



Equality, Human Rights and Fairer Scotland Duty Impact Assessment

Stage 1 Proportionality and Relevance

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

Home First Reablement Update

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (clients, customers, people using services, employees)
indicate all that apply

Age	Disability Learning Disability, Learning Difficulty, Mental Health, Physical Neurodiversity Neurological Condition	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
NA	NA	NA	NA	NA	NA	NA	NA	N

Equality and Human Rights Measurement Framework – Reference those identified in Stage 1 (highlight those that apply)

Education	Work	Living Standards	Health	Justice and Personal Security	Participation
Higher education Lifelong learning	Employment Earnings Occupational segregation Forced Labour and trafficking*	Poverty Housing Social Care	Social Care Health outcomes Access to health care Mental health Reproductive and sexual health* Palliative and end of life care*	Conditions of detention Hate crime, homicides and sexual/domestic abuse Criminal civil justice Restorative justice Reintegration, resettlement and rehabilitation*	Political and civic participation and representation Access to services Privacy and surveillance Social and community cohesion* Family Life*

*Supplementary indicators



Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
The change will bring together 2 NHS community services. Line management of some NHS staff will change, but service delivery will remain unchanged.	Any changes should be positive in relation to reduced duplication and increased continuity of care.	insignificant

Is the proposal considered strategic under the Fairer Scotland Duty?	No
E&HRIA to be undertaken and submitted with the report – Yes or No	Proportionality & Relevance Assessment undertaken by: Paul Williams Name of Officer: Date: 13/02/25

