



Equality and Fairness Impact Assessment (EFIA) Form and Guidance

If the '*policy or practice*'* you are developing or going to develop is assessed as relevant after undertaking the online screening process (the Integrated Appraisal Toolkit) - that is, it will have an impact on people - you should complete an Equality and Fairness Impact Assessment (EFIA).

This form (which includes accompanying guidance) should be completed.

*see definition below on Page 5

EFIA – Guidance

The purpose of the EFIA is to ensure that decision makers are fully informed, at a formative stage in the decision-making process.

Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Under Part 1 of the Act 'The Fairer Scotland Duty', the Council is required to actively consider how it can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions.

The online Integrated Appraisal Toolkit (IAT) has been developed within the Council to assess all proposals against criteria for reducing poverty and socio-economic disadvantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups.

The IAT should first be used at the initial stages of proposal development to **screen** the proposal for any likely positive or negative effects in relation to equality, fairness and human rights. After completing the IAT, it should be evident if your proposal is likely (or not) to have significant implications for: reducing poverty and socio-economic advantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups. **If the screening process identifies that there are implications then this full Equality and Fairness Impact Assessment (EFIA) should be undertaken.**

When should I carry out an EFIA?

In order to fulfil our general duty it is critical that the all services conduct an EFIA in the following circumstances:

- > **All** significant policies, strategies and projects* should have as a minimum an EFIA screening inbuilt as part of the risk assessment process.
- > **All** budget options for the each financial year will require to be EFIA screened. (It is possible to group individual options if they relate to one particular service area)
- > **All** Reports to Committee now require Equalities Impacts to be reported either as a screening or full EFIA. Significant service reforms **may** require a Full Report to be completed, or as a minimum, a justification in a Screening Report as to why the Full Report was unnecessary.

Equality and Fairness Impact Assessment Screening

A screening can be undertaken as part of a scoping exercise prior to a full report, or it can stand alone as final summary if no significant Equality and Fairness Impacts are identified or arise subsequently in the policy or plan implementation. This is done using the online Integrated Appraisal Toolkit.

Equality and Fairness Impact Assessment Full Report

A full report (using this form) should be conducted where a Screening indicates an area or areas that require more detailed consideration.

[*see full definition Page 5](#)

Stage 1: Screening

As noted above, a screening should ideally be carried out at the outset of a policy, service reform, or budget proposal* in order to embed consideration of equalities and fairness at the earliest part of the project plan or process.

In order to complete screening please follow the guidance provided within the online [Integrated Appraisal Toolkit](#)

A Screening Report should be conducted prior to identifying if a Full Impact Assessment is required, and the findings of the report should inform the introduction to the assessment; and provide the context and background, to outline the purpose and direction of the Full Impact Assessment.

Stage 2: Full Impact Assessment

If there are any areas that arise as part of the screening process that require further investigation or highlight areas of concern with regard to likely impacts across any or all protected characteristics, then a Full Impact Assessment report be conducted.

*see full definition Page 5

EFIA Form

Complete this for all *relevant policies*

'*Relevant*' means it will have an impact on people

'*Policy or Practice*' - see definition below

Definition of policy or practice for the purposes of EFIA:

For the purposes of an EFIA the term 'policy or practice' covers Service delivery and Employment. This can include a Policy, a Plan, a Strategy, a Project, a Service Review, a function, practice or service activity or a Budget option.

Section 1: Policy Details (see definition of 'Policy' or 'Practice' above)

Name of Policy or Practice:

Strategic Delivery Plan

Service and Division/Team:

Older People's Services, Perth & Kinross Health & Social Care Partnership

Owner/Person Responsible (include your Name and Position):

Evelyn Devine, Head of Service

Impact Assessment Team (include your Names and Positions). This team can consist of two people or more as appropriate:

Evelyn Devine
Kenny Ogilvy
Anna Cunningham
David McPhee

Is the '*policy*' or '*practice*' being impact assessed new or existing? Please tick the appropriate box below to indicate.

☐ New

☒ Existing

What are the main aims of the policy or practice?

The main aim of the strategy is to set out the actions being taken to achieve the strategic vision relating to the provision of health and social care services throughout Perth & Kinross, ensuring that services are patient centred, sustainable and effective.

Who are the main target groups/beneficiaries?

The strategic plan will affect everyone who uses, or works in, health and social care services in Perth & Kinross.

What are the intended outcomes of the policy or practice?

The intended outcome of the strategy is to ensure the provision of integrated, accessible, equitable and sustainable health and social care services for older people at the point of need, and as close to their homes and communities as possible.

Section 2: Information Gathering

You should list here the sources of information used to assess the impact of the relevant policy or practice. This can include local sources such as reports, information and data, relevant partners' information, data and Equality and Fairness Impact Assessment (EFIA) Form – August 2018

reports, other Council's relevant information, data and reports, national information, research outcomes, data profiles and any other evidence which has led to the development of this policy. You may wish to refer to Appendix 1 for reference when gathering information relating to Equality Monitoring Data,

Information/Evidence Gained and Used to Shape this Policy or Practice	List Details, Source and Date <i>(continue on a separate sheet if necessary – tick to indicate this has been done)</i> <input type="checkbox"/>
Community consultation/involvement outcomes from earlier contacts - this usually includes formally arranged contact with individuals or community, voluntary sector and other relevant interest groups	Strategic Planning Group for the IJB with service user and carers representatives.
Employee involvement/consultation feedback (e.g. survey, focus groups)	Consultation and input to the development of the strategic plan was sought from staff across Older People's Services (OPS). The majority of the development work was a desk-based exercise, pulling out learning from national policy documents and data sources to estimate future population changes (eg an expected increase in the proportion of our population ≥65 years of age) and the impacts this is likely to have on existing services, allowing the OPS strategic team to plan for service developments and improvements.
Research and information list main sources	<ul style="list-style-type: none"> • Public Health Scotland locality profiles • IJB Joint Strategic Needs Assessment 2019/20 Locality Profiles
Officer knowledge and experience	Service team serving older people and urgent care across Perth & Kinross for 20 years plus.
Equality monitoring data	Public Health Scotland locality profile data provide a breakdown of the population by age, sex and socioeconomic status (using Scottish Index of Multiple Deprivation (SIMD) quintiles). These data do not include a breakdown of the population relative to any of the remaining protected characteristics.
Service user feedback (including customer contact, services and complaints)	none
Partner feedback	Strategic Planning Group for the IJB with service user and carers representatives, NHS, Council, third and independent sector
Other - this may be information gathered in another Council area, nationally or in partner organisations which is considered to have relevance	

Section 3: Consultation/Involvement

Consultation with key stakeholders can be undertaken throughout the whole of the equality and fairness impact assessment process. This section can include details of outcomes from current, earlier or ongoing consultation/involvement activities. This activity **can also** help to **reach people not previously involved** with these processes, but who will be affected by this policy or practice when it is implemented.

The Consultation/Involvement process can also help **identify or agree changes** that need to be made to ensure the policy or practice will be inclusive when implemented.

The Equalities Team Leader (equalities@pkc.gov.uk) may be able to provide advice relating to potential contact with consultees from equality protected characteristic groups via existing mechanisms such as the Community Equalities Advisory Group (CEAG) or Equalities Strategic Forum.

A summary of the replies received from individuals and stakeholders consulted/involved. Include any previous feedback or complaints relating to equality and diversity issues and the policy or practice currently being assessed.

Equality Protected Characteristic	Specific Characteristics	Date	Outcome of Consultation/Involvement <i>(continue on a separate sheet if necessary – tick to indicate this has been done)</i> <input type="checkbox"/>
Age	Older People (65+)		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Younger People (16-64)		Not applicable
	Children (0-16)		Not applicable
	Looked After Children (Corporate Parenting)		Not applicable
Disability	Physical Disability		The Older People's Strategic Delivery Plan outlines the high-

			level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Sensory Impairment		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Mental Health		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Learning Disability		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and

			with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Gender Reassignment	Male transitioning to female		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Female transitioning to male		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Marriage/Civil Partnership	Women		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be

			assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Men		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Same Sex Couple (Male)		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Same Sex Couple (Female)		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality

			impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Pregnancy / Maternity/Paternity	Women		The Older People's Strategic Delivery Plan outlines the high level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Men (Paternity)		Not applicable
Race	A list of categories used in the census is here		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Religion / Belief	A list of categories used in the census is here		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with

			patients and the wider public undertaken on that basis.
Sex	Female		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Male		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Other Gender Identity		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Sexual Orientation	Lesbian		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the

			integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Gay		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
	Bisexual		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
Socio-economic(fairness)	Options detailed in Appendix 2		The Older People's Strategic Delivery Plan outlines the high-level strategic vision underpinning plans for improving the integration, accessibility, equity and sustainability of health and social care services over the next three years. As such, and with some workstreams still to be finalised, patient and

			public consultation at this stage would lack focus and potentially cause harm and distress; specific actions cannot be assessed for their potential impact on people with protected characteristics until they have been identified. With that in mind, actions will be assessed for their potential equality impacts as they come on-stream, and consultation with patients and the wider public undertaken on that basis.
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I the Positive and/or Negative Impacts or Tick to Indicate No Impact Identified

Key Questions to Address

The Assessment should highlight areas of interest covering the following:

- > Positive and Negative impacts across all protected characteristics.
- > Scale of the Impact: An indication of the degree of potential impact, and whether this is judged to have a High, Medium or Low impact potential.
- > Anticipated duration of the impact if relevant
- > Whether there is a specific differential impact to a particular protected characteristic or characteristics
- > Or if the impact is more wide ranging and general in its effect.
- > Whether any impacts identified would/could be mitigated by an amendment to the policy, practice budget decision or service reform proposal

This information will be indicated by activities at Section 2 and Section 3 above.

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
Age	Older People (65+)	Carers will be supported in the caring role. Pathways of care will promote right care, right time, right place. Attendance at hospital will be minimized. People who require health and care support in their daily lives will experience a streamlined and person-centred approach People will experience their Health and Social Care		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		People experience services. People will be supported to maintain good health and mobility with prevention of accidents and hospital admission. the right time. There will be choice in how people receive the healthcare and social care support.		
	Younger People (16-64)			No impact
	Children (0-16)			No impact
	Looked After Children (Corporate Parenting)			No impact
Disability	Physical Disability	Carers will be supported in the caring role. Pathways of care will promote right care, right time, right place. Attendance at hospital will be minimized. People who require health and care support in their daily lives will experience a streamlined and person-centred approach. People will experience their Health and Social Care. People experience services. People will be supported to maintain good health and mobility with prevention of accidents and hospital admission. the right time.		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		There will be choice in how people receive the healthcare and social care support.		
	Sensory Impairment	Carers will be supported in the caring role. Pathways of care will promote right care, right time, right place. Attendance at hospital will be minimized. People who require health and care support in their daily lives will experience a streamlined and person-centred approach People will experience their Health and Social Care People experience services. People will be supported to maintain good health and mobility with prevention of accidents and hospital admission. the right time. There will be choice in how people receive the healthcare and social care support.		
	Mental Health	Carers will be supported in the caring role. Pathways of care will promote right care, right time, right place. Attendance at hospital will be minimized. People who require health and care support in their daily		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		<p>lives will experience a streamlined and person-centred approach</p> <p>People will experience their Health and Social Care</p> <p>People experience services.</p> <p>People will be supported to maintain good health and mobility with prevention of accidents and hospital admission.</p> <p>the right time.</p> <p>There will be choice in how people receive the healthcare and social care support.</p>		
	Learning Disability	<p>Carers will be supported in the caring role.</p> <p>Pathways of care will promote right care, right time, right place.</p> <p>Attendance at hospital will be minimized.</p> <p>People who require health and care support in their daily lives will experience a streamlined and person-centred approach</p> <p>People will experience their Health and Social Care</p> <p>People experience services.</p> <p>People will be supported to maintain good health and mobility with prevention of accidents and hospital admission.</p> <p>the right time.</p>		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		There will be choice in how people receive the healthcare and social care support.		
Gender Reassignment	Male transitioning to female	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Female transitioning to male	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Marriage/Civil Partnership	Women	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Men	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Same Sex Couple (Male)	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Same Sex Couple (Female)	The Older People's Strategic Delivery Plan doesn't differentiate its approach and		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		healthcare & support will be based on need. All of the above applies.		
Pregnancy / Maternity/Paternity	Women	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Men (Paternity)	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Race	A list of categories used in the census is here	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Religion / Belief	A list of categories used in the census is here	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Sex	Female	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need.		
	Male	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be		

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned)	Negative Impact (it could disadvantage the group concerned)	No Impact
		based on need. All of the above applies.		
	Other Gender Identity	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Sexual Orientation	Lesbian	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Gay	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
	Bisexual	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		
Socio-economic(fairness)	Options detailed in Appendix 2	The Older People's Strategic Delivery Plan doesn't differentiate its approach and healthcare & support will be based on need. All of the above applies.		

Section 5: Recommendations and Actions

As a result of this equality impact assessment, please **clearly describe practical actions** you plan to take to:

- ☐ *reduce or remove any identified **negative impact***
- ☐ *promote any **positive impact** or*
- ☐ ***gather** further information/evidence*

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
Age	Older People (65+)	Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross. There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily. The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.		
	Younger People (16-64)			No impact
	Children (0-16)			No impact
	Looked After Children (Corporate Parenting)			No impact

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
Disability	Physical Disability	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Sensory Impairment	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.		
	Mental Health	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Learning Disability	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily. The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.		
Gender Reassignment	Male transitioning to female	Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross. There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily. The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.		
	Female transitioning to male	Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth &		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		<p>Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
Marriage/Civil Partnership	Women	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Men	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		<p>Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Same Sex Couple (Male)	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Same Sex Couple (Female)	Carers will be key partners in person-centred planning for health and social		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		<p>care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
Pregnancy / Maternity/Paternity	Women			No impact
	Men (Paternity)			No impact
Race	A list of categories used in the census is here	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission.</p> <p>Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.		
Religion / Belief	A list of categories used in the census is here	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
Sex	Female	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		can.		
	Male	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Other Gender Identity	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
		healthy as they can.		
Sexual Orientation	Lesbian	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
	Gay	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		

Equality Protected Characteristic	Specific Characteristics	Action	Who is responsible	Date for completion
	Bisexual	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		
Socio-economic(fairness)	As detailed in Appendix 2	<p>Carers will be key partners in person-centred planning for health and social care services. The Strategic Delivery Plan will design and implement safe, sustainable, patient outcomes focused systems of urgent care access, pathways, and treatment in Perth & Kinross.</p> <p>There will be an early intervention approach to build strength and balance in older people preventing accidents and falls and avoidable hospital admission. Delayed discharges will reduce and people will spend less time in hospital unnecessarily.</p> <p>The Strategic Delivery Plan will reimagine rehabilitation to support people to return to fitness and remain as fit and healthy as they can.</p>		

Section 6: Outcomes

When the evidence has been considered in relation to the proposed Policy, Practice, Project, Service Reform or Budget Option, it will be apparent what the likely impacts are. The type, scale, duration, and specificity of the likely impacts will inform the direction of the outcome of the EFIA.

There are four potential outcomes as follows:

1. No major change required The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment
2. Continue the Policy, Practice, Project, Service Reform or Budget Option. A justification is required for continuing despite the potential for adverse impact
3. Adjust or Amend the Policy, Practice, Project, Service Reform or Budget Option. Remove barriers, make changes to better advance equality or remove or mitigate negative impact
4. Stop, or Remove the Policy, Practice Project, Service Reform or Budget Option if adverse effects cannot be justified and cannot be mitigated.

No major change required The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment

Section 7: Authorising the Assessment

The following signatures are required:

Service Manager

Signed

Name

Evelyn Devine HSCP Head of Health

Date

15 March 2023

Quality Assured by PKC Equality and Fairness Impact Assessment Trained Officer (within service)

Signed

Name

David McPhee

Date

Section 8: Publishing the Assessment

The completed and authorised EFIA should be added to your Service pages on the internet.

Date Action Completed

Date for Review of EFIA

Section 9: Committee Reporting

Ensure your Committee **report** to accompany this policy **includes information** about any **actions** taken to reduce or remove **negative impacts** identified, or include any **positive impacts** expected when the policy is implemented.

Section 10: Review and Monitor

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Note of Action required (from Section 5)

Date completed

Add more sections as required

Appendix 1 – Equality Monitoring Data Guidance

The Equality Protected Characteristics in Our Area

There are nine protected characteristics in the Equality Act and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The [Scottish Government Equality Evidence Finder](#) is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some key local statistics should be noted:

Disability - 28% of the Perth & Kinross population consider themselves to have a long term physical or mental health condition, compared to 22% for Scotland overall. (*Scottish Household Survey 2016*)

Sex - 49% of the Perth & Kinross population identify as male, the same as Scotland overall. (*Scottish Household Survey 2016*)

Race - 98% of the Perth & Kinross adult population classify themselves as 'White', compared to 96% for Scotland as a whole (*Scottish Household Survey 2016*)

Sexual orientation - 99% of the Perth & Kinross adult population identify as Heterosexual, compared to 98% for Scotland overall. (*Scottish Household Survey 2016*)

Gender reassignment - The Registrar General for Scotland maintains a Gender Recognition Register in which the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender. This enables the transgender person to apply to the Registrar General for Scotland for a new birth certificate showing the new name(s) and the acquired gender. The Gender Recognition Register is not open to public scrutiny. Local information is not available. (*NRS Registration Division 2016*)

Age - Young people under 16 currently make up 16% of the population in Perth & Kinross, compared to the national average of 17%. People aged 65 and over account for 23% of the total population, higher than the national average of 19%. By 2039 this proportion is set to increase to 30%. (*ONS Population data*)

Marriage and civil partnership - 58% of the Perth & Kinross adult population are married or in a civil partnership, compared to 47% for Scotland as a whole. (*Scottish Household Survey 2016*)

Pregnancy and maternity - In 2016, the birth rate was 53.5 per 1000 women aged 15-44. In other words, broadly 5.4% of women of child bearing age were pregnant in 2016 in Perth and Kinross, compared to 5.2% for Scotland as a whole. (*NRS Vital events 2016*)

Religion and belief - 52% of the Perth & Kinross adult population consider themselves to have a religious belief, compared to 49% for Scotland as a whole. (*Scottish Household Survey 2016*)

National data sources have been used to provide this information but it should be noted that the Scottish Household Survey is only based on a sample of respondents so variations may not be statistically significant.

Appendix 2– Socio-economic (Fairness)

Socio-Economic Disadvantage:

- Low Income – (in comparison to most others) – can be measured in a range of ways e.g. relative poverty (after housing costs) looks at number of individuals living in households with incomes below 60% of UK median income. Statistics on absolute poverty (household living standards over time) and persistent poverty (where households live in poverty for 3 years out of 4) are also available. Poverty statistics can also be broken down by gender, disability, ethnicity, tenure and urban/rural.
- Low/No Wealth – having access to wealth e.g. financial products, equity from housing and a pension, provides some protection from socio-economic disadvantage. Single adult households (including single parent households) have very high risks of low wealth; households with lower educational qualifications and in routine or manual occupations have significantly higher risks of low wealth.
- Material deprivation – refers to households being unable to access basic goods and services and tends to focus on families with children.
- Area deprivation - living in a deprived area can exacerbate negative outcomes for individuals and households already affected by issues of low income.
- Socio-economic background – the structural disadvantage that can arise from parents' education, employment and income (i.e. social class) is more difficult to measure.

Inequalities of Outcome – any measurable differences for communities of interest or communities of place such as:

- Poorer skills and attainment
- Lower quality, less secure and lower paid work
- Greater chance of being a victim of crime
- Lower healthy life expectancy
- Less chance of a dignified and respectful life

Communities of Place – refers to people who are bound together because of where they reside, work, visit or otherwise spend a continuous proportion of their time. Poverty is often hidden in smaller rural communities with issues such as cost of living and accessibility of transport, education and employment impacting more negatively.

Communities of Interest – refers to people who share an identity e.g. an equality protected characteristic. Consideration of the impact on those groups can help develop a deeper understanding of socio-economic impact, particularly by talking to people with lived experiences.

For further information refer to [Fairer Scotland Duty -Interim Guidance for Public Bodies](#)

Appendix 3– Human Rights Based Approach

A Human Rights approach should also be an embedded consideration in an EFIA.

In summary; we need to consider, where applicable, to what (if any) extent policies, practices, projects, Service Reforms, or Budget Options impact on three key strands of Human Rights:

Absolute rights:

- > the right to life,
- > the right to freedom from inhuman and degrading treatment

Limited rights:

- > the right to liberty,
- > the right to a fair trial

Qualified rights

- > the right to respect for private and family life, home and correspondence
- > the right to freedom of thought, conscience and religion
- > the right to freedom of assembly and association
- > the right to protection of property

Any restriction of Qualified Rights must be:

- > In accordance with the law: have a basis in domestic law, safeguards against arbitrary interference, foreseeable
- > In pursuit of a legitimate aim: including "the economic wellbeing of the country"; "the protection of health", "protection of the rights and freedoms of others"
- > Necessary
- > Proportionate
- > Not discriminatory

There is further guidance on integrating human rights into the equality impact assessment process available on the Scottish Human Rights Commission website following previous pilots with local authorities: <http://eqhria.scottishhumanrights.com/>