

Appendix 3 – EIA

DO I NEED AN EIA?

Name of policy/activity:

Health and Social Care Moray Strategic Plan Review / Refresh

Please choose one of the following:

Is this a:

- New policy/activity?

Decision

Set out the rationale for deciding whether or not to proceed to an Equality Impact Assessment (EIA)

- The strategic plan is a legal requirement for health and social care partnerships to set out their strategic priorities for the next three years and detail how these will be achieved.
- Implementation of the strategic plan is designed to improve health and social care services for all groups.

Date of Decision: .../.../20...

If undertaking an EIA please continue onto the Section 2. If not, pass this signed form to the Equalities Officer.

Assessment undertaken by *(please complete as appropriate)*

Director or Head of Service	
Lead Officer for developing the policy/activity	
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	

SECTION 2: EQUALITY IMPACT ASSESSMENT

Brief description of the affected service

1. Describe what the service does:

The purpose of the strategic plan is to direct the work of the partnership in order to better support local people to achieve their health and social care outcomes. Therefore, implementation of the plan is expected to have a positive impact on all groups.

2. Who are your main stakeholders?

Once the initial draft has been shared with SMT and SPCG wide consultation will take place to gather specific feedback from a wider range of stakeholders. This feedback will then influence final completion of the plan.

Stakeholders include:

- Locality planning groups
- Patient participation groups
- Service user & carers group
- Community Planning Partnership
- Elected members
- Public health
- 3rd sector community groups and existing networks
- General Public
- Internal workforce

3. What changes as a result of the proposals? Is the service reduced or removed?

The Strategic plan will inform strategic commissioning as well as offering opportunities to explore local requirements which may emerge from redesign and improved understanding of the potential at a local level. The Plan will also support the opportunity to think differently about the workforce roles moving forward offering creative solutions in considering the different ways in which the workforce can be shaped to meet the growing need.

4. How will this affect your customers?

Morays strategic plan will determine the direction for HSCM focusing efforts and ensuring that all stakeholders are working towards a common goal. It will support the allocation of resources and encourage collaboration with partners across all sectors. In turn this will allow services to be available at the right time for the right need.

5. Please indicate if these apply to any of the protected characteristics		
Protected groups	Positive impact	Negative impact
Race	x	
Disability	x	
Carers (for elderly, disabled or minors)	x	
Sex	x	
Pregnancy and maternity (including breastfeeding)	x	
Sexual orientation	x	
Age (include children, young people, midlife and older people)	x	
Religion, and or belief	x	
Gender reassignment	x	
Inequalities arising from socio-economic differences	x	
Human Rights	x	

6. Evidence. What information have you used to make your assessment?

Performance data	x
Internal consultation	x
Consultation with affected groups	To be consulted
Local statistics	x
National statistics	x
Other	

7. Evidence gaps

Do you need additional information in order to complete the information in the previous questions?

No

8. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Yes/No

Please explain

N/A

9. Justification

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

What is the aim of the proposal?

The completed strategic plans will be public documents and will clearly set out the way forward for the partnership. Through links with locality planning, community planning and other local plans and strategies communication will remain open and stakeholders will have the opportunity to influence implementation of the plan and development of the next strategic plan for 2022-2032.

Have you considered alternatives?