

Assessment for Relevance Form

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

What is being assessed:	Standard Operational Procedure for Post Diagnostic Support for People with Dementia
Named Officer / Directorate:	Susan Holland

Protected Characteristics	Impact Rating Positive, Adverse or Neutral Impact	Rationale (provide evidence for your rating)
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Socio-economic factors such as poverty, unemployment, discrimination, poor working conditions and a lack of education can all affect an individual's ability to access services. This can also be further broken down depending on protected characteristics (listed below).

Age <ul style="list-style-type: none"> Children and young people Adults Older People 	Neutral Impact	This Standard Operational Procedure is designed to support staff who are caring for people newly diagnosed with dementia and their families and carers. It is not about the impact on people with whom it will be used.
Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Neutral Impact	Any member of staff (with or without disability) will require to have specific skills, knowledge and attributes to deliver post-diagnostic support.
Gender Reassignment (trans)	Neutral Impact	Gender re-assignment would not impact on a person's ability to access or use this guidance document.
Marriage and Civil Partnership	Neutral Impact	A person's marital status would not impact on a person's ability to access or use this guidance.
Pregnancy and Maternity	Neutral Impact	A person's pregnancy or maternity status would not impact on their ability to access or use this guidance.
Race / Ethnicity	Neutral Impact	A person's race or ethnicity would not impact on their ability to access or use this guidance.
Religion / Faith	Neutral Impact	A person's race or ethnicity would not impact on their ability to access or use this guidance.
Sex (male/female/non binary)	Neutral Impact	A person's sex would not impact on their ability to access or use this guidance.
Sexual orientation	Neutral Impact	A person's sexual orientation would not impact on their ability to access or use this guidance.
Staff	Neutral Impact	This guidance is designed to provide a framework to support NHS Ayrshire and

		Arran staff working in post-diagnostic support services. It will be openly accessible to all staff via Athena, but NHS Ayrshire and Arran are also happy to consider requests for publication in other formats.
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If you have answered positive or adverse impact to any of the groups, an equality impact assessment should be carried out (see flowchart).

If the policy involves a strategic decision, will it impact on socio-economic disadvantage?	Rationale (provide evidence for your rating)
People living on a low income compared to most others in Scotland	All staff employed in NHS Ayrshire and Arran are earning at least the minimum Scottish Living Wage
People living in deprived areas	This Standard Operational Procedure will not have any socio-economic impact on staff or patients.
People living in deprived communities of interest	This Standard Operational Procedure is designed to support the delivery of high quality post diagnostic support for people newly diagnosed with dementia. It will not have any socio-economic impact on deprived communities of interest.

If the policy involves a strategic decision you should carry out a [Fairer Scotland Duty Assessment](#).

Flowchart for Equality Impact Assessment (EQIA) Process

