

# Scottish Borders Council

## Stage 3 Equality Impact Assessment - Sign Off

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1.	<b>Title of Proposal:</b>	Scottish Borders Health and Social Care partnership Strategic Plan 2016-2018
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*(Please enter the title or reference for your proposal)*

3.2.	<b>Service Area:</b> <b>Department:</b>	Multiple – this is a pan-partnership Strategic Plan incorporating all Service and Strategic Areas that come under Health and Social Care Integration
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*(Please enter the department/service area submitting the proposal)*

3.3.	<b>Description:</b>	<p>Development of the first, three-year, Strategic Plan for the newly formed Scottish Borders Health and Social Care partnership. The Strategic Plan is a high-level document that sets out (amongst other things) why the delivery of Health and Social Care services need to change, our Local Objectives, and how work against the objectives will help to meet the nine National Health and Wellbeing Outcomes.</p> <p>The Plan also sets out what we will do when working together to deliver more personalised care, making best use of advancing technology to achieve “Best Health, Best Care, Best Value”.</p> <p>There are a number of supporting documents that will be published at the same time as the plan, and these are covered by this Equality Impact Assessment. These are:</p> <ul style="list-style-type: none"><li>• Code of Corporate Governance – sets out the basis of governance including the Scheme of Integration and the approach to risk management</li><li>• Easy read version of the Strategic Plan</li><li>• Engagement Report – outlines the consultation and engagement activities that have taken place throughout the development of the Strategic Plan</li><li>• Facts and Statistics – sets out a number of data elements that have been fed into the process of development of the Strategic Plan and which have previously been published</li><li>• Housing Contribution Statement – sets out how work by the Council’s own housing department, as well as local</li></ul>
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	<p>housing associations, will contribute to the delivery of the Strategic Plan</p> <ul style="list-style-type: none"> <li>• Strategic Needs Assessment – sets out the findings of research into the demographics of the people of the Borders and which was also referred to in determining the Strategic Plan</li> <li>• Workforce planning framework – sets out how NHS Borders and Scottish Borders Council currently develop workforce/people plans and sets out the plans for developing these forward</li> </ul> <p>The Financial Statement will also be published with the Strategic Plan along with a separate EIA.</p>
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*(Please enter a full description of your proposal including its aims and objectives)*

3.4	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description, Mitigation and Recommendations</b>
		<b>No Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<i>Please enter your reasoning for your assessment based on the evidence you have gathered.</i>
	<p><b>All protected characteristics including: Age, Disability, Gender, Race, Religion or belief, Sexual Orientation, Carers and Employees</b></p> <p><b>Additional themes relevant to this Strategy:</b></p> <p>Engagement, Health, Human Rights, Poverty and Rurality.</p>		X		<p>The implementation of the Strategic Plan will impact on the whole population of Scottish Borders in that health services are universally consumed on demand by the whole population.</p> <p>It is envisaged that the adoption and the implementation of the Strategic Plan will bring many positive aspects for all of the communities of the Scottish Borders indeed this is the very essence of the Strategy. Many service areas are already set up in support of specific strategies (such as those in relation to Learning Disabilities, Mental Health, Physical Disability and Carers).</p> <p>The adoption of a Scottish Borders approach to locality planning by the Integration Joint Board as set out in its Strategic Plan will potentially have a positive impact on health and social care issues and on wider economic and social issues in rural areas.</p> <p>The right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act.</p> <p>A workforce plan is being delivered which will set out the ways in which teams will work together across the Partnership primarily focused on the integrated management of staff in Health and Social Care across NHS Borders and Scottish Borders Council.</p>

					<p>The actions relating to housing, as outlined in our Housing Contribution Statement, have the potential to produce significant benefits in the health and wellbeing of individuals and the wider community.</p> <p>Consultation has told us that the strategic plan would appear to have a positive impact on all service users. The consultation specifically led to the addition of an objective which will deliver a positive impact on carers.</p> <p>However, as the Strategic Plan is a high level document there is a need for the partnership to ensure that all services that come under its legal remit are developed with explicit consideration of all the protected characteristics and themes relevant to this Strategy. Practices and processes need to be introduced whereby the considerations identified in Stage 1 of this EIA are investigated, resolved and maintained that ensure that there are no associated risks that could unintentionally discriminate against those who associate with the protected characteristic. Ultimately this workload is outwith of the remit of this Strategic Plan.</p> <p><b>Recommendation</b> It is recommended that this workload should be undertaken directly in partnership with all relevant service providers whereby provision is monitored, evaluated and reviewed on a regular basis and adjusted accordingly.</p>
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3.5	<b>Relevance to the Equality Duty in Summary:</b>	
	<b>What impact will your proposal have on the following :</b>	
	<i>(After considering all the available evidence what impact do you believe the implementation of this proposal will have in relation the Equality Duty?)</i>	
	<b>Equality Duty</b>	<b>Reasoning:</b>
<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Will proposal discriminate? Or help eliminate discrimination?)</b>	The Partnership through its Strategic Plan will support the elimination of discrimination as it applies equally to people across all protected characteristics. Some services are already set up in support of specific strategies (such as those in relation to Learning Disabilities, Mental	

		Health, Physical Disability and Carers). Moving forward the partnership will need to ensure that all services that come under its legal remit are developed with explicit consideration of all protected characteristics.
	<b>Promotion of equality of opportunity?</b> <i>(Will your proposal help or hinder the Council with this)</i>	The development of the Strategic Plan and turning it into action could help the Partnership to identify and promote equality of opportunity. In addition the Integration Joint Board will actively promote equality of through its plans, policies and procedures and by ensuring that its staff are appropriately trained and knowledgeable in this regard.
	<b>Foster good relations?</b> <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	There is an ongoing Programme of work to engage with our current and potential service users through a variety of events and tremendous opportunity to maintain and improve upon existing relationships and positively build new ones. The ultimate aim is to improve the wellbeing for all of our Scottish Borders Communities.

3.6	<b>Recommendations &amp; Mitigation</b>		
	Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
	<b>Characteristic</b>	<b>Mitigation/Recommendation</b>	
		<b>Approved Yes/No</b>	
	<b>All protected characteristics and themes relevant to this strategy</b>	<p>The partnership will need to ensure that all services that come under its legal remit are developed with explicit consideration of all the protected characteristics and themes relevant to this Strategy. Practices and processes need to be introduced whereby the considerations identified in Stage 1 of this EIA are investigated, resolved and maintained that ensure that there are no associated risks that could unintentionally discriminate against those who associate with the protected characteristic</p> <p><b>Recommendation</b> It is recommended that this workload should be undertaken directly in partnership with all relevant service providers whereby provision is monitored, evaluated and reviewed on a regular basis and adjusted</p>	<b>Eric Baijal Susan Manion</b>

		accordingly.	
	<b>Review and publication of Annual Performance Report</b>	<p>Operating as a separate legal entity the Integration Joint Board will operate independently from the Council and the Health Board. To ensure services remain fit for purpose and in line with legislative requirements the Integration Joint Board should produce an annual performance report.</p> <p><b>Recommendation</b> That the Strategy is reviewed 12 months from the date of publication and as per statute the subsequent annual performance report is published.</p>	<b>Eric Baijal Susan Manion</b>

<b>EIA Stage 3 Signed Off By</b>		
<b>Name</b>	<b>Role</b>	<b>Date</b>
Eric Baijal	Director of Strategy (Integration)	8 <sup>th</sup> April 2016
<b>Name</b>	<b>Role</b>	
Susan Manion	Chief Officer Health & Social Care Integration	8 <sup>th</sup> April 2016

<b>Equality Impact Assessment Completed By:</b>		
<b>Name</b>	<b>Role</b>	<b>Organisation</b>
Sandra Campbell	Programme Manager for Health and Social Care Integration Manager	Scottish Borders Council
Joanne Craik	Planning and Performance Officer	NHS Borders
Simone Doyle	Equality and Diversity Officer	Scottish Borders Council
Stephanie Errington	Head of Planning and Performance	NHS Borders
Julie Kidd	Principal Information Analyst	NHS National Services Scotland
Clare Malster	Strategic Community Engagement Officer	Scottish Borders Council

Carin Pettersson	Communications & Engagement Officer for Integration	Scottish Borders Council
<b>On the following dates:-</b>		
Initial meeting and start of work:	25 <sup>th</sup> November 2015	
Interim meetings on the following dates:	8 <sup>th</sup> December 2015, 1 <sup>st</sup> 4 <sup>th</sup> 10 <sup>th</sup> 18 <sup>th</sup> February 2016, 1 <sup>st</sup> 9 <sup>th</sup> March 2016, 6 <sup>th</sup> April 2016.	
Finalised on:	6 <sup>th</sup> April 2016	

**Next Steps:**

	Date
Proposals Approved for Implementation:	
EIA Published:	
Date for Review of Findings:	

**If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.**

For your records, please keep a copy of this Equality Impact Assessment form.