

Equality Impact Assessment

Part 1: Background and information

Title of proposal	Strategic Plan for Fife
Brief description of proposal (including intended outcomes & purpose)	<p>This Strategic Plan is for the delivery of health and social care services in Fife over the next three years 2019-22. It is a strategic document that sets out the vision and future direction of health and social care services in Fife, and it includes some detail of the planned activities that will achieve this. This includes how the nine National Health and Wellbeing Outcomes for Health and Social Care will be delivered locally along with the six Public Health Priorities for Scotland and the aspiration within the Plan for Fife 2017-2027 for Fife to have reduced levels of preventable ill health and premature mortality across all communities, particularly around obesity, alcohol and smoking.</p> <p>The Strategic Plan has been developed to bring together strategies already in place across Fife and to consider the wider implication of the demographic pressures.</p> <p>The Partnership recognised that they required to transform services to meet the challenge in resources (both financial and workforce).</p> <p>This strategy has been developed in the context of understanding the scope of what can be achieved by this plan, given the greater demand for health and social care services and more people living longer with multiple health conditions.</p> <p>We have listened to our communities, talked to our staff, talked with people who use services, observed what other integration authorities are doing and looked realistically at our finances. This has informed and shaped the priorities for this strategic plan over the next 3 years.</p>
Lead Directorate / Service / Partnership	Health and Social Care Partnership
EqlA lead person	Fiona McKay
EqlA contributors	Consider all relevant stakeholders, including people internal and / or external to the organisation
Start date of EqlA	September 2018

How does the proposal meet one or more of the general duties under the Equality Act 2010? (Consider proportionality and relevance on p.12 and see p.13 for more information on what the general duties mean). If the decision is of a

strategic nature, how does the proposal address socio-economic disadvantage or inequalities of outcome?)

General duties	Please Explain
Eliminating discrimination, harassment and victimisation	<p>The plan and related delivery plan will ensure that people are not indirectly discriminated against any of the strategic priorities.</p> <p>The Strategy supports the partnership's priority on mental health and wellbeing within Fife, ensuring that the people of Fife can get the right help at the right time, expect recovery and fully enjoy their rights, free from discrimination and stigma.</p> <p>Discrimination arising from disability is a focus throughout the strategic priorities, ensuring that people with learning disabilities are supported equally, feel included, are supported to understand and exercise their rights and have the same opportunities as other people.</p>
Advancing equality of opportunity	<p>Critical to the Strategic Plan, the seven local areas that make up the Fife Health & Social Care Partnership develop a Locality Plan with partners, including patients, service users, carers and the third and independent sectors (who provide health and social care support in different ways to the Partnership). Working closely with our partners, the Locality Plans are updated on an annual basis to show how the plan is being implemented locally to ensure that services respond to local priorities, needs and issues of communities.</p> <p>Examples include providing appropriate transition care for children moving into adult health services; continuing to promote an inclusive society free from mental health related stigma and discrimination.</p>
Fostering good relations	<p>The plan has been developed in conjunction with the third sector, private sector and carers groups, along with staff and Managers.</p> <p>The Strategy supports the partnership's work with local people and communities to address inequalities and improve health and wellbeing outcomes across Fife, ensuring that people are empowered to make their own informed choices about how they will live their lives and what outcomes they want to achieve.</p>
Socio-economic disadvantage	The financial position for public services

	<p>continues to be challenging and the Integration Joint Board must operate within significant budget restraints and pressures. The Strategy supports the partnership's priority to manage resources effectively while delivering quality outcomes, ensuring that resources are targeted at the delivery of the priorities within the strategic plan.</p> <p>The Partnership will consider all aspects of delivery linked to the economic climate and the pressures that our communities find themselves in.</p> <p>For example, improving support for families using health services who are experiencing poverty across NHS services to maximise their income; promoting employability and employment opportunities and take up for people with a learning disability</p>
Inequalities of outcome	<p>The Strategy supports the partnership's priority work with communities, partners and our workforce to effectively transform, integrate and improve our services. To deliver an effective and lasting transformation of health and social care services will require significant change on how services are planned and delivered. Paramount to delivering these changes will be the range of stakeholders involved, which includes carers, patients and service users who experience services.</p> <p>Significant work has been carried out to determine the inequalities of delivery and although we recognise the areas of deprivation there is an ongoing issue around inequality of capacity to deliver services, this will be continued to be considered in our priority around transformation.</p>

Having considered the general duties above, if there is likely to be no impact on any of the equality groups, parts 2 and 3 of the impact assessment may not need to be completed. Please provide an explanation (based on evidence) if this is the case.

All areas have been considered within the refresh of the plan and we do see no direct impact on equality groups.

Part 2: Evidence and Impact Assessment

Explain what the positive and / or negative impact of the policy change is on any of the protected characteristics

Protected characteristic	Positive impact	Negative impact	No impact
Disabled people	x		
Sexual orientation	x		
Women	x		
Men	x		
Transgendered people	x		
Race (includes gypsy travellers)	x		
Age (including older people aged 60+)	x		
Children and young people	x		
Religion or belief	x		
Pregnancy & maternity	x		
Marriage & civil partnership			x

Please also consider the impact of the policy change in relation to:

	Positive impact	Negative impact	No impact
Looked after children and care leavers			x
Privacy (e.g. information security & data protection)			x
Economy			x

- Please record the evidence used to support the impact assessment. This could include officer knowledge and experience, research, customer surveys, service user engagement.
- Any evidence gaps can also be highlighted below.

Evidence used	Source of evidence
1. The strategic plan consultation events, 'Making it Happen in Fife', held prior to the strategic plan being developed, gives clear indication of the level of involvement from officers, partners, services/organisations and service users prior to the plan being drafted, considering those views gathered at these events.	Paper 1 – Strategic Plan Consultation Events programme of activities.

2. The strategic plan was issued via Fife Peoples Panel to approx. 2000 people panel members and that online link was issued to all on the Distribution Plan, with a request for them to cascade to their teams/organisations/client groups and was featured on the Fife Health & Social Care Partners, Fife Council and HS public and internal websites.	Paper 2 – Strategy Consultation Distribution Plan
3. Approx. 300 responses were received on this consultation and those views have been gathered and considered.	Page 3 – Draft Strategic Plan for Fife 2019-2022 Consultation Report Summary
Evidence gaps	Planned action to address evidence gaps
1. Gap was identified within Children’s services within the Partnership, this has now been incorporated within the plan	
2. Information in respect of Homelessness was clarified within the plan with Housing Service	
2. Feedback analysis is available to identify the areas for further work.	

Part 3: Recommendations and Sign Off

Recommendation	Lead person	Timescale
2.		
3.		
4.		
5.		

Sign off

(By signing off the EqIA, you are agreeing that the EqIA represents a thorough and proportionate analysis of the policy based on evidence listed above and there is no indication of unlawful practice and the recommendations are proportionate.

Date completed:	Date sent to Equalities Unit: Enquiry.equalities@fife.gov.uk
Senior Officer: name	Designation:

FOR EQUALITIES UNIT ONLY

EqIA Ref No.	
Date checked and initials	

Equality Impact Assessment Summary Report

(to be attached as an Appendix to the committee report or for consideration by any other partnership forum, board or advisory group as appropriate)

Which Committee report does this IA relate to (specify meeting date)?

The Strategic Plan will be presented at the Finance and Performance Committee, the Clinical and Care Governance Committee and ultimately the Integrated Joint Board.

What are the main impacts on equality?

The plan seeks to support the impact of equality with a number of new areas of work particularly in respect of prevention and early intervention.

The plan seeks to advance equality of opportunity particularly for people with a learning disability to live independently and access services in their own right. Actions in the strategy also include supporting families including children and young people who are experiencing poverty in terms of accessing NHS services.

In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced?

The Strategy supports the partnership's priority work with communities, partners and our workforce to effectively transform, integrate and improve services. Actions to address inequalities of outcome include promoting employability and employment opportunities and take up for people with a learning disability and supporting families experiencing poverty to access health services and maximise their income.

What are the main recommendations to enhance or mitigate the impacts identified?

If there are no equality impacts on any of the protected characteristics, please explain.

Further information is available from: Name / position / contact details:

