

## Equality Impact Assessment – North Lanarkshire Active Participation and Co-ordination Approach

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| Title of policy  | <i>Investment in Active Participation and Co-ordination</i>                    |
| Responsible body   | Adult Health and Social Care   |
| Lead officer   | Maria Williamson, Quality and Assurance Manager<br>williamsonm@northlan.gov.uk |
| What is the purpose of the proposed policy or changes to established policy?   |  |
| <p>Following a review of engagement and participation in health and social care that concluded in June 2022 recommendations included an increase in investment in this area. There was leadership support and agreement to consider options to increase the allocation of funding to local provider organisations that can facilitate support - to promote increased active participation across our communities - has been identified.</p> <p>The focus is to increase the investment in engagement and participation of supported people in health and social care to ensure that supported people can be involved or represented in decisions that impact on their lives and communities.</p> <p>The intention is to create a more robust process that promotes active participation and meaningful engagement to help shape, inform and develop the whole system into the future.</p> <p>There will be an Active Participation and Coordination remit, hosted by one lead organisation, which will:</p> <ul style="list-style-type: none"> <li>• Administer funds.</li> <li>• Become the central point for the partnership to route engagement and participation activity.</li> <li>• Strengthen feedback to the partnership.</li> <li>• Provide representation across key forums.</li> <li>• Co-chair relevant forums/working groups.</li> <li>• Further and better engagement and participation in health and social care</li> </ul> <p>This is a realignment of existing resources that proposes to reinvest the current funding that supports E&amp;P and augment this from the Self-Directed Support (SDS) Transformational Programme budget.</p> |  |
| Who is affected by the policy or who is intended to benefit from the proposed policy and how?  |  |
| <p>Organisations across North Lanarkshire who currently work to engage and give a voice to supported people.</p> <p>Supported people and unpaid carers. By supported people we include:</p> <ul style="list-style-type: none"> <li>• People are supported in some way by Health and Social Care a</li> <li>• People who have previously been supported or may be in the future.</li> <li>• People who are supported in their communities through natural supports.</li> <li>• Members of the public</li> </ul> <p>Community and voluntary sector groups and organisations that deliver preventative programme of work services and supports in North Lanarkshire and engage directly with supported people and unpaid carers.</p>  |  |
| How have you or will you, put the policy into practice? Who will be responsible for delivering it?   |  |
| <p>This has now been commissioned by NLC Adult Health and Social Care. There will be reporting to NL Integrated Joint Board.</p> <p>The service has been procured through Public Contracts Scotland. The successful bidder is responsible to deliver on the outcomes and outputs set out in the service specification. A robust governance arrangement and evaluation framework is a requirement set out in the service specification. Adult Health and Social Care, through the Performance, Planning and Quality Assurance teams will assign link workers and apply established monitoring procedures to ensure outcomes and outputs are delivered.</p>  |  |

| <b>Impact or potential impact on socio-economic disadvantage?</b> |   |
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| Low income  | <p>In seeking to engage supported people, care groups include those experiencing frailty and long-term conditions, learning disability, mental health and addictions and carers. For these care groups it is more likely that people are in low-income employment and /or dependent on benefits.</p> <p>The investment will increase the opportunity for those voices to be heard. This will support changes that improve the experience of services and supports.</p> <p>Connecting with community groups and organisations and with services and supports increased the likelihood of people accessing the benefits of income maximisation.</p> |
| Low wealth  | <p>As above.</p> <p>There are additional costs associated with long term conditions that are not always met through the finances or income of individuals and families experiencing this.</p>   |
| Material deprivation  | <p>For the care groups referred to health inequalities prevail. Often supported people have lost their livelihood due to the reason that they need support. Similarly those who are in a caring role do not have the same opportunities to engage in employment that they may have experienced previously.</p> <p>We are aware that there are groups who experience inequality and deprivation that we need to work harder to reach and include such as black and ethnic minority groups. A targeted approach will be included in the developed service specification and contract monitoring.</p>  |
| Area deprivation  | <p>Through our locality profiles we are aware of areas where there are higher rates of poverty and deprivation. With this knowledge we can ensure a targeted geographic reach is included in the developed service specification and contract monitoring.</p> <p>Through consultation for the Strategic Commissioning Plan the cost-of-living crisis and the impact on our communities was highlighted. H&amp;SC works with partners to gather detailed information to inform priorities and actions in the NL Tackling Poverty Strategy and Action Plan.</p>   |

In stage 1 screening it was identified that the policy will impact on one or more of the protected characteristics.

#### **What information do you have that tell you how this policy might have an impact?**

Key Questions:

- What will the impact of the proposed policy/function be the same or different for each group identified?
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

| <b>Protected Characteristic</b>   | <b>What evidence do you have that consultation has been undertaken</b>  |
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| <ul style="list-style-type: none"> <li>• Sex</li> <li>• Pregnancy &amp; maternity</li> <li>• Disability</li> <li>• Race</li> <li>• Religion &amp; belief</li> </ul> | <p>From January – June 2022 there was an independent review of engagement and participation across NL H&amp;SC. This included engagement with all stakeholders through interviews and a survey.</p> <p>Within the development of the North Lanarkshire Health and Social Care Strategic Commissioning Plan 2023-26 there was a strategic needs assessment</p> |

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| <ul style="list-style-type: none"> <li>• Marriage &amp; civil partnership</li> <li>• Gender reassignment</li> <li>• Sexual orientation</li> <li>• Age</li> </ul> | <p>undertaken. In addition there was extensive consultation to identify the priorities for the next three years.</p> <p>Locality profiles are published and updated and offer detailed information about</p> <ul style="list-style-type: none"> <li>• Population</li> <li>• Life expectancy</li> <li>• Poverty and deprivation</li> <li>• Mother and baby indicators</li> <li>• Early deaths</li> <li>• Hospital admissions</li> <li>• Benefits</li> </ul> <p>In considering how we further engagement and participation activity following the independent review, stakeholders were involved in consultation sessions and influenced the developing proposals. This included organisations, representatives of supported people and carers and supported people.</p> <p>Stakeholder organisations have evaluation and monitoring information from the programmes and activities that they are involved in. This part of the quality assurance and monitoring framework.</p> <p>The investment will target adults.</p> |
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#### What is the impact on the protected characteristics identified?

| Protected Characteristic | Impact (High, Medium Low or Unknown) | Description of impact   |
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| General                  | L                                    | <p>The purpose of the realignment of investment in this service is to increase the capacity and broaden the reach to engage with the diverse communities across NL. There are established organisations and networks that we seek to further develop through this investment.</p> <p>Although below we refer to each protected characteristic separately, we are also aware that many of our supported people experience discrimination and inequality stemming from several of the protected characteristics. The person-centred approach that has been part of health and social care for many years and the developing Getting it right for everyone approach ensures that we focus on each individual and their circumstances, experiences and strengths. It is from this position that we work with them to identify supports.</p> |
| Sex                      | L                                    | Some of our services for supported people are targeted to one sex or targeted differently due to specific or different needs. The service specification will ask that engagement and participation relating to this characteristic is monitored to ensure both men and women are appropriately targeted and engaged.  |
| Pregnancy and Maternity  | L                                    | In NL we monitor all births in Lanarkshire and this is included in our locality profiles. We are aware of underrepresentation in the existing framework.  |

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|                                |   | <p>There are specialist services and supports for women, particularly young women who may need extra support during pregnancy and parenthood. Women considered vulnerable are identified during pregnancy and linked to relevant services and supports. We will link with NL Children's Services Partnership and out children and families' teams to gather further information in this area and link with the established engagement and participation mechanisms.</p>   |
| Disability                     | M | <p>There is evidence that people with disabilities experience barriers to inclusion and stigma. People with disabilities are affected by the negative impacts of inequalities including income, opportunity and access to civic society including services and supports. People with disabilities often need additional supports or require an alternative arrangement to engage and participate.</p> <p>Local organisations have long established relationships and connections and have supported broad networks that include people experiencing disability in NL.</p> <p>The proposed service seeks to incorporate maintain and extend these existing relationships and networks to further include people with disabilities.</p> |
| Race                           | L | <p>Research tells us that people from differing ethnic backgrounds have specific needs from services and supports. We are aware of underrepresentation in the existing framework. The service specification references this. The purpose of realigning the investment is to increase the capacity to broaden the reach and to connect with black and minority ethnic communities.</p> <p>There are some established connections that can be built upon.</p> <p>The census information from 2022 will be published later this year and will inform us of any changes in the population over the last decade. We will tailor our response accordingly.</p>  |
| Religion and belief            | L | <p>Research tells us that people from differing religions or beliefs have specific needs from services and supports. We are aware of underrepresentation in the existing framework to feedback on the experience of services and supports or engage in service review and redesign to ensure that services and supports are appropriate for the diverse needs. Information from engagement will support awareness of considerations amongst staff delivering services and supports is also key</p>  |
| Marriage and civil partnership | L | <p>Unpaid carers are often the spouse of partner of supported people. Experiences and views of cared for and unpaid carers are sought.</p>  |
| Gender reassignment            | L | <p>Research tells us that there continues to be discrimination and barriers in terms of gender reassignment. In broadening the reach of our engagement and participation we seek to include our Trans communities in NL. In including their views we can identify, better understand and take action to mitigate discrimination in experience of and provision of services and supports for health and social care.</p>   |
| Sexual orientation             | L | <p>Research tells us that there continues to be discrimination and barriers in terms of sexual orientation. In broadening the reach of our engagement and participation we seek to include our LGB communities in NL. In</p>  |

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|  |   | including their views we can identify, better understand and take action to mitigate discrimination in the experience of and provision of services and supports for health and social care.   |
| Age  | L | <p>Transitions- we know that young people transitioning to adult health and social care services need extra supports during this time. Our transitions team we are aware of the numbers of young people transitioning in any one year. We also have information and feedback on their experiences.</p> <p>We have a growing ageing population (65+). An increasing population increases the need for health and social care services and supports. One characteristic of aging is that people are more likely to need support or become unpaid carers. There are established mechanisms to engage those who are over the age of 60.</p> <p>Voice of Experience Forum is one of the stakeholder organisations who have consulted with their volunteer trustees on the developing model and representatives have been involved.</p>   |
| <p>Other groups</p> <ul style="list-style-type: none"> <li>• Children and families</li> <li>• Homeless people</li> <li>• Care experienced Care leavers</li> <li>• Armed forces- ex service personnel</li> <li>• Carers- unpaid, family members</li> <li>• Asylum seekers</li> <li>• Employees</li> </ul> | U | <p>Other groups who are not considered in this list of ‘protected characteristics’ as defined by the Equalities Act 2010 are also known to experience discrimination, exclusion and negative consequences of inequalities.</p> <p>These groups will be highlighted in the service specification to ensure that opportunities for inclusion are planned for as the programme of work for this service develops.</p> <p>Already there are links with the different areas of work, partners and community groups and organisations who are working with the communities mentioned.</p> <p>The Armed Forces Covenant Duty requires that we ensure the Armed Forces community.</p> <ul style="list-style-type: none"> <li>• Should not face disadvantage compared to other citizens in the provision of public and commercial services.</li> <li>• Special consideration is appropriate in some cases, especially for those who have given most, such as the injured and the bereaved.</li> </ul> <p>This will be highlighted in the monitoring framework and monitored in relation to outcomes and outputs.</p> |

### Does the policy need to be changed?

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| Are there any changes?    |    |  |
| Protected characteristics |    | Description  |
| All                       | no | The primary focus of this realigned investment is to broaden our reach and to ensure that those who are underrepresented in our engagement and participation mechanisms and supports are included. Through their inclusion their voices are sought and heard, their experiences in relation to inequalities are expressed and influence change to impact positively on inequality. |

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|  |  | <p>All procurement arrangements ensure that there are appropriate policies in place to demonstrate commitments to inclusion and impacting positively on inequality.</p> <p>The service specification will be developed to include outcomes and outputs to ensure the considerations outlined in this EQIA are taken forward. This will also be incorporated into the monitoring framework.</p> <p>Through our strategic planning arrangements there is regular collection of data and review of our strategic needs assessment to ensure that we can respond to changes.</p> <p>The active engagement and participation of supported people because of this investment will have a significant role in influencing change, positively impacting on the experience and impact of inequality by informing ongoing and future planning of adult health and social care services and supports.</p> |
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**Approved by:**

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| Name (Chair of partnership) | Maria Williamson                  |
| Designation                 | Senior Manager, Quality Assurance |
| Date                        | 06/10/23                          |