

# Equality & Poverty Impact Assessment 00951 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Social Work Adult Services Community Care	<b>Lead Officer Name:</b>	David Keenan
		<b>Team:</b>	Performance
		<b>Tel:</b>	01324501
		<b>Email:</b>	David.Keenan@falkirk.gov.uk
<b>Proposal:</b>	This EPIA is submitted on behalf of Louise McKay:  Approve the model of implementation plan for the Ageing and Frailty Standards in Falkirk HSCP.	<b>Reference No:</b>	

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	No	Yes	No	No
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
31/01/2025	Agreement for the model of implementation for the Ageing and Frailty Standards.
31/01/2025	Ensure areas who are subject to inspection familiarise themselves with the Ageing and Frailty Standards whilst awaiting self-evaluation of the Ageing and Frailty Standards.

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:		Benchmark, e.g. Scottish Average	
Current spend on this service (£'0000s)	Total:		
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Services supporting older adults across FV – number is not quantified.

**B - Qualitative Evidence** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

In November 2024, HIS published the Ageing and Frailty Standards. These standards replace the previous Care of Older People in Hospital Standards (COPAH), HIS 2015. There are national evidenced based standards which each areas is asked to reference when delivering services for older adults.

They consist of 11 standard which all reference a body of evidence.

**Best Judgement:**

<b>Has best judgement been used in place of data/research/evidence?</b>	No
<b>Who provided the best judgement and what was this based on?</b>	
<b>What gaps in data / information were identified?</b>	
<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	National evidence based standards

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who was engagement with.</b>	Full consultant can be found on <a href="https://www.healthcareimprovementscotland.scot/wp-content/uploads/2024/02/20230623-COPAF-Scoping-report-v1-0.pdf">https://www.healthcareimprovementscotland.scot/wp-content/uploads/2024/02/20230623-COPAF-Scoping-report-v1-0.pdf</a>	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	Yes	See results in the link provided above.
<b>Survey</b>	Yes	See results in the link provided above.
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	Yes	See results in the link provided above.
<b>Public Event</b>	No	
<b>Other: please specify</b>		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	Yes	
<b>Is further engagement recommended?</b>	Yes / No	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
<b>Age</b>		✓		Provide standards for older adults which are evidenced based for services to refer and implement .
<b>Disability</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Sex</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Ethnicity</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Religion / Belief / non-Belief</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Sexual Orientation</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Transgender</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Pregnancy / Maternity</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Marriage / Civil Partnership</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Poverty</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Care Experienced</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.
<b>Other, health, community justice, carers etc.</b>	✓			There is insufficient evidence to assess the impact therefore the impact is assessed as neutral.

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	Standards ensure older adults have timely access to resourced services.
<b>Advance Equality of Opportunity:</b>	Standards ensure older adults have timely access to resourced services.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Standard describe patient centered care planning with shared decision making and highlights the importance of carers and family, promoting holistic assessments.

## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
<b>Business</b>	No	
<b>Councils</b>	Yes	Councils will have services delivering care to older adults. E.g. Care homes, care at home etc.
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	NHS services delivering care to older adults. E.g. community nursing, prison healthcare, inpatient services etc.
<b>Integration Joint Board</b>	Yes	Services who sit under the integration scheme will deliver care to older adults.
<b>Police</b>	No	
<b>Third Sector</b>	Yes	Voluntary sector will support pathways for older adults.
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Review and improve service provision for older adults	Age	Model of implementation will require monthly commitment from stakeholders in Falkirk HSCP who hold key leadership roles to overseeing and delivering services for older adults in Forth Valley. Services across Falkirk HSCP will be required to provide time to undertake self-evaluation. Based on self-evaluation outcomes services will need to consider improvement resources based on findings	Louise Mckay	28/02/2025	Falkirk HSCP Strategic Plan 23-26

### No Mitigating Actions

**Please explain why you do not need to take any action to mitigate or support the impact of your proposals.**



<b>Are actions being reported to Members?</b>	Yes
<b>If yes when and how ?</b>	Through HSCP Clinical and Care Governance Group

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	Yes	There are no negative impacts identified therefore no change is required.
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>David Keenan</i>	Date:	14/01/2025
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?	No
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<b>ASSESSMENT FINDINGS</b>  If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA	
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<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	No	If YES, please describe:
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**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes	Nationally prescribed standards that will have limited impact on people

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>		
<b>Signature:</b>	<i>Martin David Thom</i>	<b>Date:</b> 14/01/2025