

South Ayrshire Council Equality Impact Assessment Scoping

1. Proposal details

Commissioning Plan for Care at Home Services: Equality Impact Assessment	Billy McClean, Head of Community Health and Care Services
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2. Which communities, groups of people, employees or thematic groups do you think shall 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 shall support the IJB & Council 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 – Low
Promote equality of opportunity between particular communities or groups	Positive – Medium
Foster good relations between particular communities or groups	Positive - Low
Promote positive attitudes towards different communities or groups	Positive - Low
Increase participation of particular communities or groups in public life	Positive - Low
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 – Low

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 Commissioning Plan for Care at Home Services shall deliver high and medium impacts in terms of a number of the above equality themes.	
	
Signed : Billy McClean, Head of Community Health and Care Services	
Date: 20/8/21	Copy to equalities@south-ayrshire.gov.uk

**SOUTH AYRSHIRE COUNCIL
EQUALITY IMPACT ASSESSMENT**

Section One: Proposal Details*

Name of Proposal	Commissioning Plan for Care at Home Services 2022-26: Equality Impact Assessment
Lead Officer (Name/Position)	Billy McClean, Head of Community Health and Care Services
Proposal Development Team (Names/Positions)	Care at Home Commissioning Working Group
Critical friend (s)	Billy Fisher – Learning Officer

What are the main aims of the proposal?	<p>To provide care at home services for the following groups:</p> <ul style="list-style-type: none"> • Adults/older people with complex care needs • Adults/older people with physical disability • Adults/older people with dementia • Adults/older people who are frail and/or vulnerable • Adults/older people with addiction issues • Children and Young People with complex care needs • Individuals with sensory impairment
What are the intended outcomes of the proposal	<ul style="list-style-type: none"> • Individuals are able to live well at home for longer • More Individuals live safely at home for longer • Individuals' particular preferences are more likely to be accommodated • Service Providers strive to offer a consistent care service

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

<p>Shall the proposal impact upon the whole population of South Ayrshire <i>or</i> particular groups within the population (please specify)</p>	<p>The Commissioning Plan for Care at Home Services shall impact on the following groups:</p> <ul style="list-style-type: none"> • Adults/older people with complex care needs • Adults/older people with physical disability • Adults/older people with dementia • Adults/older people who are frail and/or vulnerable • Adults/older people with addiction issues • Children and Young People with complex care needs • Individuals with sensory impairment
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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 Commissioning Plan for Care at Home Services shall apply equally to Individuals of all racial groups and where information is required to be translated or provided in alternative formats it shall be provided upon request.</p>
<p>Sex: Issues specific to women or men</p>	<p>It is expected that the provisions of the Commissioning Plan for Care at Home Services shall lead to the provision of more efficient and effective services for both men, women and children through an improved utilisation of resources.</p>
<p>Disability: Issues relating to disabled people</p>	<p>Individuals with disabilities or long-term conditions shall be supported to live, as far as reasonably practicable, 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>In relation to older people, South Ayrshire Health and Social Care Partnership shall seek to use its integrated resources to make it possible for older people to live at home within their communities and to provide appropriate care in these settings rather than within a hospital or other institutional setting.</p>
<p>Religion or Belief: issues relating to a person's religion or belief (including non-belief)</p>	<p>The Commissioning Plan for Care at Home Services is fully inclusive to all eg religions and beliefs (including non-belief).</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual</p>	<p>The Commissioning Plan for Care at Home Services is 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>The Commissioning Plan for Care at Home Services is fully inclusive to all irrespective of a person'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>The Commissioning Plan for Care at Home Services is 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>It is expected that the provisions of the Commissioning Plan for Care at Home Services shall have minimal impact on this group.</p>
<p>Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics.</p>	<p>It is expected that the implementation of the Commissioning Plan for Care at Home Services shall have no negative issues in terms of all the above protected characteristics and in terms of a number of characteristics it is anticipated to have a positive impact leading to positive outcomes.</p>

Equality and Diversity Themes Particularly Relevant to IJB & South Ayrshire Council	
<p>Health Issues and impacts affecting people's health</p>	<p>It is expected that the provisions of the Commissioning Plan for Care at Home Services shall have a positive impact on Individuals health.</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 right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act and of the Commissioning Plan for Care at Home Services. It shall be a contractual requirement of commissioned Service Providers.</p>
<p>Rurality Impacts relating to living and working in a rural community</p>	<p>An equal level of service shall be provided in rural areas. A rurality enhancement shall be paid to Service Providers to cover the additional costs of working in rural locations.</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>A critical need for Care at Home Services shall be provided to all through the free personal care provisions.</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>There is on-going consultation with Individuals through local and national surveys. Service Providers are engaged and consulted on an on-going basis through Service Providers Forums.</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>Research has been carried out through the Integration Joint Board (IJB) Strategic Needs Assessment process into the likely demand for care at home provision in the period to 2030.</p> <p>Information Services Division Scotland (ISD) has carried out an analysis of the records held by South Ayrshire Council to ensure that the records form an accurate basis for the recommissioning exercise.</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>Information on numbers of Individuals being supported has been provided by Service Providers.</p> <p>Information from NHS Ayrshire and Arran partly informs the demand for care at home services.</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>Not in relation to the protected characteristics or to the equality and diversity issues that is relevant to South Ayrshire Health and Social Care Partnership.</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	None to all.		
2			
3			
4			
5			

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?	April 2022
When shall the proposal be reviewed?	The Commissioning Plan for Care at Home Services shall be reviewed after two years and shall be renewed at the end of four years.
Which Scrutiny Panel shall have oversight of the proposal?	Integration Joint Board (IJB)

Section 6

South Ayrshire Council

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: Commissioning Plan for Care at Home Services 2022 - 2026

This proposal shall 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>South Ayrshire Health and Social Care Partnership through the Commissioning Plan for Care at Home Services shall support the elimination of discrimination as it applies equally to Individuals across all protected characteristics.</p>
<p>Advance equality of opportunity</p> <p>The Integration Joint Board (IJB) shall actively promote equality through its plans, policies and procedures and by ensuring that South Ayrshire Health and Social Care staff are appropriately trained and knowledgeable in this regard.</p>
<p>Foster good relations</p> <p>South Ayrshire Health and Social Care Partnership shall 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.</p>

Summary of Action Plan to Mitigate Negative Impacts	
Actions	Timescale
None to all.	



Signed:

Billy McClean, Head of Community Health and Care Services

Date: 20/8/21