

Scottish Borders Council

Stage 1 Equality Impact Assessment

(For Early Proposals, Project Initiation)

1.	Title of Proposal:	Integration of Health and Social Care - Establishing a Strategic Planning Group Report
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(Please enter the title or reference for your proposal)

2.	Service Area: Department:	Adult Health & Social Care Social Work – Joint Working with the NHS
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(Please enter the department/service area submitting the proposal)

3.	Description:	<p>This report proposes arrangements for establishing a permanent Strategic Planning Group to support the arrangements for the Integration of Health and Social Care in the Borders.</p> <p>The report sets out:</p> <ul style="list-style-type: none">(a) The duty, under the Joint Working (Public Bodies) (Scotland) Act 2014 to establish a Strategic Planning Group to support the local arrangements for the integration of Health and Social Care.(b) Proposals for the composition of the Strategic Planning Group(c) The process and timescales for establishing the Strategic Planning Group(d) Draft Terms of Reference for the Strategic Planning Group, including a role description for the Group
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(Please enter a full description of your proposal including its aims and objectives)

4.	Relevance to the Equality Duty.	
	Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010? (If you believe that your proposal may have some relevance – however small please indicate yes)	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	The proposal does not discriminate.
	Promotion of equality of opportunity? <i>(Could your proposal help or hinder the Council with this)</i>	The proposal contributes to the wider Integration of Social Care and Health arrangements and to the National Health & Wellbeing Outcomes which includes the reduction of health inequalities.
	Foster good relations? <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	The Partnership's approach to developing its Health & Social Care arrangements involves engagement with all stakeholders. The proposal, itself, seeks to establish an advisory body which will represent all stakeholders including new and existing groups involved in commissioning services.

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced? (Please x all that apply).				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
				<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>	
	Age (Older or younger people or a specific age grouping)		Yes	The proposals seek to establish a Standing Group that will support the Integration Joint Board (the key governance body behind our integrated Health and Social Care arrangement) with the engagement of all stakeholders in the development, review and renewal of its Strategic Commissioning Plan. As a result, this proposal aims to ensure that this stakeholder group has a	

				voice in shaping the services that affect them.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		Yes		As above.
Gender (Males, Females, Transgender or Transsexual people)	X			Not directly – but as stakeholders, the proposals aim to ensure that their views are represented as part of the stakeholder engagement through the Strategic Planning Group. Again this is related to the outcome on reducing health inequalities.
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			Not directly – but as stakeholders, the proposals aim to ensure that their views are represented as part of the stakeholder engagement through the Strategic Planning Group. Again this is related to the outcome on reducing health inequalities.
People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	X			Not directly – but as stakeholders, the proposals aim to ensure that their views are represented as part of the stakeholder engagement through the Strategic Planning Group. Again this is related to the outcome on reducing health inequalities.
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	X			Not directly – but as stakeholders, the proposals aim to ensure that their views are represented as part of the stakeholder engagement through the Strategic Planning Group. Again this is related to the outcome on reducing health inequalities.
Carers (those who have caring		Yes		Yes, this is a specific stakeholder group that will be represented on and by the Strategic Planning Group

responsibilities for someone with an equality Characteristic)				
Employees (those employed by the Council including full time, part time and temporary)		Yes		Again, staff will be involved represented on and by the Strategic Planning Group – in two respects – through their professional groupings and also via the Joint Staff Forum.

6.	Mitigation	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.	
	Characteristic	Mitigation

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I could provide evidence to support my answers if asked.	
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	X The proof will be in the implementation of the proposals.
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By			
Name	James Lamb	Service Area.	Integration of Health & Social Care
Post	Programme Manager	Date	5 th February 2015

This assessment should be presented to those making a decision about the progression of your proposal.

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.