August 2020. A number of methods were used to engage with stakeholders to inform the development of the new Strategic Plan. These included:</p> <ul style="list-style-type: none"> • Online surveys - ‘What Matters to You?’ targeted at the public and communities, the third sector and providers and children and young people • Online workshops • Telephone conversations with targeted individuals (through VASA and South Ayrshire Carers Centre) • Sessions with SMT and DMT • Meetings with managers and staff in the HSCP, SAC and NHS • Sessions with HSCP staff teams • Staff survey on Vision, Values, Principles and Strategic Priorities <p>Formal consultation took place between 29/01/21 to 28/02/21. A number of methods were used including:</p> <ul style="list-style-type: none"> • Online survey • Focus groups • Online workshop with third sector organisations and providers • Presentations to Locality Planning Partnerships • Engagement with Alcohol and Drugs Partnership • Engagement with Community Planning Partnership <p>The feedback has been used to inform the final version of the Plan. A report will be produced detailing the consultation and engagement work.</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>A Strategic Needs Assessment was updated to inform the new Plan. Profiles on each Locality were also developed to allow comparisons at a locality level. Research into strategic considerations and the national and local policy context has also been carried out.</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>The Strategic Needs Assessment and Locality Profiles includes data from health, SIMD, population/demographics and also has comparison data for other areas. Research into strategic considerations and the national and local 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>Due to the current Covid-19 pandemic, the final Strategic Plan will have an operational focus on the Covid recovery. Issues or impacts may arise that we have not factored into the Plan.</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	Due to the current Covid-19 pandemic, the final Strategic Plan will have an operational focus on the Covid recovery. Issues or impacts may arise from this that we have not factored into the Plan.	Senior Manager, Planning and Performance	April 2022

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:

<p>When is the proposal intended to come into effect?</p>	<p>The final Plan will come into effect in April 2021, following its approval by the Integration Joint Board at its meeting on 24/03/2021.</p>
<p>When will the proposal be reviewed?</p>	<p>Due to the current Covid-19 pandemic, the final Strategic Plan will have an operational focus on the Covid recovery and have an 18-month bridging plan.</p>
<p>Which Scrutiny Panel will have oversight of the proposal?</p>	<p>An annual performance report as required by statute will be provided to the Integration Joint Board. Progress reports on the Strategic Plan Implementation Plan will be provided to the</p>

	Performance and Audit Committee every six months.
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Section 6: South Ayrshire Health and Social Care Partnership

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: South Ayrshire Health & Social Care Partnership Strategic Plan 2021

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 Partnership through its Strategic Plan will support the elimination of discrimination as it applies equally to people across all protected characteristics.

Advance equality of opportunity

The Integration Joint Board will actively promote equality of opportunity through its plans, policies and procedures and by ensuring staff are appropriately knowledgeable in this regard.

Foster good relations

The Partnership will foster good relations across all protected characteristics by working with its stakeholders on an ongoing basis, to meets its primary purpose of improving wellbeing for all its communities.

Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
None	

Signed:



Director of Health and Social Care

Date: 18.03.2021