

# Equality Impact Assessment Document (EQIA)

Please complete electronically and answer all questions unless instructed otherwise.

## Section A

**Q1: Name of EQIA being completed i.e. name of policy, function etc.**

Clackmannanshire & Stirling Health and Social Care Partnership draft Strategic Plan & Strategic Needs Assessment

**Q1 a; Function**  **Guidance**  **Policy**  **Project**  **Protocol**  **Service**  **Other, please detail**

**Q2: What is the scope of this SIA**

Service Specific  Discipline Specific  Other (Please Detail)

Clackmannanshire & Stirling Health and Social Care Partnership  
Adult & older adult services.

**Q3: Is this a new development? (see Q1)**

Yes  No

**Q4: If no to Q3 what is it replacing?**

**Q5: Team responsible for carrying out the Standard Impact Assessment? (please list)**

Lesley Fulford, Programme Manager, Clackmannanshire & Stirling Health and Social Care Partnership  
Robert Stevenson, Senior Planning Manger, NHS Forth Valley  
Chris Sutton, Service Manager, Strategy, Clackmannanshire & Stirling Councils  
Janette Fraser, Head of Planning, NHS Forth Valley  
David Niven, Planning & Commissioning Officer, Clackmannanshire & Stirling Councils  
Oliver Harding, Public Health Consultant, NHS Forth Valley

**Q6: Main person completing EQIA's contact details**

Name:

Telephone Number:

Department:

Email:

**Q7: Describe the main aims, objective and intended outcomes**

The scope of the health and social care partnership is adults and older adults. The strategic plan is a three year plan.

The main aim of the draft Strategic Plan is to enable people in the Clackmannanshire and Stirling Health & Social Care Partnership area to live full and positive lives within supportive communities. The intended outcomes are:

- Self-Management - Individuals, their unpaid carers and families are enabled to manage their own health, care and wellbeing;

- Community Focused Supports – Supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community;
- Safety - Health and social care support systems help to keep people safe and live well for longer;
- Decision Making - Individuals, their carers and families are involved in and are supported to manage decisions about their care and wellbeing;
- Experience – Individuals will have a fair and positive experience of health and social care

Our Priorities:

- Further develop systems to enable front line staff to access and share information across professions and organisations. This will enable people receiving services, named care coordinators, and other relevant staff to minimise the time spent duplicating assessment and maximise opportunities to create 'seamless' personal outcomes focused care.
- Support more co-location of staff from across professions and organisations to enable working in an integrated way where this facilitates the best quality of care, support, and enablement/independence to be achieved.
- Develop single care pathways which recognise that there are many more conditions than services available. While one size doesn't fit all there are benefits to be had from providing consistent and predictable processes.
- Further develop anticipatory and planned care services for people with multiple long term conditions. This will include people with dementia and will be tailored to meet people's preferred personal outcomes and maximises their ability to be actively involved in managing their own conditions.
- Provide more single points of entry to services where named care coordinators help people receive more holistic services. Internal links will be made to any other services and supports needed rather than service users approaching each service anew.
- Deliver the Stirling Care Village to realise many of the expected benefits of greater levels of Health & Social Care Integration. This will include improved personal outcomes and reduced numbers of assessments by demonstrating many of the innovations noted above.
- Develop seven-day access to appropriate services to maximise quality of care; the potential for rehabilitation and recovery; and flow through acute and community services.
- Take further steps to reduce the number of unplanned admissions to hospital and acute services by supporting more prevention, early intervention (including Technology Enabled Care), and community based services. This includes medical and social forms of prevention that could impact on future health such as providing information about local groups and activities that can help people stay socially connected and physically active along with more 'Keep Well' style health screening and support.

**Q8:**

**(i) Who is intended to benefit from the function/service development/other (Q1) – is it staff, service users or both?**

Staff  Service Users  Other  Please identify \_\_\_ Providers, third sector, independent sector

**(ii) Have they been involved in the development of the function/service development/other?**

Yes  No

**(iii) If yes, who was involved and how were they involved? If no, is there a reason for this action?**

Comments:

All prescribed stakeholder representatives (as set out in the Public Bodies (Joint Working)(Scotland) Act (2014)) have been involved in the development of the draft Strategic Needs Assessment and draft Strategic Plan through membership of the Strategic Planning Group and Integration Joint Board.

Please see draft consultation and engagement report for the specific detail of engagement work completed

over 2014 and 2015 which informed the drafting of the draft Strategic Needs Assessment and draft Strategic Plan and the consultation work undertaken on the draft Strategic Plan in late 2015 which lead to the current revised version. Both the engagement work and consultation involved all prescribed stakeholders.

(iv) Please include any evidence or relevant information that has influenced the decisions contained in this SIA; (this could include demographic profiles; audits; research; published evidence; health needs assessment; work based on national guidance or legislative requirements etc)

Comments:

Please see the draft Strategic Needs Assessment for details of the population, including: age, gender, ethnic origin, religion, sexual orientation, population projections, physical disability, learning disability, mental health and wellbeing.

Please also see the draft consultation and engagement report and staff engagement report which has influenced the development of the draft Strategic Plan.

Please also see the Public Bodies (Joint Working)(Scotland) Act (2014) and supporting orders which sets out the legislative requirements for the partnership in relation to the Strategic Plan.

**Q9: When looking at the impact on the equality groups, you must consider the following points in accordance with General Duty of the Equality Act 2010 see below:**

In summary, those subject to the Equality Duty must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Has your assessment been able to demonstrate the following: Positive Impact, Negative / Adverse Impact or Neutral Impact?

What impact has your review had on the following 'protected characteristics':	Positive	Adverse/ Negative	Neutral	Comments Provide any evidence that supports your conclusion/answer for evaluating the impact as being positive, negative or neutral (do not leave this area blank)
Age	x			<p>The Strategic Needs Assessment highlights the aging population across Clackmannanshire and Stirling with the proportion of over 75's being expected to double by 2037 and the increasing numbers who will experience multiple co morbidities.</p> <p>It is anticipated that the Strategic Plan will have a positive impact on ageing and older people as parts of the plan have been specifically designed, in consultation with local people, with the specific needs of this group in mind.</p> <p>Further development of anticipatory and planned care services will ensure people are enabled to live full and</p>

				<p>positive lives in supportive communities.</p> <p>Providing more single points of entry will help ensure services are wrapped around people.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>
<b>Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment)</b>	x			<p>The Strategic Plan &amp; Strategic Needs Assessment highlights the number of people with care support needs and health conditions in the community:</p> <p>With a focus on early intervention, prevention and better choice and control the integrated care plan is expected to have a positive impact on disabled people.</p> <p>The plan takes a more holistic approach to the needs of disabled people and is moving to an approach more in line with the social model of disability that promotes independence and autonomy and places the service user at the centre of their care/ support.</p> <p>The recognition of the role of carers, many of which may become unwell themselves, should result in more support for both service user and unpaid carers and a better environment for both groups.</p>
<b>Gender Reassignment</b>			x	We are anticipating a neutral impact.
<b>Marriage and Civil partnership</b>			x	We are anticipating a neutral impact.
<b>Pregnancy and Maternity</b>			x	We are anticipating a neutral impact.
<b>Race/Ethnicity</b>	x			<p>The detail of the population can be found in the Strategic Needs Assessment.</p> <p>Further development of anticipatory and planned care services will ensure people are enabled to live full and positive lives in supportive communities.</p>

				<p>Providing more single points of entry will help ensure services are wrapped around people.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>
<b>Religion/Faith</b>			x	<p>The detail of the population can be found in the Strategic Needs Assessment.</p> <p>Further development of anticipatory and planned care services will ensure people are enabled to live full and positive lives in supportive communities.</p> <p>Providing more single points of entry will help ensure services are wrapped around people.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>
<b>Sex/Gender</b>	x			<p>The Strategic Needs Assessment highlights 69096 males and 73674 females. It further highlights the inequality in life expectancy between males and females. We anticipate the strategic plan will have a positive impact.</p> <p>Further development of anticipatory and planned care services will ensure people are enabled to live full and positive lives in supportive communities.</p> <p>Providing more single points of entry will help ensure services are wrapped around people.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>

<b>Sexual orientation</b>			x	<p>The Strategic Plan &amp; Strategic Needs Assessment could not accurately report sexual orientation at national or local level and believe it is likely numbers are underrepresented.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>
<b>Staff (This could include details of staff training completed or required in relation to service delivery)</b>	x			<p>The Strategic Plan &amp; Strategic Needs Assessment highlights there are approximately 3055 staff who will be affected by the health and social care partnership strategic plan:</p> <ul style="list-style-type: none"> <li>• Clackmannanshire Council 255</li> <li>• Stirling Council 316</li> <li>• NHS Forth Valley 2484</li> </ul> <p>The partnership has developed training and organisational development plans to support staff.</p> <p>Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services in order to respond to these changing demographics.</p>

<b>Cross cutting issues: Included are some areas for consideration. Please delete or add fields as appropriate. Further areas to consider in Appendix B</b>				
Unpaid Carers	x			Unpaid carers are represented on the Strategic Planning Group and Integration Joint Board and have been part of the development of the strategic needs assessment and strategic plan.
Homeless	x			Housing contribution statements have been developed and are currently out to consultation to be finalised.
Language/ Social Origins			x	Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services.
Literacy			x	Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership

				will design services.
Low income/poverty	x			Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services.
Mental Health Problems	x			See disability section above
Rural Areas	x			Throughout the consultation process the different experience of care was evident. A rural strategy will require to be developed to ensure services respond to rural needs in a way that wraps services around people and enables people to live full and positive lives in supportive communities.
Armed Services Veterans, Reservists and former Members of the Reserve Forces			x	Councils and Health Board have established policies in place.
Third Sector	x			Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services.
Independent Sector	x			Locality plans will take account of communities within localities and the more detailed Locality Plans will provide further detail as to how the partnership will design services.

**Q10: If actions are required to address changes, please attach your action plan to this document.  
Action plan attached?**

Yes

No

**Q11: Is a detailed EQIA required?**

Yes

No

Please state your reason for choices made in Question 11.

The Strategic Needs Assessment at a Local Authority level will help inform the more detailed iteration of plans which will set out more detail of how we will achieve the vision and ambitious outcomes for the partnership.

N.B. If the screening process has shown potential for a high negative impact you will be required to complete a detailed impact assessment.

**Date EQIA Completed**

DD / MM / YYYY

**Date of next EQIA Review**

DD / MM / YYYY

**Signature**

Print Name

**Department or Service**

Please keep a completed copy of this template for your own records and attach to any appropriate tools as a record of SIA or EQIA completed. Send copy to [leigh.faagn@nhs.net](mailto:leigh.faagn@nhs.net)

**B: Standard/Detailed Impact Assessment Action Plan**

Name of document being EQIA'd:

Date	Issue	Action Required	Lead (Name, title, and contact details)	Timescale	Resource Implications	Comments
12/01/2016	Locality Plans	Locality plans will be developed over 2016.		March 2017		

Further Notes:

Signed:

Date: