



COMHAIRLE NAN EILEAN SIAR

Fairness Assessment Toolkit

Author/Reviewer Name	Ron Culley
Name of policy, protocol, procedure, strategy or service	Western Isles Dementia Strategy
Date Completed	07/12/16

Section 1 - About your project

Please answer the following questions:

1. Is this a new strategy?

Yes

The need to develop a dementia strategy for the Western Isles is set out in the IJB Strategic plan and was a recommendation of the recent Joint Inspection of Older People's Care. The Strategy was developed by a multi-agency, multi-professional working group led by the Dementia Nurse Consultant.

2. Have you checked if there is any other current guidance on this topic?

The development of the proposal has been checked against existing Scottish Government Guidance, a number of relevant national strategies and the frameworks developed by Alzheimer Scotland.

3. Please list who is likely to be affected by this project and how they will be affected

Who?	How?
Older people	Older people are more likely than other age groups to acquire dementia. This strategy is specifically focused on supporting people with dementia.
Disabled people	Some groups of disabled people are more likely than other population groups to acquire dementia. This strategy is specifically focused on supporting people with dementia.

4. Please tell us how you are going to involve these people in the project

In developing the proposal, we will seek wide-ranging input from patients, third sector organisations, and staff:-

- Working with the Locality Planning Group to identify key issues;
- Through the Locality Planning Group, ensuring feedback to community councils about the reforms;
- Our intention to consult early in 2017 on a number of themes including:
 - a) whether the proposals are likely to have an adverse impact on any of the protected characteristics set out in the Equality Act 2010
 - b) whether the proposals are likely to have an adverse impact on equality of opportunity or on good community relations
 - c) whether there is an opportunity to promote equality of opportunity or good community relations

Section 2 Protected Characteristics

Read the following, as these are about the people or groups of people whose rights are specifically protected under the 2010 Equalities Act.

This page gives you information on each of the nine protected characteristics.

1. Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18-30 year olds, 65-80 year olds)

How will these groups be affected?

The dementia strategy seeks to improve the care and support available to older people with dementia (65+) and people with early onset dementia (<65). The strategy profiles how the shape of services might change over time, with people supported less often as long-stay hospital patients in favour of community settings.

2. Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.

How will this group be affected?

The dementia strategy seeks to improve the care and support available to disabled people with dementia. The strategy profiles how the shape of services might change over time, with people supported less often as long-stay hospital patients in favour of community settings.

3. Gender Reassignment

The process of transitioning from one gender to another.

How will this group be affected?

The proposed changes will not discriminate against people whose gender has been reassigned.

4. Marriage and Civil Partnership

Same-sex marriage has now been enshrined in legal statute, in England in March 2014 & in Scotland in December 2014 respectively. Therefore, both mixed-sex and same-sex couples can now marry in the eyes of the law, while respecting the freedom of religious bodies and celebrants not to perform these ceremonies. Couples in a civil partnership in England can now convert this into marriage in



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England, although this option is not yet available in Scotland. Civil partnership is not available to mixed-sex couples throughout the UK.

How will this group be affected?

The proposed changes will not impact on people who have entered into civil partnerships

5. Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. Under the terms of the 2010 Equality Act, action can now be taken in the civil courts when a person has suffered a disadvantage because of unfair treatment because of pregnancy, breastfeeding or having given birth.

How will this group be affected?

The proposed changes will not impact on women who are pregnant or who have recently given birth.

6. Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

How will this group be affected?

The proposed changes will not discriminate between people on the basis of race

7. Religion and Belief

Religion is the term given to a collection of cultural belief systems based on narratives, traditions and symbols that give meaning to life and instil a moral framework of conduct. Belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices for it to be included in the definition.

Does your proposal discriminate or disadvantage any religious or non-religious group?

The proposed changes will not discriminate between people on the basis of religion or belief

8. Sex (Gender)

A man or a woman. (Male or female)



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Does your proposal discriminate between men and women, if so how and why?

The proposed changes will not discriminate between people on the basis of sex.

9. Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

How will this group be affected?

The proposed changes will not discriminate between people on the basis of sexual orientation

10. Negative Findings

If you have found negatives in the above assessments, how do you intend to deal with these, and why?

There will be wide-reaching consultation ahead of any service changes.



Section 3 Human Rights

It is unlawful for a public authority to act in a way which is incompatible with a European Convention of human Rights requirements.

There are 15 protected rights which public authorities must ensure that they comply with in their policies, services and practices. Those listed below are the ones which can directly be affected by Healthcare provision.

- The right to life – protects your life, by law. The state is required to investigate suspicious deaths and deaths in custody.

Does your proposal affect this right?

The proposal does not contain proposals which affect an individual's right to life

- The prohibition of torture and inhuman treatment – you should never be tortured or treated in an inhuman or degrading way, no matter what the situation.

Does your proposal affect this right?

The proposal does not contain proposals which involve torture or inhuman treatment

- The right to liberty and freedom – you have the right to be free and the state can only imprison you with very good reason – for example, if you are convicted of a crime.

Does your proposal affect this right?

The proposal does not contain proposals which are likely to diminish an individual's right to liberty and freedom.

- The right to a fair trial and no punishment without law – you are innocent until proven guilty. If accused of a crime, you have the right to hear the evidence against you, in a court of law.

Does this proposal affect this right?

The proposal does not contain proposals which affect an individual's right to a fair trial and no punishment without law.

- Respect for privacy and family life and the right to marry - protects against unnecessary surveillance or intrusion into your life. You have the right to marry and raise a family.

Does this proposal affect this right?

The proposal does not contain proposals which diminish an individual's right to privacy. Indeed, it is focused on supporting the right to a family life.



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- Freedom of thought, religion and belief – you can believe what you like and practice your religion or beliefs, so long as this does not harm others.

Does your proposal affect this right?

The proposal does not contain proposals which affect an individual's right to free thought or freedom of religion

- No discrimination – everyone's rights are equal. You should not be treated unfairly – because, for example, of your gender, race, sexuality, religion or age.

Does your proposal affect this right?

The proposal does not contain proposals which are discriminatory

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