

Equality Scoping Template

This form will help you decide if you need to undertake a full Equality Impact Assessment. In using the form, please read the guidance document '**Issues you will need to consider when undertaking an Equality Impact Assessment**'. Equality Impact Assessments need to consider the needs for people covered by the equality strands of Age, Disability, Gender, Race, Religion or Belief and Sexual Orientation.

Title: Improving the quality of older peoples care homes

1. Who does the proposed piece of work/policy/proposal affect?

Staff ✓	Service Users/Carers ✓	Communities/Voluntary Groups ✓	Public ✓
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2. What are the aims and objectives of the work/policy/proposal being assessed?

Findings and recommendations of the officer/member working group to review the quality of older peoples care homes and to consider proposals for improvements

	Yes	No
3. Will the proposal have any impact on equality of opportunity, discrimination between groups or relations between groups?	✓	
4. Is the proposal controversial in any way in terms of equality and diversity (including media, academic, voluntary or sector specific interest)?		✓
5. Will the workforce or users of the service be disadvantaged as a result of the proposed work?		✓
6. Is there doubt about answers to any of the above questions (e.g. there is not enough information to draw a conclusion)?		✓

If the answer to any of the above questions is yes or you are unsure of your answers to any of the above a full impact assessment is recommended.

7. Given the above statement, do you recommend a full impact assessment is completed?	✓	
8. If a full impact assessment is not required briefly explain why and provide evidence for the decision.		

Completed By

Name	Elaine Torrance	Dept.	
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Post	CSWO	Date	
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For your records, keep one copy of this rapid impact assessment along with plus any supporting documentation to evidence your decision.

Please complete this form in conjunction with the guidance provided. If you have any questions, please contact the Equality and Diversity Officer on 01835 824000 x 5604. (Please note that your policy or function should also be rural proofed. Please refer to Scottish Borders Council’s Rural Proofing Guidance).

Record of Equality Impact Assessment (EIA)

Section One:

Details of Service	
1.1	Name and brief description of the service, policy or function: To review and improve current quality of Care Homes for Older People.
1.2	<p>What are the aims and purpose of the service, policy or function? (<i>consider explicit and implicit aims and outcomes</i>)</p> <p>To review current local mechanisms in place to address quality issues and encourage improvements.</p> <p>Consider benchmarking/good practice in other areas of Scotland and the UK including alternative models.</p> <p>Consider national and local context and challenges in Care Home market.</p> <p>To identify gaps/areas for improvement and proposals.</p> <p>To make recommendations for improvement to Executive Committee.</p>
1.3	Which groups or individuals have you involved or consulted with about your service, policy or function? (<i>see guidance: Issues you will need to consider when undertaking an Equality Impact Assessment.</i>)

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Section 2: Assessing the Equality Impact of the Service Change

Please use the table below to assess the impact of the service, policy or function on different equality groups. Please mark negative or positive impacts for each equality group.

Equality Groups	Nature of Impact			Positive	No Impact	Please set out details of negative and positive impacts
	low	med	high			
Age: Effects on children, young people and older people				✓		Improved environment and care in care homes will positively benefit older people and their carers
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring				✓		Improved environments should enhance a person's mental and physical wellbeing. A focus on dementia good practice will also help improve functioning of the service.
Gender: Effects on Male, Female, Transgender and Transsexual people					✓	

Equality Groups	Nature of Impact				Please set out details of positive and negative impacts	
	Negative			Positive		No impact
Effects on Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	low	med	high	✓		Improved training should always include religious and race issues
Effects on people with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	low	med	high	✓		
Effects on Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	low	med	high	✓		Values training include reference to sexual orientation and adopting a non – discriminatory approach

Equality Groups	Nature of Impact				Please set out details of positive and negative impacts	
	Negative		Positive	No Impact		
Effects on Poverty Groups: (including impacts on communities in rural areas, people on low wages, who have literacy and other difficulties etc.)	low	med	high	✓		Improved care provision will be provided across the Borders
Effects on people with health problems/issues or needs (including those with recognised medical and mental health conditions). The effects on public health and the general health of the population caused by the service change should also be assessed here.	low	med	high	✓		Focus on best practice dementia care and tendering new services will provide improved services for older people with dementia
Effects on staff including full time, part time, permanent temporary, job share etc.	low	med	high	✓		Staff training is an integral part of any action plan – opportunities to do this across the sector

Section 3: Summary Findings of Equality Impact Assessment

3.1	<p>Please summarise the general impact of the service, policy or function and its impact on the equality groups:</p> <p>This report focusing on improvements to care homes will have a positive impact on service users, carers, staff and communities</p>
3.2	<p>Please summarise mitigation actions to deal with negative impacts of the service, policy or function:</p> <p>None Needed</p>

Section 4: Signing off your Equality Impact Assessment

<p>I confirm that this report is an accurate and correct account of the EIA findings for this service change and I am satisfied with the conclusion and outcome of the impact assessment: <input type="checkbox"/></p>	
<p>Agreed by Manager or Head of Service</p>	<p>Name/Job Title: Elaine Torrance Chief Social Work Officer</p> <p>Date:</p>

Equality Impact Assessment (EIA) SUMMARY (Publishing Form)

Title of Policy/Function/Service:	People Department – Social care and Health	
Directorate/Department: Head of Service:	Improving the quality of older peoples care homes	
Telephone No: Email Address:		
Names/ Job titles of Assessors	Elaine Torrance, Chief Social Work Officer Steve Almey, Team Leader, Reviewing Team	
Summary of Policy / Service /Function aims:	To review and improve current quality of Care Homes for Older People. To review current local mechanisms in place to address quality issues and encourage improvements. Consider benchmarking/good practice in other areas of Scotland and the UK including alternative models. Consider national and local context and challenges in Care Home market. To identify gaps/areas for improvement and proposals. To make recommendations for improvement to Executive Committee.	
Strands Impacted: Please note: If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular strand.	Age ✓ Disability ✓ Gender ✓ Race ✓ Religion or Belief ✓ Sexual Orientation ✓ Poverty/Social Exclusion ✓ Health ✓	
Summary of key issues arising and decisions made	Positive impact identified across all people using care homes and their carers should the recommendations be implemented	
Summary of key recommendations	To improve training and support, monitor quality and performance. To promote diverse use of Care Homess and alternative models. To ensure voice of people using services, and carers, are heard and acted upon.	
Agreed by Head of Service	Name:	Date:

**For further information, a copy of the full assessment or if you require this information in an alternative format or language please contact:
Equality & Diversity Officer, Business Consultancy Unit, Scottish Borders Council HQ,
Newtown St Boswells, TD6 0SA.**

