

EQUALITY IMPACT: SCREENING AND ASSESSMENT FORM

This form is to be used in conjunction with the Equality Impact Assessment Guidelines. Please refer to these before starting; if you require further guidance contact community.planning@west-dunbarton.gov.uk

Section 1: Policy/Function/Decision (PFD) Details	
A PFD is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for.	
Name of PFD:	West Dunbartonshire Health and Social Care Partnership Strategic Plan 2016-19
Lead Department & other departments/ partners involved:	West Dunbartonshire Health and Social Care Partnership
Responsible Officer	Soumen Sengupta - Head of Planning, Strategy and Health Improvement
Impact Assessment Team	Chief Officer WDHSCP; Head of Children Services and Criminal Justice & Chief Social Work Officer WDHSCP; Head of Mental Health, Learning Disability and Addictions WDHSCP; Head of Community Health and Care WDHSCP; Planning and Improvement Manager WDHSCP
Is this a new or existing PFD?	New- annual update of plan
Start date of EIA:	1 st July 2016 End date of EIA: 17th August 2019
Who are the main target groups/ Who will be affected by the PFD ?	This high-level and medium-term strategic plan sets out the West Dunbartonshire Health & Social Care Partnership Board's commissioning priorities for 2016-2019 – with a clear commitment to the delivery of effective clinical and care governance and Best Value.oss the West Dunbartonshire Community.
Is the PFD Relevant to the General duty to eliminate discrimination, promote equal opportunities or foster good relations? Please enter brief detail	Yes – in addition to stating the Partnership Board's commitment to the general duties, the Strategic Plan also reinforces the commitment to the specific duties as detailed within the Partnership Board's Equalities Mainstreaming Report.
Yes:	If yes, complete all sections, 2-8
No:	If no, complete only sections 1 and 8
	If don't know, complete sections 2 & 3 to help assess relevance

Section 2: Evidence

Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.

Available evidence:

Consultation/ Involvement with community, including individuals or groups or staff as relevant	Engagement through May to August 2016. Children's and Families Delivery and Improvement Group. Older People's Integrated Care Fund Group. Community Planning Partners and other HSCP stakeholders. WDCVS; Carers of West Dunbartonshire; and Scottish Care.
Research and relevant information	Service Implementation Plans; Census data (2011); National Records of Scotland data; West Dunbartonshire Social and Economic Profile; Social Care Services Scotland (2015) resource; NHSGGC Equalities in Health resources; WDHSCP service monitoring and performance management data; West Dunbartonshire Community Planning Partnership resources, including Citizen's Panel reports; Scottish Government's Equality Evidence resources; and EHRC resources. HSCP Equalities Mainstreaming Report 2015/16
Officer knowledge	Officers undertaken both NHS Greater Glasgow and Clyde Equalities training and West Dunbartonshire Equalities training through each organisations' equality support service
Equality Monitoring information – including service and employee monitoring	Employee monitoring is undertaken as part of broader equalities review processes
Feedback from service users, partner or other organisation as relevant	
Other	
Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	Updated Social and Economic Profile due for publication in October 2016
Measure to address these	Will review upon publication; and incorporate if and as appropriate when update Equalities Mainstreaming Report and/or factor into annual review of Strategic Plan.
<i>Note: Link to Section 6 below Action Plan to address any gaps in evidence</i>	

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

Details of consultations	Dates	Findings	Characteristics
Both on-going engagement and formal consultation has been undertaken in support of the development of the Strategic Plan. This has included engagement with the local Integrated Care Fund Group; and Children and Young People's Delivery and Implementation Group; Community Planning Partners; Carers of West Dunbartonshire; Scottish Care; and WD CVS. The Strategic Plan has also been informed by the consultation and engagement undertaken during the preparation of the Partnership Board's Equalities Mainstreaming Report.	Through May to August 2016.		Race
		Men and women access health and social care services differently with women tending to have more caring responsibilities. The Strategic Plan identifies positive action in respect of carers.	Sex
			Gender Reassignment
		The Strategic Plan identifies positive action in respect of individuals with disabilities and their carers.	Disability
		The Strategic Plan identifies positive action in respect of children and older people.	Age
			Religion/ Belief
			Sexual Orientation
			Civil Partnership/ Marriage
			Pregnancy/ Maternity
			Cross cutting

Note: Link to Section 6 below Action Plan

Section 4: Analysis of positive and Negative Impact			
Protected Characteristic	Positive Impact	Negative Impact	No impact
General	The Strategic Plan emphasis the commitment to continuing to integrate – i.e. mainstream – obligations in respect of the equality duties into the approach to strategic planning and performance management; and into the day-to-day operational activities of WDHSCP. The intent of the Equality Act to protect groups from discrimination, harassment or victimisation readily fits with the over-arching priorities and commitments set out within this Strategic Plan to the delivery of quality person centred supports and services. This reflects local recognition of the fact that the requirements of the Equality Act dovetail with – and so should sensibly be addressed through - the national Integration Planning Principles, and the need to take account of the particular needs, characteristics and circumstances of different service users.		
Race	Though the percentage of the WD population who are from an minority ethnic population is small, the HSCP is committed to working in an qualities-sensitive manner. This includes the work with Community Planning Partners to support the settlement of refugees from Syria in the local area. A related equality outcome measure committed to within Equalities Mainstreaming Report.	The Strategic Plan is unlikely to have a negative impact in respect of race.	
Sex	The Strategic Plan is likely to have a positive impact due to its emphasis on supporting carers; and public protection (which includes action in relation to gender-based violence).	The Strategic Plan is unlikely to have a negative impact in respect of gender.	
Gender Re-assignment		The Strategic Plan is unlikely to have a negative impact in respect of gender re-assignment.	Likely to have no specific impact.

Disability	The Strategic Plan is likely to have a positive impact on people with a disability through improved co-ordination of services.	The Strategic Plan is unlikely to have a negative impact in respect of disability.	
Age	The Strategic Plan is likely to have a positive impact with respect to age, including action to support reduction in unplanned hospital admissions for older people and streamlining of services for children. There is commitment to act at transitional stages of age.	The Strategic Plan is unlikely to have a negative impact in respect of age.	
Religion/ Belief		The Strategic Plan is unlikely to have a negative impact in respect of religion/belief.	Likely to have no specific impact.
Sexual Orientation	The Strategic Plan is likely to have a positive impact with respect of young people, through its commitment to work with key third sector groups and its leadership of the local Integrated Children's Services Plan (e.g. including work on sexual health and relationship education). A related equality outcome measure committed to within Equalities Mainstreaming Report.	The Strategic Plan is unlikely to have a negative impact in respect of sexual orientation.	
Civil Partnership/ Marriage; this PC is not listed as relevant for Specific Duties; however under the General Duty we are required to eliminate any discrimination for this PC.		The Strategic Plan is unlikely to have a negative impact in respect of civil partnership/marriage.	Likely to have no specific impact.
<i>Note: Link to Section 6 below Action Plan in terms of addressing impacts</i>			

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	x
2. Continue the PFD	x
3. Adjust the PFD	
4. Stop and remove the PFD	

Give reasons: -

Note: Link to Section 6 below Action Plan

Section 6: Action Plan describe action which will be taken following the assessment in order to; reduce or remove any negative impacts, promote any positive impacts, or gather further information or evidence or further consultation

Action	Responsible person	Intended outcome	Date	Protected Characteristic
				Disability
				Gender
				Gender Reassignment
Equality Outcome Measure to be monitored for reporting within annual review of Strategic Plan	Soumen Sengupta			Race
				Age
				Religion/ Belief
Equality Outcome Measure to be monitored for reporting within annual review of Strategic Plan				Sexual Orientation
				Civil Partnership/ Marriage
				Pregnancy/ Maternity
				Cross cutting

Are there any negative impacts which cannot be reduced or removed? please outline the reasons for continuing the PFD

None

Section 6a: Procurement Actions, Record of Equality issues for Procurement.

Complete this section if there is any procurement involved in this Policy which may require action to eliminate discrimination, advancing equality or fostering good relations: **If there is no procurement involved go straight to section 7.**

Confirm that you have read the [WDC guidance on equality and procurement](#) if relevant. Yes

Question	Measure	Specification
What attitudes / skills should staff have to meet needs of the range of people from equality groups	-	-
What measures are required to ensure that the supplies, services or works are accessible for to people from equality groups (this includes physical access and access to information/ communication)	-	-
What arrangements are required to ensure that the supplies, services or works respond to particular religious or cultural requirements?	-	-
What arrangements are required to ensure that the supplies, services or works meet the needs of equality groups	-	-
Any other equality issues that should be taken into account in the contract specification: -		

Section 7: Monitoring and review

Please detail the arrangements for review and monitoring of the policy

How will the PFD be monitored? What equalities monitoring will be put in place?	Monitoring will be as committed to within the approved Equalities Mainstreaming Report, explicitly incorporated into the annual review of the Strategic Plan.
When will the PFD be reviewed?	Review in 3 years at the end of the life of the Strategic Plan
Is there any procurement involved in this PFD? If yes please confirm that you have read the WDC Equality and Diversity guidance on procurement	No

Section 8: Signatures

The following signatures are required:

Lead/ Responsible Officer:	Signature: Soumen Sengupta	Date: 17.08.16
EIA Trained Officer:	Signature: Wendy Jack	Date: 17.08.16