

Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Adult Learning Disability Strategy 2022-2027	Lead Officer Planning and Performance Coordinator Service Manager – Learning Disability Services
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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 belief		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	Medium

particular communities or groups	
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

<p>Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)</p>	<p>YES <input checked="" type="checkbox"/> NO <input type="checkbox"/></p>
<p>Rationale for decision: The Adult Learning Disability Strategy will have high positive impacts on people with learning disabilities, their family and carers so a full Equality Impact Assessment is required.</p>	
<p>Signed: Danielle Rae</p>	
<p>Date: 16.05.2022</p>	<p>Copy to equalities@south-ayrshire.gov.uk</p>

Equality Impact Assessment including Fairer Scotland Duty

Section One: Proposal Details

Name of Proposal	Adult Learning Disability Strategy 2022-2027
Lead Officer(s) (Name/Position)	Planning and Performance Coordinator Service Manager – Learning Disability Services
Proposal Development Team (Names/Positions)	The Scottish Commission for People with Learning Disabilities (SCLD) Learning Disability Strategy Development Group
Critical friend (s)	Learning Disability Strategy Steering Group League of Champions

What are the main aims of the proposal?	<p>The HSCP committed to refreshing the current Adult Learning Disability Strategy 2017-2023 in the IJB Strategic Plan 2021-2031.</p> <p>Learning from the pandemic needs to be considered in the refreshed strategy.</p> <p>The strategy aims to provide a 5-year vision for learning disability services, other important service areas and the third sector. The Strategy sets out priority areas and actions detailing how our objectives will be achieved.</p>
What are the intended outcomes of the proposal?	The strategy seeks to improve the lives of people with learning disabilities and their carers in the four following areas: Health and Wellbeing, Choice and Control, Living Independently and Active Citizenship

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

Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify	The implementation of the Adult Learning Disability Strategy will impact on people with learning disabilities, their family and carers primarily. There will also be positive impacts for the whole population of South Ayrshire particularly around ensuring our communications are accessible.
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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	The implementation of the Adult Learning Disability Strategy should positively impact people of all racial groups ensuring that health inequalities experienced by different racial groups are addressed. For people who require the strategy to be translated, this service will be available.
Sex: Issues specific to women or men	The implementation of the Adult Learning Disability Strategy will support both men and women to reach their full potential. There are slightly more men known to the HSCP Learning Disability Service than females.
Disability: Issues relating to disabled people	The implementation of the Adult Learning Disability Strategy have positive impacts specifically on people with a learning disability. The strategy also has a focus on mental health and wellbeing and recovering from the impacts of covid.
Age: Issues relating to a particular age group e.g. older people or children and young people	The Adult Learning Disability Strategy will take cognisance of the ageing population in South Ayrshire and the increasing dependency ratio. Consideration will be given to the needs of older people with learning disabilities and transitions from child to adult services. The strategy will also consider the needs of ageing parents and carers of people with a learning disability.
Religion or Belief: issues relating to a person's religion or belief (including non-belief)	The new Strategy will emphasise the need for meaningful engagement with communities. Support services will need to consider the issues relating to a person's religion or belief.
Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	The Strategy is inclusive and ensures that there are positive impacts for people of all sexual orientations. Specific considerations will be required for people with a learning disability who would like support in relation to

	their sexual orientation in terms of inclusiveness and accessibility.
Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.	Employing organisations will not be discriminatory if you are married or in a civil partnership.
Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.	The Adult Learning Disability Strategy 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 Strategy will highlight 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.
Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	The Adult Learning Disability Strategy 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.
Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.	The strategy will have positive impacts on people with cross-cutting equality issues.
Equality and Diversity Themes Particularly Relevant to the Health and Social Care Partnership	
Health Issues and impacts affecting people's health	A priority area of the strategy is health and wellbeing with key actions such as developing a covid recovery plan, supporting older people with learning disabilities, focusing on mental health and wellbeing and improving the use of anticipatory care plan and health passports.

<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 Strategy will ensure people with learning disabilities are empowered to recognise and realise their human rights, under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).</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 and wellbeing outcomes.</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 part of the support provided (if appropriate) to people with learning disabilities and there is an action to improve this in the strategy.</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 Learning Disability Service and partners will consider access to services in rural areas as part of the implementation of the strategy.</p>

Section Three: Evidence Used in Developing the Proposal

<p>Involvement and Consultation</p> <p>In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation?</p> <p>Who did you involve, when and how?</p>	<p>Initial engagement exercise began in August 2021. A number of methods were used to engage with stakeholders to inform the development of the new Strategy.</p> <p>These included:</p> <ul style="list-style-type: none"> • Paper surveys (with freepost return envelopes) • Online survey • Focus groups for people with learning disabilities, family and carers facilitated by SCLD and HSCP staff. The focus groups covered the themes of education, employment, housing, transitions and complex needs. There were also focus groups based in local areas i.e., Ayr, Maybole, Girvan and Troon. • Online conversations with targeted individuals carried out by SCLD • Monthly Steering Group meetings • Monthly Champions Board meetings • Integration Joint Board Members Briefing • Regular updates to the Strategic Planning Advisory Group <p>Formal consultation took place between March and April 2022. 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 Community Planning Partnership • IJB Briefing with Elected Members <p>The feedback was used to inform the final version of the Plan. A report has been produced detailing the consultation and engagement work.</p>
<p>Data and Research</p> <p>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>Research into strategic considerations and the local policy context has also been carried out (see Appendix 1 of the strategy).</p> <p>Data has been taken from the social work system, Carefirst, to consider the profile of our local population with learning disabilities.</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 strategy has considered the published resources by the SCLD on several topics including employability, parenting, relationships, housing, asset-based approaches, health and social care and advocacy.</p> <p>The Scottish Government Equality Evidence Finder provided useful data in relation to cross-cutting equality issues.</p> <p>Research into strategic considerations and the 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	N/A		

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 Strategy will come into effect in May 2022, following its approval by the Integration Joint Board at its meeting on 25 May 2022.</p>
<p>When will the proposal be reviewed?</p>	<p>The strategy will be reviewed at its mid-point.</p>
<p>Which Scrutiny Panel will have oversight of the proposal?</p>	<p>Progress reports on the Adult Learning Disability Strategy will be provided to the HSCP Performance and Audit Committee every six months.</p>

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 the Adult learning Disability Strategy will support the elimination of discrimination as it applies equally to people across all protected characteristics.

Advance equality of opportunity

The Learning Disability Strategy will actively promote equality of opportunity to ensure people with a learning disability have opportunities to fulfil their potential and achieve positive outcomes.

Foster good relations

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

Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
None	

Signed: Danielle Rae

Date: 16.05.2022