




A&B | Transforming
HSCP | Together

Argyll & Bute Health & Social Care Partnership

STRATEGIC PLAN
Equality and
Socio-Economic Impact
Assessment



APRIL 2019

Argyll and Bute Council: Equality and Socio-Economic Impact Assessment

Section 1: About the proposal

Title of Proposal

Equality Impact Assessment of Argyll and Bute Health and Social Care Partnership Strategic Plan 2019 – 2022.

Intended outcome of proposal

Argyll and Bute HSCP Strategic Plan sets out Argyll and Bute HSCP high level strategic intentions for the period 2019 – 2022 with regard to services which they deliver and/or are responsible for. This proposal is intended to ensure that this strategic plan is informed by an awareness of equality and diversity.

Description of proposal

The strategic intentions within the Argyll and Bute HSCP Strategic Plan 2019 - 22 have been developed through a process of engaging with citizens, staff, partners and stakeholders to ensure the strategic plan is developed in line with the needs of local communities and with consideration to diversity and equality.

Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes

Delivery of the Argyll and Bute HSCP Strategic Plan for 2019-2022, which defines the strategic intentions of the HSCP and the intention to deliver of the priorities of the HSCP which include:

- Support people to live fulfilling lives in their own homes for as long as possible.
- Promote health and wellbeing across all our communities and age groups.
- Support unpaid carers to reduce the impact of their caring role on their own health and wellbeing.
- Reduce the number of avoidable emergency hospital admissions and minimise the time that people are delayed in hospital.
- Support staff to continuously improve the information, support and care that they deliver.
- Institute a continuous quality improvement management process across the functions delegated to the partnership.
- Efficiently and effectively manage all resources to deliver best value.

Lead officer details:

Name of lead officer	Alison McGrory
Job title	Health Improvement Principle
Department	Health Improvement
Appropriate officer details:	
Name of appropriate officer	Stephen Whiston
Job title	Head of Strategic Planning and Performance
Department	Strategic Planning and Performance
<hr/>	
Sign off of EqSEIA	
Date of sign off	30.4.2019

Who will deliver the proposal?

All HSCP staff including frontline staff within the HSCP will work towards delivering the strategic intentions and the priorities of Argyll and Bute HSCP. Partners and commissioned services will also contribute to the delivery of the strategic intentions on behalf of the HSCP as appropriate.

The Strategic Plan will be delivered by the partnership and its development overseen by the Strategic Planning Group. Members of the strategic planning group include:

- HSCP staff
- IJB Members
- Third Sector
- Independent Sector
- Staff representatives

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement

- Engagement with staff, citizens and stakeholders through series of presentations to various groups as listed in **Appendix 1 – Strategic Plan Engagement Programme available on:** https://www.argyll-bute.gov.uk/sites/default/files/ab_hscp_ijb_-_28-11-18.pdf)
- **ABHSCP Strategic Plan Consultation Feedback Report** was developed and circulated in November 2018.

- Argyll and Bute Draft Strategic Plan 2019 – 2021 was re-released for consultation between 31/12/18 – 11/2/19 (6 weeks) and shared with partners in a variety of ways and using a variety of different methods including: email, website, and local radio, social media (Facebook and Twitter).
- A Draft ABHSCP Strategic Plan Consultation feedback report was developed and circulated in February 2019. This has not yet been approved by IJB.
- Contacted ACHA with regard to Travelling Communities within Argyll and Bute HSCP

An Equality and Diversity Impact Assessment (EQIA) was conducted in partnership with the Third Sector prior to the publication of this Strategic Plan. It can be viewed here –

The HSCPs mainstreaming report for equalities was published in June 2016 and an outcomes report published in June 2018. This can be viewed here –

<https://www.nhshighland.scot.nhs.uk/OurAreas/ArgyllandBute/abhscp/Documents/AandB%20HSCP%20Equalities%20framework%20Reporting%20measures%202016-2018.pdf>

Data

Age

Argyll and Bute has a higher proportion of older people than Scotland as a whole, with 11.6% aged 75+ compared to 8.5% in Scotland.

Source: National Records of Scotland (NRS) 2016-based population projections.

Over the next 10 years, the population within Argyll and Bute is projected to decrease overall by 4%. The decrease is projected in the younger age groupings:

NRS 2017 – household an population estimates

- 8% decrease for those 0-15 years
- 7% decrease for those aged 16-44 years
- 15% for those aged 45 – 64 years.

The population is projected to increase by 32% for those aged 85+ and the younger population within Argyll and Bute is predicted to decrease.

3,690 people (4.3%) in Argyll and Bute receive Social Care, of which 83% are aged 65+.

Source: Scottish Government Social Care Survey 2017.

Life expectancy in Argyll and Bute has increased but remains lower for males (77.4 years) than for females (82.5 years). Male life expectancy is close to Scotland as a whole (77.1 years). Female life expectancy is higher than for Scotland as a whole (82.1 years).

Source: Scottish Public Health Observatory (3-year mid-point) life expectancy since birth.

Disability

2% of individuals in Argyll and Bute have a Learning Difficulty

Source: Scotland Census 2011

3% Blindness or partial sight loss

8% Deafness or partial hearing loss

7% Have a physical disability

330 people in Argyll and Bute are known to have a Learning Disability

Source: Scottish Government Social Care Survey 2017.

Higher crude prevalence (per 100 patients) of Mental Health of patients on general practice QOF registers within Argyll and Bute (1.04) compared to Scotland as a whole (0.9).

Source: QOF Calculator Database, as at 28th June 2016.

There are an estimated 710 Problematic drug users in Argyll and Bute as at 2012/13.

Source: Estimating the National and Local Prevalence of Problem Drug Use in Scotland 2012/13. Published 2016.

Ethnicity

There is a very small proportion of Black Minority and Ethnic (BME) groups reported within the Argyll and Bute area (1%). There is known to be a small Syrian Population on Bute.

Source: Census 2011 (latest)

Argyll and Bute HSCP has two Travelling persons sites situated in Ledaig (nr. Oban) and Duncholgan (nr. Lochgilphead). 16 pitches were recorded as being occupied on this site as at 30th September 2018 (latest

Source: Gypsy Traveller

figures available). Actual number of individuals on site not available at present for both sites and due to be update March 2019.

Count Argyll and Bute .
September 2018.

Sex

51.1% of the population living in Argyll and Bute reported in the most recent Census (2021) as Female and the remaining 48.9% Male.

Source: Scotland
Census 2011

Gender reassignment

Not available

Marriage and Civil Partnership

50.1% people within Argyll and Bute were recorded in most recent Census (2011) as 'Married' or in a registered 'Same-sex civil partnership'.

Source: Scotland
Census 2011

In the years 2005 – 2017 there have been 12,938 marriages and 147 civil partnerships within Argyll and Bute.

Source: National
Registers of Scotland.
Marriages, by Council
area 1991 to 2017
(MT.02);

Civil partnerships by
Council area 2005 to
2017(MT.03)

Pregnancy and Maternity

In 2017, there were 665 births in Argyll and Bute. This is a decrease of 4.9% from 699 births in 2016. Of these 665 births, 303 (45.6%) were female and 362 (54.4%) were male.

Source: 2017 Births by
Council Area in Scotland.

Births by sex, Argyll and
Bute, 1997-2017.
National Registers of
Scotland.

33% Babies are exclusively breastfed at 6-8 weeks.

Source: SCOTPHO:
breastfeeding (2015/16 –
2017/18)

Religion

Within Argyll and Bute over two thirds of people reported their religion to be Christian, with just less than one third reporting 'No religion'. Very small proportions of people reported Other religions (0.9%)

Source:

Scotland Census 2011

including Muslim (0.2%).

Sexual Orientation

Not available. Data available nationally only and not broken down to smaller geographical areas. Hopefully this will be further informed by the new Scottish Census 2021.

Fairer Scotland Duty:

Mainland rural population

Over 10 years, the population within Argyll and Bute HSCP is projected to decrease overall by 4% to 83,120 people. The population is projected to increase by 32% for those 85+ to 3,437 people in 2029 with an increase to 2,715 people in 2021.

Source: National Records of Scotland's 2016 based population projections; National Records of Scotland's 2017 Mid-Year Population Estimates.

It should also be noted that within Argyll and Bute HSCP area:

- 73% live in remote or very remote areas
- 47% live in areas in the 20% most deprived for geographic access to services (derived from travel times)

Source: Scottish Government Urban-Rural (UR)

Classification 2016, SIMD 2016 and NRS population estimates (2017) and Census 2011.

Argyll and Bute has the third sparsest population of the 32 Scottish local authorities, with an average population density of 0.13 persons per hectare. This compares to a Scottish average of 0.70 persons per hectares.

Source: National Records of Scotland's 2017 Mid-Year Population Estimates

Island populations

- There are 23 inhabited islands within Argyll and Bute.
- 17% of population live on islands and 80% of the population live within one mile of the coast.
- 17% live on an island

Source: Scotland Census 2011

Low income

10% of people in Argyll and Bute are estimated to be income deprived.

Source: ScotPHO deprivation profile:

Income (2015)

As at April 2017 the average worker in Argyll and Bute earned £504.80 per week (earnings by work place) lower than the £547.30 Scottish average.

Source:

Annual Survey of Hours and Earnings (ASHE) (NOMIS, April 2018)

Low wealth

As at March 2018, 925 Individuals in Argyll and Bute were recorded as claiming Unemployment and Employment Benefit this is lower than the Scottish average with 1.8% of the population within Argyll and Bute claiming compared to 2.6% within Scotland.

Source: ONS claimant count with rates and proportions (NOMIS, March 2018)

Material deprivation

48% of households in Argyll and Bute were estimated to be in fuel poverty as opposed to the Scottish average of 30.7%. Approximately 42% of Argyll and Bute is off the gas grid and hence have to resort to more expensive fuels

Source: The Scottish Housing Condition Survey 2017

20.4% of children in our area are in low income households – a total of 3,176 in 2015

Source: End Child Poverty)

Area deprivation

8% of people in Argyll and Bute live within the areas ranked 'most deprived' (Quintile 1) in Scotland (SIMD). The majority of people within Argyll and Bute live within Quintile 3 (41%) while 9% live within the areas ranked 'least deprived' in Scotland (Quintile 5).

Source: SIMD 2016

It should be noted however that the SIMD will not necessarily reflect the pockets of rural population throughout Argyll and Bute due to the small numbers involved.

Socio-economic background

Average gross weekly pay for full-time workers in Argyll and Bute is £565.60. This compares to a Scottish average of £657.80 and a British average of

Source: Office for National Statistics Annual Survey of Hours and Earnings 2018,

£688.20

residence-based analysis. Figures relate to the median earnings for employees living in the area.

Communities of place

73% live in remote or very remote areas

Source: Scottish Government Urban-Rural (UR)

Classification 2016

Communities of interest

Carers

8, 655 people (aged 16+) within Argyll and Bute reported providing unpaid care in Census 2011, however, estimates are higher with **12,677** people (aged 16+) estimated as providing unpaid care based on data published by National Records of Scotland (2011 Mid-year population estimates, Crown copyright) and Scottish Health Survey (Scottish Government).

Source: Report on provision of Unpaid Care Argyll and Bute, 18th November 2016, Argyll and Bute Health and Social Care Partnership Public Health Information

Young Carers

166 people (aged 0-15 years) within Argyll and Bute reported providing unpaid care in Census 2011, however, estimates are higher with **574** people (aged 0-15 years) estimated as providing unpaid care based on data published by National Records of Scotland (2011 Mid-year population estimates, Crown copyright) and Scottish Health Survey (Scottish Government).

Other information

The HSCP has stated its commitment in the strategic plan to the development of an Equalities Outcome Framework for the HSCP and is also committed to providing person centred services which focus on the needs of our service users.

Gaps in evidence

Gaps in evidence is noted in protective characteristic areas of Gender Reassignment and Sexual orientation. It is hoped that more information will be

available following the new census in 2021.

Section 3: Impact of proposal

In this section, and based on the evidence you have identified in Section 2, you will check the boxes that best describe the impact(s) that you think your proposal will have on the groups listed.

In addition to the protected characteristics set out in the Equality Act (2010), there are nine categories that relate to the Fairer Scotland Duty. More information about these is given in the guidance.

The Islands (Scotland) Act requires that, when you consider impacts on island populations, you bear in mind that proposals may affect different island communities in significantly different ways.

Impact on service users:

Protected characteristic	Negative	No impact	Positive	Don't know
Age			✓ due to commitment within A&B HSCP strategic objectives to improving services for elderly people in respect of falls, care at home and delayed discharges. The Strategic Plan also takes consideration of the increase in elderly population and aim to tailor services accordingly.	
Disability			✓ due to commitment within A&B HSCP strategic relating to improving services for individuals with disabilities with regard to homes and housing, community facilities and respite care.	

Protected characteristics:	Negative	No impact	Positive	Don't know
Ethnicity				✓ Limited information may mean that services are not tailored to particular requirements.
Sex				✓
Gender reassignment				✓ Limited information may mean that services are not tailored to particular requirements
Marriage and Civil Partnership				✓ Limited information may mean that services are not tailored to particular requirements
Pregnancy and Maternity			✓ Positive with regard to the strategic intentions to improving access to maternity services.	
Religion				✓
Sexual Orientation				✓ Limited information may mean that services are not tailored to particular requirements.

Fairer Scotland Duty:

Protected characteristics:	Negative	No impact	Positive	Don't know
Mainland rural population			✓ HSCP Commitment to introducing Attend Anywhere/Teleconferencing facilities aims to reduce travel for island and remote communities	
Island populations				
Low income				✓
Low wealth				✓
Material deprivation				✓
Area deprivation				✓
Socio-economic background				✓
Communities of place/ geographical communities				✓
Communities of interest:			✓	
<ul style="list-style-type: none"> CARERS including young carers 			✓ Positive with regard to strategic intentions to implement newly developed strategy for carers, including young carers and specify new pathways for support.	

Impact on service deliverers (including employees, volunteers etc):

Argyll and Bute Health and Social Care Partnership recognises the importance of fairness and equity in the delivery of health and social care services and aims to ensure everyone affected by our services are not unfairly disadvantaged; this includes staff, people receiving services, carers and the wider population.

The HSCP acts in accordance with statutory requirements for equality and diversity; these include:

- The UK Equality Act 2010 requirements to eliminate unlawful discrimination, advance equality of opportunity and foster good relationships. This is in relation to protected characteristics which include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- The Scottish Specific equality duties which include:
 - report on mainstreaming the equality duty
 - publish equality outcomes and report progress
 - assess and review policies and practices (conduct impact assessments)
- Fairer Scotland duties to minimise the impact of socio-economic inequality by conducting impact assessments.
- Islands (Scotland) Act 2018 requirements to conduct impact assessments for island living.

Staff living in Argyll and Bute are considered within this assessment as residents and recipients of HSCP services. All other equality requirements are considered by the HSCP under existing recruitment procedures and staff governance frameworks.

If any ‘don’t know’s have been identified, at what point will impacts on these groups become identifiable?

Argyll and Bute HSCP are due to begin work on the development of a new Joint Needs Assessment with Partners from the CPP to identify and establish the needs of the Argyll and Bute population. This should provide more information on the population characteristics, particularly on this areas which at present are limited in detail.

We are also hopeful the new Census due to be available 2021 will provide us with up to date and more relevant information in relation to the population of in Argyll and Bute.

The HSCP is committed to providing person centred services which focus on the needs of our service users. The HSCP aims to supports staff to do this in their roles.

How has ‘due regard’ been given to any negative impacts that have been identified?

Negative impact has not been identified in any area.

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council? None identified

Details of knock-on effects identified

N/A

Section 5: Monitoring and review

Monitoring and review

This will be monitored every three years in line with the Strategic Plan development cycle.