

Midlothian Council Equality Impact Assessment Form



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Section A: Introduction

1. Title of policy, procedure or function being assessed

Midlothian Joint Older People's Strategy 2011-15

2. Divisions/organisations/groups involved in the assessment

Communities & Wellbeing – Adult & Community Care

3. Date 14 September 2011

Section B: Information

4. Please describe the Policy, Procedure or Function you are impact assessing

Strategy outlines the direction of travel for older people's services over the next four years, including plans supporting the reshaping of care for older citizens of Midlothian and their families/carers

5. What information and consultation data do you have to inform your assessment? What does it tell you?

A comprehensive programme of consultation with older people, including older people with disabilities was undertaken. There was direct engagement with approximately 1000 older people and carers. 250 people attended workshops and feedback sessions including two large scale public events and a number of smaller sessions aimed at specific groups. In addition the national reshaping care for older people programme consultation also took place both individually and collectively with a number of other stakeholders.

6. Do you need more information or more consultation/engagement data?

- *e.g. from different ethnic groups*

- *Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally.*

There will be a need for continued consultation through the duration of the strategy to ensure the services and supports meet the needs of older people across Midlothian.

This will be achieved by means of the very close links with service users/ carers and providers/organisations on the strategic planning group including people representing equalities groups.

Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the list below, so you should consider all of these in your assessment. If you want you can consider other groups as well, e.g. people on low incomes.

Race (this includes ethnic or national origins, colour and nationality);

Disability (a person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities);

Gender (male/female);

Age;

Sexual Orientation (gay man, gay woman/lesbian, bisexual, heterosexual/straight, trans-gender);

Religion or belief;

Pregnancy and maternity (having just had a baby or being pregnant and/or being married or in a civil partnership);

Gender reassignment or transgender status (a person who is proposing to undergo, is undergoing or has undergone a process to change their sex)

Marriage and Civil Partnership

7. Think about the policy, practice or function you are assessing and

- **people with the above characteristics**
- **people associated with them (e.g. a parent or carer)**
- **people mistakenly assumed to have the above characteristics**

Would any of these have different needs, or be affected in different ways by what you are doing/proposing?

For example:

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the box above, as on average they have a lower income.

Service Users may require the use of pictures or talking mats to aid communication as well as large print or easy read format. There will be a requirement for accessible venues for consultation events.

i. Note any positive impacts on the above equalities groups

Strategy promotes better outcomes for older people, including older people affected by other inequalities e.g. disability

ii. Note any negative impacts on equalities groups

No significant negative impacts

iii. How significant would this negative impact be, and what kind of numbers would be affected?

iv. Note any opportunities for making a positive impact on equalities groups.

The work undertaken will be designed around creating person centered and user led services for older people and their families/carers

Formatting of the strategy when published, in accessible formats e.g. large print, easy read

Section D: Actions and Outcomes

8. Note any actions you will be taking as a result of this assessment:

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

Working in a person centered way to help people have as much choice and control as possible over their lives

Clear and relevant information and appropriate support to individuals and families/carers will be provided.

9. Please note any actions you have already taken as a result of this assessment here.

- People feel involved in the design and delivery of services that affect them or the people they care for.

10. How will you track/monitor that these actions have been achieved?

- The strategy will be monitored on a quarterly basis.
- The Strategy will be reviewed and updated within four years.

11. If you have decided not to take any action please note why this is, and any justification, here.

A significant negative impact, even if it affects only a small number of people, should be addressed.

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12. Is a more detailed assessment recommended?

No